

TOWN OF NATICK

2013 Annual Report

Cover Photography: Town of Natick Automated Recycling Truck

The Department of Public Works switched to in-house curbside recycling collection in August, 2013. This initiative will result in an estimated annual savings of over \$105,000 when comparing the cost of the previously provided contract service to the cost of the in-house service, accounting for salaries and benefits for the 2 new employees, capital costs for the 3 new automated “packers,” fuel, and all other costs associated with this new service. In addition, we have negotiated a contract through which the Town will receive a minimum of \$2.00 for every ton of recyclable materials; by way of comparison, we pay \$75.95 in disposal fees for every ton of trash. We strongly encourage residents to recycle whenever possible.

Automated collection is a technologically advanced system of recycling collection. The system is called “automated” because a special truck, equipped with a mechanical arm, automatically lifts and empties special recycling containers without the driver ever leaving the cab of the truck. This is a system designed to improve efficiency and safety in the DPW Sanitation & Recycling Division. A special recycling container was provided to every eligible residential property in the size of their choosing – 96, 64 or 35 gallon. The program makes the task of putting out recycling easier and cleaner for the resident, improves the appearance of the Town, and greatly reduces the injury potential for Town employees because the mechanical arm performs the lifting.

We are currently exploring opportunities to provide recycling collection service to properties that are currently not eligible (those with over multi-unit dwelling units or commercial properties); such properties would be charged a fee for this service.

This program is but one example of the Town’s creativity and commitment to evaluating existing services and programs, with an eye to improving the quality and cost-effectiveness of our service to residents.

The 2013 Natick Town Report is dedicated to Bruce S. Weisberg

The 2013 Natick Town Report is dedicated to longtime volunteer and community leader Bruce S. Weisberg.

Bruce has been an inspiring and tireless champion of Natick for many years, both in Town government and with many community organizations. With his long service on the Friends of the 4th Committee, Natick Days Committee, Natick Center Associates, Kids Connect and the Community Organic Farm, Bruce has shown the knack for making things happen and motivating people to do their best. Countless programs have been well run, with positive results for many kids and families, because of his purposeful and positive contributions.



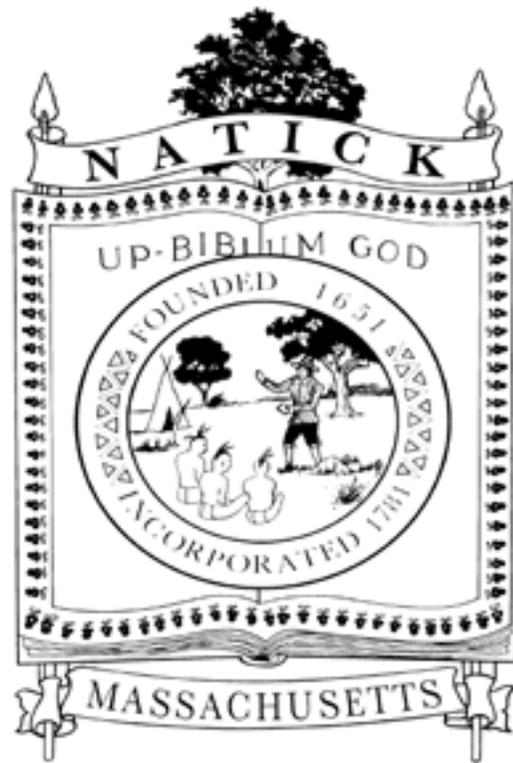
As a member of many town committees, including the Recreation and Parks Commission, Community Development Advisory Committee and the Affordable Housing Trust, Bruce has demonstrated his knowledge of housing and finance, and his love for the entire community, to make a difference.

As Senior Vice President and Real Property Manager at Middlesex Savings Bank, Bruce has spearheaded the bank's community outreach and has set a high standard for corporate citizenship. He has also served on the MetroWest ESL Fundraising Committee, Greater Boston Business Council, the Greater Boston Banker's Association, and Leadership MetroWest.

A longtime observer has shared the view that meetings and events just run better with Bruce, people do better work, and more gets done thanks to his positive, team-first attitude and wise counsel.

For his inspired leadership and many contributions to our community's quality of life, the Town proudly dedicates the 2013 Town Report to Bruce S. Weisberg.

***234th Annual Report
of the
Town of Natick
Massachusetts***



Year Ending December 31, 2013

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Committee Application Form

Town of Natick
Board of Selectmen
13 East Central Street
Natick, MA 01760
(508) 647-6410
selectmen@natickma.org

Thank you for your interest in serving the Town of Natick. Please use this form for appointments made by the Board of Selectmen. You may complete this form by hand, or download a Microsoft Word™ file from www.natickma.gov/selectmen, or provide equivalent information in another form. You may also provide a letter and/or resumé. After we receive your application, you will be contacted regarding next steps.

Position applied for: _____

Please check whether this is a new appointment or reappointment

Name: _____

Address: _____

Phone: _____

Email (optional): _____

Relevant experience: _____

Relevant education: _____

Please check whether you.... are familiar with the State Ethics Law

have attended a State Ethics Law seminar

Please check if you are enclosing a letter and/or a resumé

Signature: _____

Send to Board of Selectmen, 13 East Central Street, Natick MA 01760; fax (508) 647-6401

Retirees for Calendar Year 2013

<u>Name</u>	<u>Department</u>	<u>Date of Retirement</u>
Virginia Constantine	School Department	7/31/2013
Jolene Marcus	School Department	6/26/2013
Colleen McAuley	School Department	9/19/2013
Joanne Sandow	School Department	8/23/2013
Daniel Sticka	School Department	9/27/2013
Jonna Yager	School Department	2/15/2013
Donna Arena-Myers	Town Department	7/9/2013
Nancy Carson	Town Department	4/12/2013
Richard Cugini	Town Department	2/19/2013
Kenneth Custodio	Town Department	3/27/2013
James Fahey	Town Department	2/28/2013
James Graham	Town Department	9/6/2013
Michael Melchiorri	Town Department	7/1/2013
Robert White	Town Department	3/5/2013
John Perodeau	Town Department	1/22/2013

Survivors Added

Rita Doherty (survivor John)	Town Department	4/10/2013
Maureen Slattery (survivor Joseph)	Town Department	1/27/2013

Deceased Retirees in Calendar Year 2013

<u>Name</u>	<u>Department</u>	<u>Date of Death</u>
Julio Colonnelli	School Department	5/13/2013
Margaret Karr	School Department	6/28/2013
Nancy Ketchen	School Department	4/14/2013
Nerina Miccile (survivor)	School Department	11/9/2013
Janet Pearl	School Department	1/31/2013
Frederick Paul Alcock	Town Department	1/1/2013
Francis Arena	Town Department	10/31/2013
Barbara Connolly	Town Department	10/11/2013
John Doherty	Town Department	4/10/2013
Richard Fahey	Town Department	12/24/2013
Helen Flynn (survivor)	Town Department	3/17/2013
Phyllis Keane (survivor)	Town Department	11/26/2013
Walter D. Mahoney Sr.	Town Department	10/12/2013
Francis Martin	Town Department	7/12/2013
Ralph Mastro	Town Department	12/31/2013
William McMullen	Town Department	12/2/2013
Stephen Smith	Town Department	6/15/13
Carmella Torti (survivor)	Town Department	11/28/2013
Estelle Coleman (survivor)	Town Department	9/24/2013
Collette Davis (survivor)	Town Department	4/23/2013
Michael McDaniel	Town Department	9/22/2013
Rhonda Plaisted (survivor)	Town Department	5/4/2013
Constance Carey	Town Department	5/26/2013

General Statistics

Natick was incorporated as a Town on February 19, 1781.

Location: 18 miles west of Boston

Population: 33,006

<u>Registered Voters:</u> (as of December 31, 2013)	22,645		
Democratic	7,554	Libertarian	53
Republican	2,647	American Independent	8
Unenrolled	12,341	Reform	2
Green Rainbow	26	We the People	1
Socialist	1	Inter 3 rd Party	7
Constitution Party	1	MA Independent Party	2
Green Party	1	Pirate Party	1
Area:	15.99 sq. Miles		

TOWN OFFICES:	Town Hall, 13 East Central St.
School Department	Town Hall, 13 East Central St.
Police Department	20 East Central St.
Fire Department	22 East Central St.
Department of Public Works	75 West St.
Morse Institute Library	14 East Central St.
Bacon Free Library	58 Eliot St.
Community-Senior Center	117 East Central St.
Council on Aging	117 East Central St.
Veterans Agency	117 East Central St.
Recreation and Parks	Cole Center, 179 Boden Lane

Legislative Representation

US Senators: Elizabeth Warren
Edward J. Markey

Representative in Congress: Katherine Clark

State Senators: Richard Ross, Precincts 6, 7, 9 and 10
Karen Spilka, Precincts 1-5 & 8

State Representatives: David Paul Linsky

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

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

Where to Vote (Precinct Numbers):

- Kennedy Middle School, 163 Mill Street (1)
- Cole Recreational Center, 179 Boden Lane (2)
- Kennedy Middle School, 163 Mill Street (3)
- Wilson Middle School, 24 Rutledge Road (4)
- Wilson Middle School, 24 Rutledge Road (5)
- Lilja School, 41 Bacon Street at Oak Street (6)
- Community-Senior Center, 117 East Central St. (7)
- Morse Institute Library, 14 East Central St. (8)
- Community-Senior Center, 117 East Central St.. (9)
- Memorial School, 107 Eliot Street (10)

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



Board of Selectmen
2013

<i>ELECTED TOWN OFFICIALS</i>	<i>TERM EXPIRES</i>
Board of Selectmen	Gloff, Carol A., Chair 2014
	Ostroff, Joshua, V. Chair 2015
	Mabardy, Nicholas S., Clerk 2014
	Jennett, Richard Jr. 2016
	Hughes, Charles M.. 2016
Board of Assessors	Dangelo, Janice M.. 2016
	Hansen, Stephen 2014
	Reed, Molly K. 2015
Board of Health	Breda, Donald 2016
	Cole, Alan G. Phys. To Bd.
	Delli Colli, Peter A. DMD 2015
	Wong, Ian L. 2014
Constables	Cigna, Ross 2016
	Flynn, Kevin 2016
	Lamont, Arthur 2016
	Lavezzo, James 2016
	Roche, Stephen 2016
	Winer, Michael G. 2016

Housing Authority	Ball, Erica	2015
	Foss, Charlene B.	2016
	Kiely, Margaret E. (Governor's appointee)	2017
	Ostroff, Jeanne W.	2018
	Parish, David P.	2014
Moderator	Foss, Frank W.	2016
Morse Institute Library Board of Trustees	Donovan, Kathleen	2016
	Goodman, Elliot M..	2016
	Keefe, Joseph A. Dr.	2016
	Mazor, Gerald	2016
	McCoubrey, Sally L.	2016
Planning Board	Evans, Teresa M..	2013
	Glater, Glen	2015
	Meyer, Andrew J.	2016
	Munnich, Julian J.	2017
	Nottonson, Peter	2014
Associate Member	Wadsworth, John	2014
Recreation & Parks Commission	Fair, Michael J.	2014
	Griffith, John	2014
	Ordway, Jessica	2016
	Ordway, Davis Sr.	2016
	St. Hilaire, Mark	2015
School Committee	Blanchard, Anne E.	2016
	Campbell, Thomas	2016
	Coburn, Frederick Jr.	2014
	Laurent, Paul	2016
	Margil, David S.	2015
	Mistrot, Amy K.	2014
	Reed, Firkins	2015
Town Clerk	Diane Packer	2016

COMMITTEES APPOINTED BY BOARD OF SELECTMEN

TERM EXPIRES

Affordable Housing Trust Fund	Ball, Jay	2014
	Duncan, Laura (Banking Rep.)	2015
	Glater, Glen (Planning Bd. Rep.)	2015
	Gloff, Carol A. (Selectmen Rep.)	2015
	Johnson, Randy (Construction Rep.)	2015
	Kramer, Glenn (Attorney Rep.)	2014
	Marshall, Scott	2014
	Pasquale, Barbara D. (R.E. Rep.)	2015

Audit Advisory Committee	Berelowitz, Saul	2015
	Collins, Cathleen (Fin Com. Rep.)	2016
	Hughes, Charles M.. (Selectmen Rep.)	2016
	Meyler, Stephen (School Com. Rep.)	2016
	Shusterman, Gerald	2014
Bacon Free Library Maint. Cmte.	Collins, D. Michael	2016
	Fox, Ruth	2014
	Manning, John	2016
	Wilson, Steve	2015
Bicycle/Pedestrian Adv. Cmte.	Decker, Ronald	2015
	Hawley, Glynn	2016
	Kiely, Meg	2014
	Levinson, Heather	2016
	Magee, John	2014
	Pope-Lance, Deborah	2014
	Sullivan, Michael	2015
	Thayer, Chris	2015
Cable Advisory Board	Avitzur, Michael	2016
	Feak, Rodney	2014
	Jones, Martha	2015
	Ordway, Ronald	2014
	Pinsley, Arnold	2015
	Szretter, Hank	2015
Cochituate Rail Trail Adv. Cmte.	Barrera, Joel	2016
	Camacho, David	2015
	Griffiths, John (Recreation Rep.)	2014
	Henderson, Janice	2014
	Henry, Peter	2016
	Magee, John (Bicycle & Ped AC Rep.)	2015
	Ostroff, Joshua (Selectmen Rep.)	2016
	Reffett, Patrick (Community Devl. Rep.)	2015
Schoenig, William (Planning Bd. Rep.)	2016	
Community Devl. Adv. Cmte.	Duncan, Laura (Banking Rep.)	2016
	Glater, Glen (Planning Board Rep.)	
	Gloff, Carol (Bd. of Selectmen Rep.)	
	Gove, Marjorie	2015
	Mulkerron, Paul (Real Estate Rep.)	2014
Conservation Commission	Bain, George	2015
	Gardner, Mathew	2016
	Makofsky, Jason	2014
	Raftery, Bernard	2016
	Rehl, Kathy	2014
	Richards, Jeffrey	2015
	Shepard, Douglas	2016

Contributory Retirement Bd.	Cahill, Virginia (Interim Comptroller)	Ex. Officio
	Drew, Robert J.	2014
	Given, David A.	2015
	Melchiorri, Michael	2014
Council on Aging	Reardon, B. Michael	2015
	Greenstein, Donald	2014
	Hayre, Dylan	2014
	Hill, Joan	2015
	Lynch, Ann	2014
	Merkowitz, Harriet	2016
	Mulcahy, Nancy	2016
	Oakley, Karen	2015
Associate Member	Salamoff, Susan	2015
	Watjen, M.. Susan	2016
	Ostroff, Jeanne W.	
Cultural Council	Bloomenthal, Steven	2015
	Cosmos, Jeanne	2015
	Dave, Swati	2015
	Keefe, Joseph	2015
	Shenker, Barbara	2015
	Williams, Katherine	2014
Economic Development Cmte.	Attia, Joseph	2015
	Jennett, Richard P., Jr. (Selectmen Rep.)	2014
	Joseph, Paul	2016
	Laughlin, E. Scott	2014
	Landry, Douglas	2015
	Reffett, Patrick/Gallerani, Michael (Alt.)	2014
	Roberts, Stacey	2016
	Shamoian, David	2016
Elderly/Disabled Taxation Fund	Supple, Chris	2014
	Adams, Sheila	2016
	Dangelo, Jan (Board of Assessors)	
	Letner, Ralph	2015
Historical Commission	Roche, Stephen G.	2014
	Evers, Stephen	2015
	Goodman, Elliot	2014
	Lyster, Virginia	2016
	Mancini, Anna	2013
	Redbord, Adam	2013
	Sullivan, Maureen	2014
Alternate Members	Balcom, Margarita	2015
	Rybacki, Michael	2014

	Sheinmen, Patti	2015
Historic District Commission	Collins, D. Michael	2014
	Furrer, Jeannine K.	2016
	Labrie, Matthew	2015
	Marr, Patricia	2016
	McCue, Matthew	2014
	Milford, Christopher	2015
	Parnas, Jean Pierre	2015
Alternate Member	Subber, Adam	2015
Information Systems Adv. Bd.	Drolet, Lawrence	2016
	Gillenwater, Todd	2015
	Holz, John	2016
	Pyman, Aaron	2016
	Szretter, Hank	2015
	Varnum, James	2014
Katherine L. & Waldo Kennedy Trust Fund	Guest, Victoria (Reverend)	
	Hitt, Nancy (Reverend)	
	Liben, Daniel (Rabbi)	
	Strand, Jon (Reverend)	
Lookout Farm Adv. Cmte.	Bois, Robert (Con. Com. Adm.)	
	Chisholm, Christine (Dept. Agriculture Rep.)	
	Connolly, Michael (Building Insp.)	
	Mabardy, Nicholas (Bd. of Selectmen Rep.)	
	Shoemaker Ott, Sarah	2015
	Rehl, Kathy (Con. Com. Rep.)	
	Soderholm, Ken (Planning Board Rep.)	
	White, James (Board of Health)	
	Yannes, James A.	2015
MathWorks Scholarship Cmte.	Daniel, Valerie	2015
	Freitas, Lenore K.	2014
	Lightcap, Eric	2015
	Rosenberg, Steven	2016
Natick Center Cultural District	Elizabeth, Amy (Cultural Council Rep.)	
	Evans, Terri (Planning Rep.)	
	Girardin, Denise	
	Joseph, Paul	
	Lavalley, David	
	Levinsky, Steve	
	Levy, Michelle	
	McEacherin, Ginger	
	Ostroff, Joshua (Bd. of Selectmen Rep.)	
	Polansky, Kevin	
	Scott, Betty	

	Stetson, Linda	
	Sullivan, Maureen (Historical Commission Rep.)	
	White, Martha (Town Administrator)	
	Young, India	
Open Space Adv. Committee	Coffey, David	2014
	Evans, Terri (Planning Board)	2014
	Kessel, Martin	2015
	Helser, Matthew	2016
	Linehan, Michael	2016
	St. Hilaire, Mark (Recreation Rep.)	2016
	Shephard, Douglas (Consv. Com. Rep.)	2015
Real Property Disposition Cmte.	Collins, Michael (Citizen at large)	
	Hickman, Robert (Finance Committee Rep.)	
	Landry, Douglas (Citizen at large)	
	McGovern, Kelly (Citizen at large)	
	Nottonson, Peter (Planning Board Rep.)	
	Soderholm, Ken (Citizen at large)	
	Subber, Adam (Citizen at large)	
	Swiniarski, Christopher (Citizen at large)	
	Tullie, Kathleen (Citizen at large)	
	White, Martha (Town Administrator)	
Recreation & Parks Commission	Levine, Seth	2016
	Shea, Susan	2014
	Szretter, Wayne	2015
	Tutuny, Greg	2016
Recycling Study & Adv. Cmte.	Davis, Scott	2015
	Gaziano, John	2014
	Linehan, Michael	2015
	Magnoni, Diana	2014
	Miller, Terry	2015
	Vickers, Brinley	2014
Registrars of Voters	Awkward, Robert (Democrat)	2015
	LeFleur, Sandra (Republican)	2016
	Northgraves, Nancy (Republican)	2014
	Packer, Diane (Town Clerk)	2016
Walcott Fund Bd. Of Mgrs.	Guest, Victoria (Reverend)	
	Hitt, Nancy (Reverend)	
	Liben, Daniel (Rabbi)	
	Strand, Jon (Reverend)	
Youth Advisory Board	Azaria, Ruth	2015
	Chouinard, Margaret	2015
	Lagan, Sarah	2015

	Lemnios, Ashley	2015
	Ordway, Chautauqua	2015
	Wallace, Jake	2015
Special Municipal Employees	Natick Auxiliary Police	2014
	Cable Advisory Board	2014
	Constables	2014
	Moderator	2014
Zoning Board of Appeals	Coughlin, Kathryn	2016
	Godin, Laura	2014
	Havener, Robert	2014
	Landgren, Scott	2014
	Mulkerron, Paul	2015
Associate Members	Odunukwe, Chike	2014
	Polansky, Kevin	2016
	Swiniarski, Christopher	2015

COMMITTEES APPOINTED BY THE TOWN ADMINISTRATOR ***TERM EXPIRES***

Commission on Disability	Breda, Ann M..	2014
	Carew, Paul	Town Liaison
	Chernak, Kenneth	2014
	Harnish, Jennifer	2014
	Kelley, Timothy	2015
	Murray, Matthew	2015
	Peters, Susan	2016
	Rich, Michael S.	2016
	Sherizen, Joan	2016
	Zalt, Lori	2015
Golf Course Oversight Cmte.	Chandley, Kevin	2016
	DiMasi, Nicholas	2016
	Fair, Arthur B.	2016
	Healey, Robert	2015
	Richards, George L. III	2015
Personnel Board	Cartier, Tom	2014
	Levinsky, Steven	2015
	Ojimba, Erisa	2016
	Rosenman, Alan	2014
	Salamoff, Susan	2016
Safety Committee	Hladick, Thomas, (DPW Rep.)	
	Hick, James (Police Chief)	
	Hurley, William (School Rep.)	
	Lauzon, Brian (Lieutenant, Police Dept.)	
	Melchiorri, Michael (Building Insp.)	
	Ordway, Ronald	

Reffett, Patrick, (Community Devl.)
 Slamin, John
 Ward, Robert Sr.

MISCELLANEOUS BOARDS & COMMITTEES

TERM EXPIRES

Design Review Board	Chouinard, Wayne (Planning Bd. Rep.) Keller, Saralyn (Planning Bd. Land) Mancini, Anna (Historical Com. Rep.) Shimshoni, Avigail (Downtown Rep.) Traficonte, John (Planning Bd. Arch.)	
Trails Maintenance Committee	Conaway, Pat Hanna, Sara Watjen, Robert Michalopoulos, Greg Severance, Robert	2014 2016 2014
Town Forest Committee	Frykman, Peter Gay, Francine Kessel, Irene Perken, Peter Petro, Tony	2014 2016 2016 2016 2014

COMMITTEES APPOINTED BY THE MODERATOR

TERM EXPIRES

Finance Committee	Adelman-Foster, Karen Barerra, Mari Brown, Jimmy Ciccariello, John Collins, Cathi Coughlin, Cathy Evans, Bruce (Vice Chair) Everett, James (Clerk) Ferrari, Michael Freedman, Jonathn (Chair) Hayes, Patrick Kelleher, Mark Pierce, Jerry Resmini, Chris Shooshanian, Ed	2016 2015 2014 2016 2016 2014 2015 2014 2016 2016 2015 2014 2015 2014 2014
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OFFICIALS APPOINTED BY BOARD OF SELECTMEN

TERM EXPIRES

Police Chief	James Hicks	2014
Interim Comptroller	Virginia Cahill	
Director of Veterans Services	Paul Carew	
Emergency Management Director	Chief James Hicks	

Fire Chief	Acting Chief Richard White	
Labor Relations Consultant	Murphy, Hesse, Toomey & Lehane	
Lock-Up-Keeper	James Hicks	
Parking Clerk	Elizabeth Kelley & Thaddeus Jankowski	
Regional Transportation Advisory Council	Martha L. White	
Rep. To MBTA Advisory Board	Joseph Weisse	2016
Rep. To Metropolitan Area Planning Council	Theresa Evans	2016
Alt. To Metropolitan Area Planning Council	Joshua Ostroff	
Rep. To Mass. Water Res. Auth. Adv. Council	Craig Leiner	2015
Rep. To So. Middlesex Opportunity Council	Dorothy Kennedy	2014
Reps. To Metrowest Regional Collaborative	Joshua Ostroff - Peter Nottonson	
Reps. To So. Middlesex Regional Voc. School	Tassos Filledes	2015
	Stephen Kane	2014
Rep. To Metrowest Reg. Transportation Auth.	Charles M.. Hughes	
Town Counsel	John Flynn, MHTL	2014
Veterans Burial Officer	Paul Carew	
Town Administrator	Martha L. White	2014
Fair Housing Officer	Joseph Merkel	
Liaison to State Ethics Commission	Richard Tranfaglia	

<i>OFFICERS APPOINTED BY THE TOWN ADMINISTRATOR</i>	<i>TERM EXPIRES</i>	
Community Development Director	Patrick Reffett	
Deputy Town Administrator	Michael Walters Young/William Chenard	
Interim Director of Department of Public Works	Thomas Collins	
Animal Control Officer	Keith Tosi	
Building Commissioner	David Gusmini	
Local Building Inspector	Michael Connelly	
Superintendent of Recreation & Parks	Jon Marshall	
Sealer of Weights & Measures	Joseph Mulvey CS	
Town Treasurer/Collector	Thaddeus Jankowski	2016
Tree Warden/Insect & Pest Control	Arthur Goodhind	

*CS - Civil Service

Section I

Reports from Town Departments, Committees, Boards, & Commissions

General Government

Board of Selectmen & Town Administrator

An ambitious set of goals drove the work of the Board of Selectmen and Town Administrator in 2013, and much was accomplished in support of our central mission of providing excellent services at a good value to Natick's residents and taxpayers.

As stated in our 2012 annual report, our overarching goal is to ensure that the Town's fiscal condition and long-range financial outlook are sound and strong. In ways large and small, the vast majority of our other efforts either directly or indirectly are intended to enhance the Town's fiscal condition. By protecting the Town's fiscal outlook, we ensure continued delivery of valued services while minimizing – to the greatest extent practical – undue taxpayer impacts.

In 2013, numerous creative and cost-saving initiatives were undertaken. With Town Meeting's approval we established in-house course maintenance for the Sassamon Trace Golf Course (rather than continuing with contract services). In just one season, this crew has demonstrated a proactive approach to course maintenance, resulting in cost savings and a more attractive course.

The Department of Public Works completed substantial cost-saving initiatives in 2013. First, all street lights (but for the decorative lights in Natick Center) were replaced with highly efficient, low-maintenance LED lights. This project was funded entirely through grants totaling \$141,332 plus additional savings through a performance-based contract. The expected annual savings through reduced energy consumption is over \$90,000, in addition to reduced maintenance costs. Also, with Town Meeting's support, the DPW brought curbside recycling service in-house, rather than continuing with contract service. The anticipated average annual savings through this initiative is over \$105,000. (Further information about this program is provided on the inside front cover of this Town Report).

As another means of reducing costs, we consistently seek grant funds in support of programs and initiatives, and 2013 was another successful year in this regard. The Morse Institute Library received a \$30,000 grant in support of their ongoing Veterans' Oral History Project, as well as a \$38,000 contribution from the Friends of the Morse Institute Library for the purchase of Speed Read Books and Museum Passes, and in support of Natick Reads and other library programs.

The Department of Public Works obtained several substantial grants. The Water/Sewer Division installed energy efficient upgrades using a grant of \$40,156; anticipated annual energy savings is approximately \$35,000. In addition, a grant of over \$126,000 was awarded to develop an energy conservation plan for the Town's water treatment plant. And, in conjunction with the previously mentioned in-house curbside recycling program, a grant of over \$162,000 funded the recycling totes that were distributed to residents. In addition, the DPW applied for reimbursement of the extensive costs associated with the February 2013 blizzard; over \$189,000 was awarded by FEMA.

The Community Services Department also received several grants in 2013. The Council on Aging receives annual support from the MA Executive Office of Elder Affairs. In 2013, their grant of \$45,514 was used to support a range of healthy aging initiatives and our volunteer services programs. In addition, the Friends of the Natick Senior Center contributed \$14,277 to underwrite monthly newsletters, special events and the like. The Recreation and Parks Department received a grant of \$16,000 from local non-profit Parents Association of the Handicapped (PATH) in support

of the extensive programming for handicapped youth of Natick and the region. In addition, the Natick Community Organic Farm was awarded \$10,000 from the Massachusetts Society for Agriculture for the construction of a high volume compostable storage facility.

The Community Development Director secured a substantial grant of \$2.5 million from the MassWorks Infrastructure Program for the reconstruction of Kansas Street. This project is a collaborative effort between the Town of Natick and the Natick Soldiers Systems Center.

The Natick Fire Department's \$20,000 grant from the MetroWest Health Foundation supported their initiative to provide CPR training for Natick High School students.

The Natick Police Department added a key resource funded entirely through a grant from the Stanton Foundation as well as numerous donations from local businesses. Axel, a one year old German Shepherd, was acquired and trained, and now serves in support of Police Department personnel, including searching for lost persons, apprehending criminals and more. The Police Department received several other grants, totaling over \$115,000, used to fund training and overtime costs for dispatchers; development of a quality assurance process for Emergency Medical Dispatch; support of our emergency management needs, including replacement of equipment and purchase of items associated with emergency sheltering, including animal crates and medical supplies; purchase of protective vests, radios and other equipment for the Town's Auxiliary Police and more.

This list is far from complete, and does not include grants in amounts under \$10,000. Such smaller grants add up quickly and are often used to supplement Town funding for ongoing operations or to offer one-time or unique programs. The Annual Reports from these and other departments will likely provide additional information about these and other grant-funded programming.

The Office of the Town Administrator and Board of Selectmen successfully completed a technological advancement in 2013 through our posting of meeting agenda materials on-line. We no longer produce paper copies of agenda materials (often 100 pages or more); instead all documents that explain or support agenda items are available electronically. During meetings, Board members access and follow through agenda materials on Town-supplied i-Pads. One of the greatest benefits of this advancement is that agenda materials are publicly available prior to the meetings; interested parties can even follow along with the Board during televised meetings.

In 2013, the Board and Administration continued to focus attention on Natick Center and its advancement as a Cultural District, as designated by the Massachusetts Cultural Council, as well as its role as the center of activity for the community. Parking continued to be a major discussion point. The Board of Selectmen appointed a Parking Advisory Committee to evaluate options and opportunities to better utilize existing parking through improved management practices, assess the demand for additional parking based on existing and potential occupancy, and recommend options to meet the identified demand. Parking issues have proven vexing for many years, with widely divergent opinions as to whether there is a parking shortage and, if so, how such a shortage might best be resolved. The Board and Administration are hopeful that the work of the Parking Advisory Committee will bring clarity and vision with respect to the many issues and challenges associated with parking in Natick Center.

Pursuant to Natick Center's designation as a Cultural District, and consistent with the resulting Agreement between the Board of Selectmen and Natick Center Associates, the Natick Center Cul-

tural District Advisory Board was established. The Advisory Board is responsible for developing and implementing programs to advance the cultural attributes of Natick Center consistent with the guidelines of the Massachusetts Cultural Council and tailored to the unique attributes and characteristics of the community.

At the 2013 Spring Annual Town Meeting, \$30,000 was appropriated for the development of a Strategic Plan and related initiatives in support of the Natick Center Cultural District. Subsequently, the Advisory Board entered into contract with Carlisle and Company for development of a Strategic Plan, and developed a budget for the advancement of public art, development of a branding and marketing strategy, and the production of a cultural festival. These programs are supported not only by the Town Meeting appropriation but also by grants from the MA Cultural Council Adams Grant and the MetroWest Tourism and Visitors Bureau, as well as in-kind contributions and funding from the Walnut Hill School for the Arts.

In 2013, considerable attention was devoted to the goal of improving and expanding walking opportunities for residents. Through a grant from the MetroWest Community Health Foundation, the Safe Steps program was developed; this program has three elements. First, research was conducted to identify where people walk for community, recreation and wellness, where residents would like to walk but can't do so, and any other reasons that they do not walk to school, work and other destinations. This stage also involved a community survey and, with the use of a team of volunteers, field assessments of sidewalk conditions. The second stage involved engineering services to identify and develop costs for appropriate solutions to prioritized areas such as new sidewalks, crosswalks and walking paths to improve pedestrian conditions. The final stage will involve development of programs to encourage people to walk more often for health reasons and other benefits. The Safe Steps program recommendations will be considered for future capital planning. It is important to note, however, that development of new sidewalks is very costly, and limited right-of-way width, drainage challenges and other factors often present substantial obstacles. The capital investment associated with sidewalk development will be considered along with the Town's other capital needs; this will certainly be a multi-year effort but, with the plan that will be developed through the Safe Steps program, we will be able to properly prioritize our investments.

Through a related effort involving a dedicated and hard-working group of volunteers, led by resident Pat Conaway, many of the community's open spaces have been cleared of litter and overgrowth thus expanding and enhancing opportunities for walking through our extensive trail system. Also this year, the Open Space Committee initiated an update to the Town's trail map to enhance awareness and utilization of this important resource.

With Town Meeting's support, we were able to add key positions this year, including an Economic Development Planner and Information/Communication Officer. Michael Gallerani started work in the Economic Development position in November. Among other qualifications, Michael previously served as Economic Development Director for the Town of Plymouth. Kathy Lentini began work as the Information/Communication Officer in October. Kathy previously worked for several years as Director of Information Systems for a major Boston law firm. Our request to establish these new positions came after careful evaluation of the community's needs, the budget impacts associated with added personnel, and the service enhancements that we will be able to deliver by adding these positions. We very much appreciate Town Meeting's support for this funding!

We experienced transitions in several other key positions in 2013. Long-time employee Dick Cugini retired from his position as Community Services Director and, in April we welcomed Jemma

Lambert to this position. Jemma has a rich background including delivery of service to senior citizens and veterans, oversight of social service delivery and extensive training and experience in team building and community engagement. Michael Melchiorri, who served as Building Commissioner for many years, retired in 2013. In September, David Gusmini was appointed to this position. David's interest in this position was very welcomed as he had previously served as a Building Inspector for Natick before transitioning to the Building Commissioner position for another community. David's experience and familiarity with Natick will serve us well, and his commitment to and expertise in technological solutions will enable the department to make significant advancements in their storage and sharing of vast amounts of permit and related information.

Water/Sewer Division Supervisor Jack Perodeau – another long-time employee – retired in 2012. Assistant Supervisor Anthony Comeau was promoted to the Supervisor position in July, 2013. Tony has extensive familiarity with the Division's operations, and he possesses advanced Water and Treatment licenses, both of which well qualified him for this appointment. Tony's leadership style and collaborative approach have enhanced operational efficiencies within the Water/Sewer Division.

In 2013, the Board of Selectmen and Interim Comptroller Virginia Cahill agreed to terms for Ginny to serve in this position as a Town employee; she had been serving in a consulting capacity. This transition was very welcome as Ginny has very much become a part of our leadership team and she possesses a thorough knowledge of all aspects of the position of Comptroller. Ginny's appointment as an employee is scheduled for February 2014.

Also in 2013, Deputy Town Administrator/Finance Director Michael Walters Young announced his intent to relocate to Tennessee in support of his wife, who was accepted into a PhD program at Vanderbilt University. In his 5½ years of service to the community, Michael vastly improved our budget and other finance documents. Within just a couple of years after Michael's arrival we were the proud recipients of the Government Finance Officers' Association Distinguished Budget Award for the quality and clarity of our budget documents. Michael's studies and financial analyses of various operations allowed us to evaluate options with a thoroughness and accuracy not before possible.

Michael was first hired as Deputy Town Administrator, with the Finance Director responsibilities being assigned shortly before the passing of Bob Palmer in June of 2012; Bob had long served as the Town's Collector/Treasurer and Finance Director. Over time, it became apparent that the management responsibilities associated with Finance Director position were so substantial that very little time was available for the general operational responsibilities associated with the Deputy Town Administrator position. Ultimately, and again with the support of Town Meeting, two Deputy Town Administrator positions were authorized. In December, we announced that Jeff Towne had been hired as Deputy Town Administrator/Finance Director. Jeff came to us from the City of Gloucester where he was serving as Finance Director. Jeff's extensive knowledge of all municipal financial operations, as well as his leadership, vision and team-building skills will enable us to build upon and enhance our solid fiscal condition.

In addition, Bill Chenard, who was presently serving as DPW Director, was promoted to the position of Deputy Town Administrator for Operations. Bill had well-established himself as an innovator focused on cost-efficiencies and performance evaluation, and his comprehensive knowledge of the breadth of municipal operations certainly qualified him for the additional responsibilities associated with the Deputy position.

In December 2013, the Board of Selectmen voted to reappoint Martha White as Town Administrator for a three-year term beginning July 1, 2014. Martha was initially hired in September 2006 as Deputy Town Administrator and served as Interim Town Administrator from April to October, 2007, at which time she was appointed as Town Administrator.

While numerous management-level personnel changes have been noted in this report, the Board of Selectmen and Town Administrator wish to thank employees at all levels within the organization for their hard work and dedication to their operations and service to the residents of this community.

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

Personnel Department

This was an active and productive year for both the Personnel Department and the Personnel Board. The Board recommended and Town Meeting approved the creation of Grade 6 for the non-union Classification and Pay Plan; the positions of Police Chief, Fire Chief, and Deputy Town Administrator/Finance Director were classified in this new Grade 6. In addition, the Director of Community Development position was elevated to a Grade 5.

The department was very busy throughout the year fulfilling our responsibility to solicit strong candidate pools, interview qualified applicants and identify individuals best suited to fill personnel vacancies across all general government departments. In 2013, 764 applications were submitted for various vacancies, which represented a 55% increase over the prior year. Several of the vacancies were the result of retirements or resignations, including management positions (Community Services Director, Building Commissioner, and Water/Sewer Supervisor) as well as numerous support positions. In addition, Town Meeting supported the creation of several new positions that were filled in 2013, including Economic Development Planner, Communication/Information Officer, Special Assistant to the Director of Community Services (which position does not add to the “head count” within the department due to the phasing-out of another position), and Personnel Coordinator. We also created several new positions at Sassamon Trace Golf Course such that course maintenance would be performed in-house; previously the course was maintained by a private contractor. This change has saved money while improving the condition of the course.

Toward the end of 2013, we were developing plans for the replacement of our Deputy Town Administrator/Finance Director, who was relocating out-of-state. A determination was made to create a second Deputy Town Administrator position for Operations, and by the end of the year the current Director of Public Works – William Chenard – was selected for the Operations position, while the Finance Director from another Massachusetts community – Jeffrey Towne – was selected for the Finance Director position.

Also during 2013, the Board of Selectmen and Town Comptroller, who had been fulfilling that role in a consulting capacity, agreed to terms for the incumbent to become an employee of the Town; that status will be effective in February of 2014.

Several retirements are anticipated in 2014; we continue to develop sound succession plans to ensure continuity of quality service to the community.

A recent initiative that has proven very valuable to our succession planning and employee development efforts is our identification of candidates to participate in a ten-week Leadership Development Program; in 2013 eight employees were selected to participate. These employees were chosen based on their keenness for advancement within the organization and demonstrated ability to take on greater and more complex responsibilities. Each participant has reported that the program was very valuable and better prepared them for leadership positions.

In addition, several departments were approved to send employees to specialized training in our ongoing effort to enhance employee skills and development while inspiring personal achievement.

Importantly, the Personnel Director served as a training resource to Department Heads with respect to annual performance review of non-union employees; these evaluations are associated with the

merit-based pay program now in its third year.

The Department also initiated and implemented two new benefits for Town and School employees. The 529C Plan allows employees to direct a portion of their pay, on a pre-tax basis, toward their children's college expenses. In addition, the Town of Natick, along with Needham, became a member of the Wellesley municipal credit union, providing our employees with easy access to the programs and benefits offered by this institution.

The Personnel Department was pleased to have been able to offer programs designed to enhance employees' work experience and job satisfaction, develop camaraderie, and ensure that the Town's appreciation of their good work is evident. Such programs include periodic Lunch & Learn seminars, at which topics such as personal finance, care for elderly family members and more are discussed. In addition, we again provided the ever-popular annual Employee Appreciation Cookout, secured group discount tickets to the Providence Bruins for employees and their families, and provided *Café 13 East* on a year-round basis. *Café 13 East* is a staffed lunchroom in the Town Hall, facilitated by the Natick School Department's food service program. Further, our commitment to employee wellness was evidenced by, among other initiatives, the largest participation to date in the Global Corporate Challenge walking program led by the Morse Library Director Linda Stetson.

The Town's Benefits Manager Linda Clark also had a very busy year. Ms. Clark oversees and administers health insurance and related programs for over 1,600 Town and School employees as well as Town retirees. Ms. Clark is responsible for the implementation of deductions associated with 16 union contracts – typically renegotiated every 2-3 years, frequent changes in relevant laws and regulations, notifications to employees and retirees, and much more. Her commitment to courteous, personalized and accurate service to the employees and retirees must be acknowledged and is certainly appreciated.

On behalf of Town Administration, the Personnel Board, and the Personnel Department, I am pleased with the progress and combined dedication to enhance the skills and abilities, as well as the programs and service that benefit our most valued asset - *The employees of the Town of Natick*.

Respectfully submitted,

Richard D. Tranfaglia
Director of Personnel

Town Counsel

2013 was a spirited year for legal issues. The most frequent issues concerned the Board of Selectmen, conservation, contracts, DPW, licensing, litigation, planning and subdivision, real estate, Town meeting, zoning, conferences and telephone conferences with Town personnel and advice to Town personnel.

Town meeting authorized the Board of Selectmen to submit a home rule petition to exempt the position of Deputy Chief of Police from the Civil Service Law; amended the Personnel By-Law to eliminate the sick leave buy back program, with transitional provisions for certain long-term employees; increased the property tax exemptions for elderly persons, disabled veterans and blind persons; accepted a statute authorizing the Board of Selectmen to establish a veterans real estate tax work-off program; amended the By-Laws to provide that employees shall not be required to obtain Board of Selectmen approval to participate in the veterans' property tax work-off program or the senior property tax work-off program; authorized the Conservation Commission to lease the Natick Community Organic Farm property for up to thirty (30) years; authorized the Board of Selectmen to submit a home rule petition to allow the Board of Selectmen to grant an all alcoholic beverage license to the Center for Arts in Natick; approved a Table of Contents for codification of the Town By-Laws; amended the Natick Home Rule Charter to make several typographical changes; amended the Zoning By-Laws to provide a temporary moratorium through June 30, 2014 on medical marijuana treatment centers; amended the By-Laws to require applicants for certain licenses to submit to fingerprint-based criminal background checks arranged by the Police Department and to allow the Town to consider the results of such background checks in determining whether to grant such a license; accepted Main Street as a public way; amended the Classification and Pay Plan to include a Deputy Town Administrator/Director of Finance and a Deputy Town Administrator/Operations; adjusted the maximum reduction of the real property tax bill for participants in the senior property tax work-off program to be based on one hundred twenty-five (125) volunteer service hours in a tax year, rather than one thousand dollars (\$1,000.00); and amended the By-Laws to be consistent with current Massachusetts procurement law.

Procurement documents and contract were reviewed for: filter control panel modifications, Elm Bank variable frequency drive improvements, a DPW building second story addition, roadway improvements at various locations, improvements to Kansas Street and a portion of Main Street, lease purchase of LED street lights, street light energy management services, three (3) year sewer rehabilitation, landscaping of Town owned property, J.J. Lane Park site improvements, a J.J. Lane Park restroom building, on-call engineering services, tree pruning and cutting, water testing for Dug Pond and Pegan Brook, monitoring, reporting and operation for the gas collection and flaring system at the former Natick landfill, collection and disposal of recyclable materials, collection and disposal of household hazardous waste, lease purchase of golf course maintenance equipment, design of a Cochituate Aqueduct trail, appraisal of the CSX rail trail, appraisal of proposed easements on Main Street, a first amendment to the lease for operation and maintenance of the William L. Chase Arena, Recreation and Parks transportation, boiler replacement at the Cole Center, Johnson School and Memorial School, electrical upgrades for the Kennedy Middle School, window replacement at the Johnson School, sound attenuation for an air-cooled chiller at the Community/Senior Center, purchase of software and software maintenance for the Municipality integrated parcel management services system and the Novus Agenda system, a license for the Invoice Cloud system, broker services for sale of the property at 56 Everett Street, Morse Institute Library HVAC improvements, Bacon Free Library HVAC replacement, energy conservation and efficiency consulting services,

study and design of Natick Center MBTA station improvements, an amendment to the contract with the HOME Program Consortium, comptroller services, assessment centers for police lieutenant candidates and for police sergeant candidates; design services for repair and replacement of fire station bay doors, maintenance of revaluation software, an employment contract with the Police Chief; food service inspectional services, cleaning of Town-owned buildings, Memorial School softball field lights, a turf field and related improvements at the Cole Center; an amendment to the power purchase agreement with TransCanada Power Marketing, Ltd., a second amendment to the power purchase agreement with Ameresco Solar Natick, LLC, zoning maps update, restoration of Town-owned books, lease and management of the Natick Community Organic Farm, a community gardens manager, and lease of land for community gardens.

One (1) auto class 2 license case was resolved in favor of the Town. In one (1) zoning case the Land Court upheld the decision of the Zoning Board of Appeals. In another zoning case the Land Court reversed the Zoning Board of Appeals decision and remanded the case to the Zoning Board of Appeals. The decision by the Zoning Board of Appeals on remand in that case was appealed to the Land Court by the applicant and by abutters. That case was pending at the end of 2013. In addition, one (1) zoning case, one (1) gun case, one (1) cell tower case and one (1) water case were pending at the end of 2013.

Dick Cugini retired in 2013 after thirty-seven (37) years of admirable service to the Town of Natick in general and to Recreation and Parks in particular. We wish him a long, healthy and happy retirement.

Our firm, Murphy, Hesse, Toomey & Lehane, LLP is a law firm of thirty-one (31) lawyers. Partners David DeLuca and Kathryn Murphy, associates Karis North, Bryan Le Blanc, Brandon Moss, Michael Maccaro and Lauren Galvin, and paralegals Paula Rivera and Bryanne Tartamella also worked on Town Counsel matters in 2013. 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 your assistance and support. It is a privilege to represent the Town of Natick.

MURPHY, HESSE, TOOMEY & LEHANE, LLP

By:

John P. Flynn

Town Clerk

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

The Office of the Town Clerk, acting as the Town's Registrar of Vital Records recorded 421 births, 356 deaths and 164 marriages in 2013. In addition to registering new records, the office also issues certified copies of all vital records. During 2013 the office issued 1,590 birth certificates, 624 marriage certificates and 2,359 death certificates. The office also issued 293 DBA (Doing Business As) certificates and licensed 2,885 dogs during the year.

In 2013 the office administered the Town Census (street listing) to over 17,000 addresses. 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 Massachusetts General Laws. In April, after the majority of Annual Census forms are received and processed in the office, the Board of Registrars mails confirmation cards to voters who did not respond to the census. The street listing and confirmation mailing is used to update and maintain accurate voting lists.

Natick held two Annual Town Meetings, one in the spring and one in the fall of 2013. The Annual Spring Town Meeting convened on April 23, 2013 and concluded its business in six (6) sessions dissolving on May 14, 2013. The Annual Fall Town Meeting convened on October 15, 2013 and concluded its business in three (3) sessions dissolving on October 22, 2013. Meeting minutes are included in this report and are available on the Town's website at www.natickma.gov.

During 2013, The Town Clerk and the Town Administration began the process of codifying the Natick Home Rule Charter and By-laws. This process will improve access to the laws of the Town and assure that the most recent changes are available to the public. This project should be completed by the end of 2014. At the 2013 Annual Fall Town Meeting, funding was appropriated to begin the process of improving the storage in the vault in the Town Clerk's office.

This year was very busy with four unscheduled elections and an extraordinarily large number of certifications of statewide petitions for the Fall 2014 elections. In addition, the office continues to increase the use of technology to improve access to information for both staff and residents. I would like to thank the Board of Registrars: Robert Awkward, Sandy LaFleur and Nancy Northgraves for their assistance during the elections. I would also like to thank Deb Blatz, Kerry Graveline and Nancy Hansen for their continued hard work and support.

Respectfully submitted,

Diane B. Packer, Town Clerk

Board of Registrars

The Board of Registrars, working with the Town Clerk's office conducted five elections during 2013. The Annual Town Election was held on April 9, followed by the Special State Primary and Special election to elect a Senator in Congress on April 30 and June 25 respectively. Following the election of Edward Markey as the new Senator, there were two more special state elections to elect a Representative in Congress; the Special State Primary on October 15 and general election on December 10.

Over the course of 2013 over 1,146 voters, either registered to vote or changed voter registration status, significantly lower than the 2,800 from the previous year. This was to be expected as the number of new voters is always highest prior to a presidential election. It was still a greater number than expected, most likely the result of the special elections.

The Board of Registrars conducts a very successful voter registration drive during Natick Days. In addition, the Board also participates in at least one other voter registration drive each year at Natick High School.

The results for all of the elections are included in this report and are also posted on the Town's website at <http://www.natickma.gov/town-clerk/pages/voting-and-election-information>.

Massachusetts General Laws require that the Board of Registrars mail pre-paid confirmation cards to all non-respondents to the Annual Town Census. In 2013, the Board mailed approximately 5,300 postcards to voters who did not respond to the annual street listing mailing. 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. Using updated postal software the confirmation cards were mailed to non-respondents' current addresses. This greatly increases the number that we receive back, allowing us to delete voters who have moved. This process improves and enhances the accuracy of our voting lists.

The Board of Registrars would like to thank all of the election workers (wardens, clerks, inspectors and students) for their continued dedication and hard work. A special thanks to Michael Linehan, Adele Rosenthal and Helen O'Malley for their continued volunteer service to the Board of Registrars. Our elections run smoothly because of the support that we receive from the Department of Public Works, Police Department, the School Department and the Facilities Management Department.

I would like to take this opportunity to give a special thanks to Donna Lambert who served as a member of the Board of Registrars for six years. Donna was always willing to help out with everything from voter registration drives, Natick Days, testing the voting machines and of course on election night. A special thanks to her for her many years of service.

Respectfully submitted by Diane Packer on behalf of the Board of Registrars.

Robert J. Awkward
Sandra LaFleur
Nancy Northgraves
Diane Packer

Information Technology Department

Overview

For calendar year 2013, the Information Technology Department had a busy but in comparison with 2012, a relatively quiet year. Most IT activities were day to day operations but with the addition of a new IT Communications Specialist staff the IT Department is much better staffed to handle new application installations, existing application support and training.

The new IT Communications Specialist staff member joined the IT Department in October and immediately starting working on the migration of the Town's older website to the new one currently in place. This project involved learning how to work in the new Drupal website environment, syncing the old and new websites up until cutover and setting up and overseeing initial training as well as continuous follow up training with the many department heads and staff who are responsible for maintaining their department's web pages. The Town website was seamlessly cutover to the new platform on December 19th. Two other large and visible projects the IT Specialist will be working on is migrating the town to Google Apps and the installation of the Town's new MuniCity enterprise wide permitting system. The initial deployment of the permitting system will be in the Community Development department with Public Safety, Health and other Town departments coming online at a later date. Modules that allow online permit accessibility and mobile applications for the inspectors were also purchased.

Other notable mentions are the upgrade of the Public Safety Dispatch software and hardware, replacement of older network switches, working with facilities and the Recreation and Parks staff to pull cat6 cable to improve the data and voice infrastructure at the Cole Center to add more networking/voice drops and wireless access points and working with the School Department to upgrade the Brown School's phone system to the new ShoreTel **V**oice **O**ver **I**P (VOIP) telephone system currently used in the new High School and Community-Senior Center.

On top of these projects are the day to day operations where we continue to provide broad based computer and telephone services to municipal employees as well as services provided to the community via the Town web site. This includes upgrading and replacing aging and obsolete equipment such as PCs, printers, uninterrupted power supplies (UPS) and network data 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. Telephone services provided by the IT department include PBX administration, installation, system configuration, deployment, voice mail account management, transaction box design, end-user support, equipment upgrades and providing a point of contact with the telephone vendor.

Information System Advisory Board (ISAB)

The Information Technology Advisory Board (ISAB) has once again been an invaluable resource for the Town IT Department by providing experience and insight from the private sector. The ISAB also went through some changes in 2013, increasing the board size from 5 to 7 members and increasing meetings from quarterly to monthly. The ISAB is updated on all Town and School IT projects including conducting departmental reviews to assess IT needs; provided advice and assistance and helped review and attend the vendor walk thru of the Community Senior Center Distributed Antenna System to provide improved cell coverage in the building (which proved too costly to pursue), security concerns and the new Town website. I personally would like to extend a 'Thank you for your time and concern' to all of the Board members.

Services

On a day to day basis the IT Department provides critical core services for the Town's telephone and computer networks. The administration and support of these complex 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 PBX Telephone System – 15 switches, ~702 telephones, Voice Mail Server, Call Accounting Server
- ShoreTel VOIP Telephone System and Voice Mail Server
- Town Computer Network – 300+ PC's/Laptops/tablets, 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 replication systems
- 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 provides telephone and computer connections to all municipal buildings via multi-mode/single mode optical fibers which all connect via the Public Safety IDF Facility. Typically, Town buildings have four (4) *single* mode optical fibers with the exception of the Natick High School which has six (18) *single* mode optical fibers. Additional INET connections were added at the LFNR shed/press box, baseball field, Golf Course Maintenance Shed as well as Town wells and pumping stations. Though not part of the RCN cable agreement, as mentioned earlier, twelve (12) additional fibers were added to connect the new High School to the Public Safety Building.

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

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

Natick Web Site (www.natickma.gov)

The Town web site is hosted by Virtual Town Hall (VTH), a company that specializes in designing and hosting municipal web sites. In addition, the Town maintains its own website 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.

As mentioned above, in December 2013, the website was upgraded to the Drupal platform which gave it new functionality and esthetics but also required the Town staff responsible for maintaining the website to be trained on the Drupal platform.

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 Online Bill Payment service has also been expanded with the addition of the InvoiceCloud online bill presentment and payment system. This system is currently processing Real Estate and Personal Property bills but will soon be processing Motor Vehicle Excise bills as well.

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.

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 is 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's Juniper Firewalls also have virus/malware detection at the packet level and content management to block inappropriate sites and known malware sites. 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 2013 was a busy year in which the IT Department completed many projects. In 2014 we will continue to look for innovative methods and techniques in identifying and implementing cost effective solutions to improve, streamline and protect the day to day IT operations and, just as importantly, facilitate easy access to data for both the Town and its citizens via the town web site.

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

Sincerely,

Robert LeFrancois, Director Information Technology
robertl@natickma.org

Community Development Department

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 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 six interrelated divisions.

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

Senior Staff - Patrick Reffett, serves as the Community Development Director and is responsible for the day to day management of the Department. **David Gusmini**, Building Commissioner, oversees the Building Division of the Department and replaced long-time Commissioner Michael Melchiorri who retired mid-year 2013. **Annie Greel** is Executive Assistant for the Dept. and also provides administrative support to the Planning Board. **Bob Bois** is the Town's Conservation Agent assisting the Conservation Commission with their applicable duties and also pursuing numerous energy and green initiatives.

Year-End Review

- The Town's web site continues to be updated and improved. Please log onto www.natickma.org to gather information regarding the permitting process for all divisions of this Department, download application forms, and obtain links to other areas of interest. The Department is expecting to implement an electronic permitting system with the appropriate equipment during 2014 to better manage permitting processes, electronically store data, reduce decades worth of permit paperwork, and assist in better serving the public.
- A number of major construction projects have been essentially completed during 2013. The South Natick Hills 40B project of 268 residential units is completed. The Chrysler Road 40B project which includes 407 residential units was finished six months ahead of schedule and began occupancy in mid 2013. The MathWorks expansion at Apple Hill, which includes a 166,450 square foot office structure, a 700 car parking garage, and other on-site improvements, is for all intents and purposes complete with a handful of additional items to be finished. MathWorks has

also purchased the former Boston Scientific Campus in Natick to accommodate its extensive level of corporate growth. They also obtained a special permit from the Planning Board to construct a parking garage of approximately 800 spaces at this new lake-side location.

- The Dept. and Planning Board continue to work toward making traffic, pedestrian and landscaping improvements throughout the community as we work with individual development projects and the Massachusetts Department of Transportation. The CD Director manages the design of multiple major roadway improvements. The intersection of Oak Street and Route 9 began construction in 2013 and will likely be finished in 2014. Mr. Reffett is also assisting the State in the redesign of the intersection of Route 27 and Route 9. 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. Additionally the Dept., on behalf of the Town, won a very competitive \$2.5m MASSWORKS grant from the State to rebuild the Kansas Street access and utilities which serve the Natick Soldier Services Center. The design is near completion as of early 2014 and construction will begin mid-year 2014.
- The Town, CD Dept. and various representative agencies and boards continue to advocate for appropriate affordable housing in Natick. The Town exceeds the required 10% of housing to be affordable but will see more affordable housing in 2014 with the North Avenue Project and the Paperboard Redevelopment Project.
- Dept. initiatives include economic development activities and outreach on behalf of the Town. In 2013 Michael Gallerani, Economic Development Planner was hired and is aggressively pursuing numerous economic development activities.
- Other major Dept efforts include pursuit of the Cochituate Rail Trail, a major contributor to providing solutions for downtown parking, managing the parking permit program, facilitating the effort to revise the Natick Zoning Bylaw, participating in the redesign of the Natick Commuter Rail Station, participating within the Safety Committee, and assisting numerous boards, committees and interest groups.

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 as well as the support we have received from the citizens we gladly serve.

Respectfully submitted,

Patrick Reffett,
Director

Building Department

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

In 2013 the Building Department issued the following permits and collected the following fees:

• New Building Permits	\$ 312,885.00
• Alteration Permits	506,738.95
• Electrical Permits	180,260.90
• Gas Permits	25,110.00
• Plumbing Permits	42,886.94
• Certificate of Inspections	<u>12,717.00</u>
	\$1,080,598.79

Construction was completed at a number of sites this year:

- Chrysler Road Apartments (407 units)
- 117 West Central Street Shopping Plaza
- Sports Facilities at Natick High School
- Bernardi Audi Dealership

The following major projects are under construction:

- Sanctuary – 99% complete
- Heavey Estates – 15%
- Granite Ridge Estates -- 95%
- Walnut Hill Estates – 95%
- South Natick Hills – 95%
- Apple Hill 4 – 95 %
- Apple Hill I – 55%
- Hunter Hill Subdivision (Phase I) – 95%
- Hunter Hill Subdivision (Phase II) – 15% complete
- Natick Paperboard 40R project – 5% complete
- 57-58 North Avenue HOOP project – 45% complete
- Cider Mill Estates/Rockland Street – 35% complete

There are ongoing improvements and new tenants at Natick Mall, Sherwood Plaza, and Sunnyside Plaza.

The Building Department would like to thank Michael Melchiorri for his many years of service and wish him happiness in his retirement.

Respectfully submitted,

David G. Gusmini, CBO
Building Commissioner / Chief Zoning Officer

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 other Boards 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 (2013) include:

- **The non-chemical treatment for Lake Cochituate and Fiske Pond:** The Commission continues to work with DCR and various parties to develop a whole lake solution that includes both non-chemical and chemical solutions to control nuisance weeds found in the Lake. A variety of non-chemical treatment options have been used since the effort started in March 2006. Most recently invasive plants have been removed from Middle Pond and Fiske Pond using a combination of techniques including hand pulling, Diver Assisted Suction Harvester (DASH) and Surface Harvesting. Benthic matting has been added as a non-chemical treatment tools used in Middle Pond this year. In addition to the \$12,500 the Commission gave DCR for work in Middle Pond, the Commission gave the Lake Cochituate Watershed Council \$700 to move benthic matting in Middle Pond. The money given DCR was used to complete chemical treatment of nuisance weeds in the state beach and boat ramp area of the Middle Pond.
- **Improvements:** A plant survey completed by a contractors working for DCR showed significant improvements in North Pond and Fiske Pond but invasive plants remain a major issue in upper Middle Pond and for the entire Lake/Pond system located in Natick suggesting the possibility need for chemical treatment in South Pond and areas of Middle Pond away

from the Town wells. The DCR plans to file a Notice of Intent for this work in the winter of 2014 for treatment in the spring of 2014.

- **The oversight of Landfill/Golf Course maintenance:** The Commission continues to monitor the Order of Conditions (OOC) for the Golf Course. Over the past year the Commission has reviewed the Integrated Pest Management Plan (IPM) Report and the Phragmites Control Plan and has decided to drop expensive sampling requirements for a more reasonable performance based outcome using historical chemical application rates. The Commission is working with the Sherborn Conservation Commission to do the same on the portion of the Golf Course located in Sherborn. The Commission has agreed to pay for an expert to review of the environmental data collected on the Sherborn side of the Golf Course and report findings in 2014.
- **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, the Eisenmenger Trail map and the Stormwater Bylaw and Regulations can be found on the Natick website at the Conservation Commission link at www.natickma.gov. The Commission is working with the Open Space Committee to complete trail maps for the remaining locations.
- **Open Space Additions and Improvements:** The Commission continues to work with 2 committees to help improve general oversight of properties under its purview. They are: the Trails Maintenance Committee, to help maintain existing town trails; and, the Town Forest Committee, to help improve the Hunnewell Town Forest. The Commission has allocated \$10,000 for trail maintenance in 2013 and signed a second 30 year Permit with the MWRA for the use of the Sudbury Aqueduct as a walking trail in South Natick. Furthermore, the Commission has awarded a design contract for \$52,000 for plans to construct the Cochituate Aqueduct Trail in West Natick in the spring of 2014. The Commission also spent \$1,036,705 for the construction of the new J.J. Lane Park in East Natick which should be partially open in the spring of 2014. The Commission continues to fund \$100,000 on maintaining open space at the Organic Farm in South Natick as well as \$60,000 to survey and maintain other properties under its care and control.

Over the past year, the Commission held 20 meetings to review projects subject to the Massachusetts Wetlands Protection Act and the Natick Wetland Bylaw in which it issued 11 Orders of Conditions, 19 Determinations of Applicability, 6 Certificates of Compliance, 6 Plan Changes and 2 Enforcement Orders. This is about the same number of outcomes completed in 2012.

And finally, the Commission continues to encourage potential applicants with marginal/potential wetland issues to come and talk to the Commission to determine if any type of filing is necessary. This gives the person a better understanding of the Commission's concerns they will need to address in the filing. This informal discussion, which occurs during the first half hour of the Commission's semimonthly meetings, has reduced the number of negative determinations and improved 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 75 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 requirements to help protect Natick's valuable surface water resources. The new federally required Stormwater Requirements (“unfunded Mandate”) were adopted in 2006 and copies of both the Stormwater By-Law and the Stormwater Regulations are found on the Natick website at the Conservation Commission's link at www.natickma.gov.

Under the Stormwater requirements any new construction, development or home improvement project that disturbs an area of land over 40,000 square feet may require the filing of a Land Disturbance Permit application with the Natick Conservation Commission. The application should detail a plan to control erosion of land during construction and a plan to manage and maintain 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 4 Land Disturbance Permits.

Planning Board

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

The Planning Board is also charged to:

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

In 2013 the Planning Board held 27 regular meetings as well as numerous site visits and working group meetings. There were 59 separate decisions filed by the Planning Board.

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

- MathWorks – 19 Superior Drive
- BRA, Inc/11 Tech Circle.
- Tesla Motors /1245 Worcester Street
- FedEx/30 Superior Drive – Minor Modification
- Care Everywhere and Zyno Medical/177 Pine Street
- Deerfield Forest Condominium Trust
- Orange Leaf and Lapels Dry Cleaning (Rt.9/27 Shopping Center)
- Smashburgers (Sherwood Plaza)
- One Vision Drive LLC (Cognex)
- Sprint Spectrums - various locations
- T-Mobile
- Verizon – various locations
- New Cingular Wireless (AT&T) – various locations

Prior decisions which were subject to review for minor modifications included:

Natick High School, FedEx, Bernardi Auto Group, as well as numerous signage applications

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

- Cider Mill Estates Definitive Subdivision
- Hunter Hill Phase II Definitive Subdivision and
- Endorsed 2 plans of lot border changes as qualified Approval Not Required,

The Board participated by having members sit on several other committees, including the Open Space Advisory Committee, Affordable Housing Trust Fund, Community Development Advisory Committee, Lookout Farm Advisory Committee and Metrowest Growth Management Committee

With funding in place for an updating of the Zoning Bylaws and in concert with the goals expressed in Natick 360, the Board continues to work with the Zoning By-Law Review Committee to identify gaps, deficiencies, and inconsistencies in the Zoning By-Laws. This process includes changes to the organization of the Zoning Bylaws and their recodification.

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

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

Respectfully submitted:

Andrew Meyer, Chair
Peter Nottonson, Vice-Chair
Terri Evans, Clerk
Julian Munnich, Member
Glen Glater, Member
John Wadsworth, Associate Member

Zoning Board of Appeals

The Natick Zoning Board of Appeals (the "Board") operates pursuant to applicable provisions of Chapter 40A of the Massachusetts General Laws and the Town of Natick Charter and Section VI of the Town's Zoning By-Laws. The Board consists of eight members (five regular members and three associate members) appointed by the Board of Selectmen, who are citizens of the Town of Natick. Per the Zoning By-Laws, the Board of Selectman seeks to fill the seats of the Board to have at least one attorney, and if feasible, one architect, and one civil engineer or master builder. The positions are completely volunteer and are in no way compensated with Town funds. Within the membership as prescribed under the Town By-Laws, the Board elects a Chair, Vice-Chair, and a Clerk.

The Town of Natick *Zoning By-Laws* sets forth, among other things, the use and dimensional requirements which have been established for the various zoning districts of the Town, as well as procedures and standards which prescribe methods by which to seek relief from those requirements. As a Town established in the 1600s, there are many homes and properties that predate the

establishment of the Town's Zoning By-Laws, and thus often create the need for an owner to seek relief from the Board. The Board generally hears and decides upon 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 (i.e. a pre-existing, non-conforming lot).
- ❖ Requests for relief (appeals) from persons aggrieved by reason of their inability to obtain a permit from certain administrative officials under the provisions of Chapter 40A of the Massachusetts General Laws.
- ❖ Requests for Special Permits as allowed within the *Zoning By-Laws*. For example, the Board, when designated to act as the Special Permit Granting Authority, can grant permission for specific uses in specific zones.

The majority of the applications received by the Board concern residential properties. The Board also hears cases under the Massachusetts State Statute *Chapter 40B*; which enables local Zoning Boards to approve affordable housing developments under more flexible rules if at least 25% of the units have long term affordability. The Statute is designed to bring a city or town's overall affordable housing stock to 10%. The Town of Natick has made great strides towards achieving this goal in recent years with many projects like the Chrysler Road project near Home Depot, and South Natick Hills near Sassamon Trace Golf Course. Natick's current affordable housing percentage is about 10.35%, thus exceeding the Sates guideline, with approved projects still coming online that will increase that number further.

The Board meets regularly on Monday nights, generally once a month, depending on case load. In 2013, the Board received 43 petitions, with filing fees totaling \$11,200. These fees cover the cost of legal advertisements and abutter notifications, as required by law. Of these applications, 40 were granted with conditions, 1 was denied and 2 were withdrawn by the applicant.

At the close of 2013, the Board wishes to recognize the special contributions of Pamela Condlin and offer wholehearted thanks for her time spent as Administrative Assistant to the Board for many years. Her attention to detail and extraordinary efforts spent in review of the many cases before the ZBA over the years, have been a truly invaluable service to the Board and the Town. She will continue to serve the Town in her new position at the Natick Fire Department.

As always, the Board also thanks all of the staff of the Town's Community Development Office and all other Town Departments and Board's for their continuous support throughout the year.

Respectfully yours:

Scott W. Landgren – Chair
Kathryn M.. Coughlin – Vice Chair
Laura Godin – Clerk
Paul T. Mulkerron – Regular Member

Robert E. Havener – Regular Member
Chike C. Odunukwe – Associate Member
Kevin P. Polansky – Associate Member
Christopher Swiniarski – Associate Member

Sealer of Weights and Measures

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, 2013 through December 31, 2013 one vehicle scale with a capacity greater than 10,000 pounds was tested, adjusted, and sealed. Eleven scales in the one hundred to one thousand pound category were tested; one was condemned and ten were sealed. In the more than ten but less than one hundred pound category, eighty-four scales were tested and sealed. Eleven scales and balances in the under ten pound category were tested and sealed. Nineteen metric and ten apothecary weights were tested, found correct, and sealed. In the Liquid Measuring Device category, one hundred and seventy-two gasoline meters were tested; six were condemned and one hundred and sixty-six were sealed. Twelve vehicle tank meters were tested and sealed. Thirty taximeters were tested and sealed. Six scanning systems were inspected and found meeting 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 \$6,684.00.

Respectfully submitted,

Joseph J. Mulvey
Sealer of Weights and Measures

Finance Departments

Board of Assessors

The Board of Assessors respectfully submits its annual town report for 2013.

This year 2013 closes with a large New Growth Number. Natick is fortunate to continue adding new growth to the tax base. The fiscal year 2014 tax rate has been set at a single rate of \$14.18; this is a decrease of \$.16. South Natick Hills Complex has continued to add many new family homes to Natick, and will continue to contribute to Natick's revenue stream. The Assessors Staff has been conducting a residential field review which will consist of the entire Town being inspected. The field review will add to the equitable assessing of all properties even though they have not sold. The Staff has already reviewed approximately 2,250 residential properties. The staff will continue to inspect all sales, building permits and abatement requests to ensure consistent and accurate assessments. The Assessor's Office will continue to request the assistance of taxpayers with providing answers to the sales questionnaires. This year in FY2014 there will be a penalty added to commercial and mixed use properties for failing to answer Income & Expense Requests. The process of returning Income & Expense Reports helps the staff assess all income producing property fairly. Taxpayers are urged to review assessor's records to verify property information.

The Board of Assessors granted 301 Personal Exemptions to qualified property owners in fiscal year 2013, the combined total granted was \$308,806.76 There were an additional 33 Senior Workers; the total exempted amount for Seniors was \$29,200.00.

		Count	Total
42	Spouse of officer/firefighter killed in line of duty	1	\$7,323.43
17D	Senior/surviving spouse	42	\$10,290.00
22D	Surviving spouse	1	\$5,456.37
22 (a-e)	Veteran 10% disabled	127	\$71,120.00
22A	Veteran loss of limb	1	\$1,050.00
22B	Veteran multi limb loss	1	\$1,750.00
22C	Veteran adapted housing	1	\$2,100.00
22E	Veteran 100% disabled	27	\$37,800.00
37A	Blind	30	\$21,000.00
41A	Deferral	19	\$79,516.96
41C	Elderly	51	\$71,400.00
Senior Work	Work Program	33	\$29,200.00
	Total Amount Granted		\$338,006.76

In fiscal year 2013 the Assessor's Office committed for collection:

Real Property:	\$87,625,581.40
Personal Property:	\$1,697,863.60
Supplemental Tax (Chap.59 Sec.2D):	\$696,034.74
In fiscal year 2013 the committed excise totaled:	\$4,633,334.49

The Assessor's Office received 104 abatement applications for real estate, supplemental and personal property for fiscal year 2013. The staff inspected and reviewed the applications received. The

Assessors issued 46 abatements for real estate and supplemental bills totaling \$194,793.21. There were 3 Personal Property abatements granted totaling \$86.18.

For fiscal year 2013 there are 10 pending Appellate Tax Cases, 4 are Telecommunication Companies, 3 are Commercial Properties, and 3 are Residential properties. In calendar year 2012 we have successfully closed or settled all but 27 appellate appeals. They consist of 3 commercial appeals, 3 residential properties and 21 telecommunication cases. This is the total number of appellate appeals: they date from 2003 thru 2013 inclusive. The Town continues to have a potential liability in all years. The town must continue to maintain a significant balance in the overlay account until all of the appeals are settled.

The free trash bag program for qualified seniors has continued. The qualified residents have received 2,143 sleeves of bags. The Elderly and Disabled Tax Committee have been able to assist nine applicants with a total award of \$9,250.00. The Committee wishes to thank all of the residents who have generously contributed to the fund.

Meetings of the Board of Assessors are scheduled and are posted at Town Hall. The assessment data and all forms and applications are available on our web site <http://www.natickma.org> (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 Assessor's Office is open Monday, Tuesday, and Wednesday 8:00 A.M.. to 5:00 P.M., Thursday 8:00 A.M.. to 8:00 P.M.. and Friday 8:00 A.M.. to 12:30 P.M..

Respectfully submitted,

Janice M.. Dangelo
Director of Assessment

Comptroller

In compliance with Massachusetts General Laws Chapter 41, Section 61 herewith is the annual report of Town Comptroller's Department for the fiscal period July 1, 2012 through June 30, 2013.

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.

The Comptroller's office was able to set up more electronic transaction processing during the last fiscal year and streamline some office procedures. The most visible of these projects was moving to secure email of direct deposit pay information to eliminate the extra time and cost of printing check stubs. We plan to continue moving in the direction of automating more tasks, as appropriate, while maintaining internal controls.

Reporting was also augmented so that department heads were able to review the balances in all of their funds and use this information to make better decisions about the use of funds going forward.

Much of the year-end audit documentation is now gathered and provided to our independent auditors in advance of their on-site field work. This has made the audit process more streamlined so that the audit moves more quickly to completion.

Ledger reconciliation of various types, including, but not limited to, fund balances, cash, receivables and liabilities is performed on a more timely basis which is helpful in ensuring the accuracy of the financial records of the Town.

I would like to thank the dedicated staff of the Comptroller's office for their service to the Town throughout Fiscal Year 2013. Everyone was diligent in their efforts to ensure another successful year end close. It is with the help of the unwavering assistance of these people that I am able to produce the enclosed financial reports for the Town.

Cyndi Tomasetti, Assistant Comptroller, Meg Shaughnessy, Staff Accountant, Julie Skipper, Payroll Manager and Debbie Sherman, Special Assistant to the Finance Director are all to be commended on a job well done.

Respectfully submitted:
Virginia Whitney Cahill, Interim Town Comptroller

Treasurer/Collector

The Treasurer/Collector's office is responsible for the billing, collection, and investing of all monies due to the Town including but not limited to Real Estate and Personal Property Taxes, Motor Vehicle and Boat Excise Taxes, Parking Ticket fines, Water and Sewer bills, the Pay as You Throw trash bag program, Federal and State reimbursements and grants, and a myriad of licenses, fees, and departmental permits. The department is in essence the funnel for all of the revenue activity of the entire town. It is also responsible for the reconciliation of all checks and bank accounts, issuance of all authorized debt for both short and long term borrowing, and is accountable for all properties taken for non-payment of taxes. The department is a virtual beehive of activity – its windows and phones are manned from the moment that Town Hall opens to the close of business each day.

This past year has been a particularly challenging one for the department. With the demise of the extremely well regarded Robert Palmer in recent years and his passing in early 2012 – many crucial activities fell behind. 2013 marked a year of “catching up”. A new Treasurer/Collector was introduced in January of 2012. Staffing shortages – that had created additional complications – were slowly rectified throughout the year with the support of former Deputy Town Administrator Michael Walters Young and Town Administrator Martha White. However, three years of collection activity steps that would normally have been done annually – such as demands for unpaid taxes and the important subsequent steps - were combined into a single year which will continue through June of 2014 when the department will finally be back on an annual track.

However 2013 also marked the beginning of some new initiatives. In that regard – after an extensive

procurement process - that included plenty of feedback from staff and employees – we began the implementation of the new InvoiceCloud online bill presentment and payment system with the issuance of the 10/1/13 real estate and personal property tax bills. We plan to implement the new system for Motor Vehicle Excise and Water and Sewer bills in February and March of 2014. Our real goal is to get as many customers as possible to go “paperless” which will equate into real dollar savings.

After a “shake out” period of the new system we will also be introducing swipe card technology for credit and debit cards at the Collector’s Office followed by a phased town-wide rollout. The new InvoiceCloud system – when fully implemented - will allow Natick customers to have a single sign in and password to transact and review all of their financial activity with the Town of Natick. From not only paying their tax and utility bills – but also paying for and registering for bulk trash pick-up, recreation and community center programs, hazardous waste day, etc., etc.

The dedicated staff of the Treasurer/Collectors Office worked diligently under very challenging circumstances to serve the citizens of Natick. In 2013 the front line staff oversaw the collection of 53,368 real estate bills, 6,196 person property tax bills, and 30,948 motor vehicle excise bills. Combined with all others – the department was responsible for over 120,000 transactions in 2013 - that averages to over 24,000 per front line employee! In that regard it is important to note the dedication and efforts of Carol Wurth, Tina Pilla, Terry Reddoch, Allison Goldman, and part-time assistant Vickie Philben who have allowed the department to accomplish its goals under trying circumstances. Most noteworthy is the unsurpassed dedication of Elizabeth (Beth) Kelley – who was promoted to Assistant Treasurer/Collector this past year. Beth is a very special lady who is in the process of successfully battling a challenging health issue. We are really looking forward to her return and the improvements to be made in the operation and efficiencies of the Treasurer/Collector’s Office in 2014.

Sincerely,

Thaddeus (Ted) J. Jankowski, Jr.
Treasurer/Collector

Board of Retirement

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

The system is governed by a five member Board who is responsible for ensuring that the system is operating in compliance with M..G.L. Chapter 32.

The system is funded through member deductions, investments and an annual appropriation from the Town of Natick as well as the Natick Housing Authority. The Board has adopted an actuarial funding schedule designed to ensure the financial stability of the retirement system by balancing the needs of the fund with the effect on the level of annual appropriations. The most recent actuarial report approved by the NCRB was as of January 1, 2013. As of that date the system was 61.13% funded, with the actuarial value of assets at \$103,200,251 and pension liabilities of \$168,828,777. As of December 31, 2012, there were 591 active members, 375 retired members of their beneficiaries and 90 inactive members.

The Board establishes investment policies, allocates system assets to various investments, and retains managers in each asset class to invest the resources allocated to the type of investment. The Retirement System had a market value of \$90,312,462 as of December 31, 2012. In calendar year 2012 the System realized a 14.4% market rate of return.

Respectfully submitted,

Robert J. Drew, Chairman
Virginia J. Cahill, Ex-Officio Member
Michael J. Melchiorri
David A. Given
B. Michael Reardon

Board of Retirement

INCOME

Contributions	\$2,846,587.06
Transfers	153,350.61
Make-up Redeposits	277,239.61

APPROPRIATION

Pension Fund	7,453,409.00
Workers Compensation	750.00

OTHER SOURCES

Reimbursements	306,929.03
**Investment Income	1,242,720.79
**Profit on Sales	439,616.50

DISBURSEMENTS

Annuities Paid	1,449,283.41
Pensions Paid	8,082,474.94
Refunds/Transfers	202,749.89
Reimbursements	333,750.96

ADMINISTRATIVE EXPENSES

Salaries	171,088.13
All Others	466,529.20
**Loss on Sales	48,493.82

*** All investment information is through 3rd quarter only*

Respectfully submitted,

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

Kathleen S. Bacon, Director

Health and Human Services

Board of Health

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 M.. Anderson, M..P.H., REHS/RS
Public Health Nurse – Leila J. Mercer, R.N., M..S.N
Executive Assistant – Pamela K. Morgan, B.A.
Department Assistant – Jean M.. Cotter
Animal Inspector – Keith A. Tosi

The following communicable and reportable diseases were reported to the Board of Health during 2013:

Babesiosis	5	Lyme Disease	78
Campylobacter	13	Malaria	1
E.coli 0157:H7	1	Measles	1
Ehrlichiosis	5	Meningitis (Viral/Bacterial)	0
Giardia	1	Norovirus	1
Group B Strep Invasive	3	Pertussis	2
S. pneumonia	3	Salmonella	5
Hepatitis A	2	Varicella (Chicken Pox)	4
Hepatitis B	9	Vibrio Sp.	1
Hepatitis C	24	Influenza (Lab Confirmed)	
Legionella	2	Type A	41
		Type B	9

TOTAL: 211

Communicable and reportable diseases have shown an increase in recent years due to spikes in diseases such as Hepatitis and Influenza, the continued rise in tick-borne related diseases especially Lyme and an improved statewide reporting system.

The Tuberculosis Control Program revealed 33 Class II latent TB cases (infection without disease) resulting in 52 refugee site visits for evaluation, 12 Mantoux skin tests administered with 2 positive reactions identified and 2 referrals to private physicians. Total home visits made by the Public Health Nurse for contagion and community health assessments in 2013 were 183.

Office visits and walk-ins for services provided by the Public Health Nurse including blood pressure clinics, various screenings, evaluations, vaccinations, and assessments totaled 1,732 resulting in 33 referrals to private physicians or state agencies.

At our Annual Flu Clinics held this past year a total of 1,402 seasonal flu vaccines were administered and an additional 165 vaccines including Hepatitis A and B, Measles, Mumps and Rubella (MMR), Varicella (Chicken Pox), Pneumococcal, etc., were administered through the Board of Health Immunization Program.

Fees collected by the Board of Health Department increased to an all time high for the third

consecutive year, which is a direct reflection on the increased demand for services by this department noted later in this report. The total revenue collected for year 2013 was \$209,566.86. An additional \$21,364.49 was collected in health insurance reimbursement from the flu clinics and deposited into our immunization revolving account. This account has allowed the department to expand our immunization program addressing rising concerns to include adult Tdap and shingles vaccine, especially to those with health insurance that will not cover the expense. Also, \$1065.00 was collected by the Town Clerk for non-criminal fines issued by the Board of Health for code violations.

This past year 1,368 inspections were conducted on 448 food establishments of all types, an additional 3,312 various inspections, complaint investigations, plan reviews and field consultations relative to environmental sanitation were carried out by the Board of Health staff, bringing the entire inspectional service total for 2013 to 4,680. A total of 466 septic system pump outs and Title 5 inspections were received and reviewed; 406 water service sub-metering applications were reviewed and approved; and 1968 various permits and licenses were issued by the Board of Health in 2013. The figures noted above all represent the highest annual output for the department.

The Animal Inspector inspected all 43 properties currently holding a livestock permit and investigated 11 possible rabies exposure cases this past year.

Our long awaited Septrak web based program is finally up and running. The data for 1,500+ properties within the town that are currently on a private septic system has been entered into the program including “as built”, repairs, replacements and pump outs. The purpose is to provide assistance to our residents in proper maintenance of their septic system while protecting our watersheds and drinking water supply. The program is compatible with the DPW WebGIS database so the systems can be cross-referenced to include town utilities supplied to each property and will aid the town in satisfying a condition of our stormwater management certification.

We are pleased to announce that the Board of Health has been awarded a three year grant through the Metrowest Health Foundation as the lead agency and fiscal agent for a nine (9) town regional Coalition Tobacco Control Program. The intent of the grant is to bring back what was a very successful and acclaimed public health initiative, prior to funding cuts, by using a “strength in numbers” regional approach. The program will include reducing youth access, enforcement, training, educational and cessation opportunities. The goal is for the Coalition to be self sufficient within the three year grant period.

A big change to the department is on the horizon in the near future as Executive Assistant Pam Morgan announced she will be retiring from the Town in February. Words cannot express what Pam has meant to this office, the Board and to the Town of Natick. The professionalism she displayed in her position every day and her pleasant, helpful demeanor did not go unnoticed by anyone who came in contact with our department. She will be truly missed and we extend a very sincere, heartfelt “best wishes” to Pam in her retirement and that she enjoys all the pleasures life can bring.

Respectfully submitted,

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

Community Services Department

Comprised of Recreation and Parks, Council on Aging and Human Services, Veteran's Services, and the Natick Community Organic Farm, the Community Services Department is charged with responding to the needs, interests and quality of life issues of all who call Natick home. Together, we seek to elicit the priority needs and interests of residents and respond to those priorities through well conceived program development, efficient service delivery and thoughtful trusteeship of the array of public facilities and resources under our purview.



The new Community-Senior Center has significantly increased the scope of departmental services and responsibilities. Recent statistics reveal that an average of 382 people of all ages are utilizing this new facility each day. The center is used seven days a week, from early morning through late evening.

Nearly 900 individual user groups reserved space at the new center in 2013, representing a wide array of social, cultural, civic, educational, and community organizations.

The new facility truly is a community resource.

The Department is pleased to oversee many of the town's most treasured public spaces from the town common to our beach; from Camp Arrowhead to our Organic Farm; from our golf course to our array of open spaces and playing fields. We help to ensure that many of our most prized public events run smoothly including: Natick Days, Concerts on the Common, Natick's Farmer's Market, our many Veteran's dedications and parades, and various holiday celebrations in partnership with many dedicated community organizations and individuals.

Through the hard work and dedication of our staff, thousands of kids participate in our summer camps, after school recreational activities, teams or clubs, gardening education and special events. Thousands of Natick's elders and Veteran's partake in continued learning, health promotion, cultural events and socialization while many others benefit from the assistance they require with basic needs, visits from volunteers, and support and education on matters of care giving, disease management and isolation. Working adults join us for evening and weekend classes, workshops and special events, and give of their time as volunteers for our many programs, boards, committees or commissions.



Community Engagement

In an effort to better understand the needs and priorities of our community, departmental staff instigated a community engagement effort this year, reaching out to a diverse audience to explore citizen priorities and visions. Participants included neighborhood groups, parents, coaches, students, veterans, elected and appointed officials, working and retired adults, and elders.

These sessions resulted in the identification of several common priorities, the top three being:

1. A need for comprehensive information about programs and services available to residents in a one-stop-shop format
2. Enhanced/expanded programming for adults
3. Weekend and early evening activities for all age groups

The department has taken initial steps to begin to address these service gaps in the following ways:

- Development of a new quarterly publication, *The Natick Common Guide*, which provides a range of resource information and course/activity offerings in print form and mailed to every household in Natick. It is our intention to continue to both invest in and build upon the quality and depth of information available in all forms; from print to electronic to ensure our residents, businesses and service organizations have access to the most comprehensive information possible.
- In an effort to develop a greater range of activities for adults, we have begun enhancing our course/activity offerings to include a more robust menu of offerings of interest to adults. We are actively building partnerships with others in the community who offer expertise in designing a range of compelling educational and cultural opportunities for this cohort and look forward to these collaborations.

Departmental staff will engage in a comprehensive strategic planning initiative in early 2014 using the engagement findings as guide for our work plans going forward.

Grant/Foundation Support

The Department works hard to identify non-tax dollars to support its programs and services, this year totaling some \$108,803, all of which contributes to the quantity and quality of services offered to our residents.



The department is extremely fortunate to work with some 1,000 volunteers across our divisions who, together, provided in excess of 45,000 hours of service to our community. Whether serving as mentors, teachers, coaches, drivers, friendly visitors, camp assistants, farmers, board and commission members, friends, crafters or advocates, each individual helped to ensure our vast array of programs reached as many residents as possible.

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

Respectfully submitted,

Jemma Lambert, Director
Community Services Department

Recreation and Parks Commission

The Natick Recreation & Parks Division had another busy year in 2013 with new programs, new projects, enhanced facilities and a renovated main office at the Cole Center. The division also welcomed Melissa Carter as the year round special needs coordinator to our team.

Winter program numbers had a big increase thanks to the new space at the Community-Senior Center. Spring and summer programming saw a slight increase from 2012 with the additional space as well. Camp Arrowhead filled all 6 sessions of day camp at 240, had full participation for the New Hampshire Camping week with 28 and had over 135 volunteers participate in the summer of 2013. Memorial Beach once again had steady numbers with 537 participants signing up for swim lessons, 88 for swim team, 2063 season passes and 3505 daily passes. Camp Woodtrail had over 1,000 participants partaking in arts and crafts, drama, field trips and social projects. Woodtrail also had over 80 CITs.

Class	FY 11	FY 12	FY 13	FY 14
Summer	61	61	63	73
Total Fall	81	81	107	116
Total Winter	80	79	104	*100
Total Spring	70	73	85	*81
Total Adult	25	24	73	77
Total Preschool	57	63	64	60
Total Special Needs	41	46	58	59
Total Youth	169	161	164	174
Total Offerings	292	294	359	*370

*numbers are estimated for winter and spring for FY14

Fall programs were very steady. Our Natick Drama Workshop program had a great show selling out tickets for 2 of the 4 shows. We now offer a 3rd grade division in our recreation basketball program adding over 120 boys and girls bringing our totals for the program to 661 kids. The chart below illustrates the programs offered by season and category.

Overall the division offered 359 programs in FY13 and we look to have slightly higher offerings for FY14. We had 8,680 participants register for those programs. The division oversees 29 parks/facilities throughout the year, and had 652 volunteers working a total of 28,239 hours. We coordinated and oversaw 23 community events that were offered at little or no cost to the residents of Natick.

Special Events

We are pleased to offer a myriad of unique and family oriented special events each year. Some events include, Natick Days, the Spooktacular, Concerts on the Common, Family Performing Arts Series, Holiday Lighting, the Mini Triathlon, the Mother Son Challenge, Flashlight Egg Hunt, Fun with the Bunny, and the Mile Swim all of which continue to grow in popularity and size. We value and appreciate the generous donations from the local businesses and non-profit organizations as well as the tremendous effort we receive from our many volunteers.

Partnerships

The Natick Recreation & Parks Division continues to work closely with various 501(c)3 organizations to help reduce costs for participants. These organizations include the Natick Basketball Association, the Parent's Association for the Handicapped, Friends of Natick Drama Workshop, The Natick Center Associates, and the Supporters of Sassamon Trace Golf Course, Corp. These organization's commitment to provide support for programs and events is instrumental in helping us reach all residents of the Natick Community.

Financial Assistance

We have seen a dramatic increase with residents in need of financial support. The division continues to work closely with the Natick Service Council and the Human Services Division to enable those in need a way to participate in our programs and events.

Projects

There have been a number of projects started and a few completed in 2013. We had two new shade structures installed at Memorial Beach. This provided beach goers a place in the shade during their day at the beach. The JJ Lane Project made great strides in 2013 with just a few elements left to be completed in the spring of 2014 as weather put a halt to the completion of the park. The park will offer a restroom facility, 3 shade structures, playground equipment, sand and grass volleyball courts, a bocce court, community gardens, two open fields, a log trail, and plenty of benches to sit and take in the gorgeous views. The division will be installing new lights at the Memorial School softball field. The Cole North field project will also get underway in the first half of the year. Middlesex Savings Bank donated partitions and office furniture for use at the Cole Center. The division worked closely with IT, Facilities Maintenance and the DPW to complete the renovations. We now have a beautiful office that has the technology, space and a professional work environment for our employees and customers.

Parks and Fields

The Division has been working closely with the DPW-Land Facilities and Natural Resources to enhance the parks and fields in the community. The division is working on a master plan for park, field and court improvements so we can systematically accomplish the many renovations and improvements needed over the next 10 years. Land Facilities and Natural Resources has worked diligently to complete field renovations, saving the town money while enhancing fields that were in desperate need of repair. It is important that we continue to assess the fields and parks in town and find creative ways to enhance these valuable resources.

Sassamon Trace Golf Course

Sassamon Trace Golf Course had its first year overseeing the maintenance of the course. We are very pleased with the work that Pete Meager and Kris Armando have done. They have greatly improved the conditions of the golf course. The Advisory Committee has frequently commented on the positive changes seen at the trace. We have worked on a 10 year forecast and are working diligently to do everything we can to reduce/eliminate the tax-payer subsidy. It is our goal that this will come to fruition in 2024.

In closing, the Natick Recreation & Parks Commissioners wish to extend an invitation to the general public to attend our commission meetings the first Monday evening of each month.

Sue Shea, Chair & Jon Marshall, Director of Recreation & Parks

Members: Jessica Ordway -Vice Chair, Mike Fair – Clerk

John Griffith, Seth Levine, David Ordway, Mark St. Hilaire, Wayne Szretter, and Greg Tutuny

Human Services & Council on Aging

The mission of Human Services & Council on Aging is to ensure that health and human services are provided, available and accessible to all residents of the town of Natick. We provide and promote advocacy and support systems, working toward the ultimate goals of independence, improved quality of life, and preparation for life change.

Overview

Our services and programs focus on empowering residents of all ages, incomes, and abilities to make informed decisions; to remain actively engaged in their community; and to maintain health, vitality and independence.

We strive to design and offer a range of activities, education, information, social and support services and programs for adults, elders, families, and individuals with disabilities through a multipurpose Community-Senior Center. We serve as an information resource; provide case management, social services, and referral; coordinate volunteer services; provide programs and health information; assist in the planning of community projects that address youth and family issues; develop and foster partnerships with other agencies and organizations for planning wellness and prevention programs; work with other town departments, area social service organizations and state agencies to address service needs; assist families and individuals in accessing public and private benefits and advocate locally and on the state level for older adults

Our high level of activity would not be possible if not for the 266 volunteers who donated 15,574 hours of their time, equivalent to \$346,137 of service to the town of Natick. Additionally, Whitney Place Assisted Living Residences, Natick Visiting Nurse Association, MetroWest Medical Center, Mary Ann Morse Health Care, BayPath Elder 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 and programs to benefit our participants. We are grateful to the foundations, businesses, civic organizations and individuals who have supported our programs and services through their generosity.

Our social services team accessed entitlement benefits for Natick residents in the areas of: food stamps, Mass Health, SSI, SSDI, fuel assistance, Good Neighbor Energy, BayPath Emergency Fund, and Prescription Advantage to meet critical needs of our residents. Income tax preparers worked with 250 Natick residents to help file their personal Income Tax returns and assisted 82 elders in accessing \$71,503 in Circuit Breaker refunds and assisted 21 low to moderate income families with children in accessing \$16,953 in Earned Income Tax Refunds (EITC). SHINE counselors assisted Medicare beneficiaries of all ages in saving money and navigating complex changes in the health insurance system. Access to information and resources, peace of mind, and closure, are as important as the actual financial benefits.

2013 Highlights

- This year we served 2972 elders directly. This represents a 17.4% increase in the number of Natick elders accessing our programs and services. We expect this high level and growth in participation to continue as we expand our program offerings and as the elder population increases.
- 6,824 classes, 14 special events, 47 lectures/workshops offered to residents and visitors
- 501 families using social services, benefit applications, support groups
- 71, 112 recreation, wellness, information units (106% increase over 2012)

- 19,482 general information calls received
- 1075 Parking Tags Issued (8.5% increase over 2012)
- Addition of full-time receptionist position providing improved and consistent customer service and continuity of operations.

Worked with COA Board to improve the provisions of the Senior Property Tax Work Program and bring them into alignment with the Veterans' Property Tax Work Program.

Fuel Assistance applications for 111 Natick households helping them access a monetary benefit of \$62,939 in fuel assistance. Collaboration with Recreation & Parks and the Natick School Department has directed previously unidentified eligible families to the Human Services/COA Department for assistance in accessing public and private benefits.

Participated in successful advocacy effort on the State level to increase Elder Affairs Formula Grant funding to \$8/elder for a total award to Natick of \$52,016 (a 14.28% increase).

Offered the evidence-based Chronic Disease Self Management Course for adults of any age two times during the year.

Partnerships

- Support of \$14,300 from the Friends of the Natick Senior Center for newsletter postage and special programs.
- Worked with Natick VNA to create The Nurse is In program of private health consultation appointments.
- Served as placement site for Simmons College School of Social Work student intern.
- Partnered with Sherborn Council on Aging to offer Water Aerobics class at Longfellow Sports Club.
- Worked with Olin College on the Metrowest Health Foundation grant-funded program, Engineering for Humanity, an intergenerational program pairing elders and students.
- Served as placement site for Salem State College School of Nursing student intern.
- Collaborated with the Massachusetts Department of Public Health and the organization, Screening for Mental Health to provide online screening and resources on our web page for depression and anxiety and to serve as a screening site for National Depression Screening Day.
- Accessed state grant funding for staff training in the evidence-based Powerful Tools for Caregivers program and offered this caregiver support program.
- Collaborated with Natick VNA to offer another grant-funded caregiver support program.
- 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.
- Increased Fitness Room availability to 63 hours per week.

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, abilities, and incomes.

Respectfully submitted,

Moira Anne Munns, Director
Human Services & Council on Aging

Veterans' Services

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

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

Year	Medicaid	Cash
2011	\$ 81,230.81	\$ 88,258.50
2012	\$ 98,897.01	\$ 73,870.64
2013	\$ 127,771.71	\$ 108,573.80

Veteran's Administration

In 2013, this office processed 187 cases requesting federal benefits for veterans and their dependents. 67 of those cases were completed, resulting in the aggregate award of \$1,700,000 for Natick Veterans.

Additional Services

Our office provides a range of additional services to Veterans and their families including:

- Medical referrals
- Educational benefits
- Job search/Unemployment benefits
- Emergency funds
- Counseling
- Assistance with application to additional benefit programs
- Military records



In addition this office attends to the following:

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

This office continues to serve as liaison with numerous community organizations; the Commission on Disability, our ADA Compliance Officer and other town departments to ensure the needs and interests of Natick Veterans are addressed.

The accomplishments of this office would not be possible without the support of the full staff complement of the Community Services Department in general, and the tireless work of Executive Assistant Sheila Young in particular.

Respectfully submitted,

Paul Carew,
Veterans Services Officer



117 Eliot St. (Rte 16)
 Natick, MA 01760
 Phone (508) 655-2204
 Fax (508) 651-7334
 www.natickfarm.org

Staff

Lynda Simkins, Director
 Casey Townsend, Assistant Director
 Trish Wesley Umbrell, Farm Administrator
 Marcy Bailey Adams, Coordinator of Membership
 Regina Wolf Fritz, Coordinator of Public Programs
 Krista Feichtinger, Coordinator of School Programs
 Jon Young, Coordinator of Summer Programs
 Taneeta Bacon, Caretaker

Board of Directors

Mary DeBlois, President
 Randy Gruber, Treasurer
 Devon Long-Lytle
 Patti Luke
 Ruth Levenson
 Lynda Simkins
 Kym Williams

Advisory Board

Mary Ellen Ames
 Erica Ball
 Jay Ball
 Bob Brack
 David Dimmick
 Brian Donahue
 Arthur Fair III
 Carp Ferrari
 George Fiske, Jr.
 Rudman Ham
 David Krentzman
 Karen Masterson
 Kathleen Drumm Rehl
 Barbara Talkov
 Mare Tomaski
 Kristine Van Amsterdam
 Bruce Weisberg
 Ronald Wright
 Chris Yoder

Honorary

George Ames
 Frank Paul
 Harriet Buckingham

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
- Youth-run Rte. 16 stand, July-Aug.
- Natick Common Farmers' Market, Sat., May-Oct
- Deb's Flowers, Holliston
- City Feed, Jamaica Plain

NCOF Educational Programming

- Free yearly programming for Natick Public School-children in grades K-4
- Open-enrollment programming for children, youth & families
- Home-schooling programs
- After-school programs
- Work & volunteer experiences for special-needs youth & young adults
- Professional development programming
- Individual & group volunteers
- Self-guided visits
- Internships
- Teen mentoring

2014 Events

- Sat. 3/8 Maple Magic Day, Memorial School (8AM-11AM) & NCOF (9AM-3PM)
- Sun. 5/18 Spring Spectacular, NCOF (10AM-2PM)
- Thursday, October 2 Harvest Dinner & Auction, Wellesley College Club (6 PM-9 PM)

Notes on 2013

We put in 900 taps during maple sugaring season. Despite marathon boiling sessions, syrup production reached just 150 gallons. In February, our farmers taught a terrific growers' workshop on producing greenhouse-grown salad greens.





117 Eliot St.
Natick, MA 01760
Ph. (508) 655-2204
Fax (508) 655-7334
www.natickfarm.org



We substantially grew our base of support by producing new Farm and membership brochures, increasing the size and scope of our membership and annual appeal campaigns, signing on additional annual business sponsors, soliciting auction goods from more local businesses. Many new supporters came to our seasonal events. We created a new Fourth of July float.

Forrest Gnomes, the Farm's year-round outdoor program for preschool-aged youth, completed its fifth successful year. It has caught the attention of national and international educators.

We introduced a new honey bee curriculum and began offering more in-classroom programs for schools that have limited funds for bussing. We successfully piloted an age-specific summer program for 10- and 11-year olds, and began a year-round internship program for teens who are seriously considering careers in agriculture.

We finished construction on our composting pad and began using it to produce large amounts of compost. In 2014, we hope to use pig power to turn the piles.

Lucybelle, our cow, had a girl calf.

of Programs: 1,092

of Program Participants: 4,126

of Volunteers: 250, from 23 towns

of Volunteer Hours: 5,000

Hours Open to Public: 3,000

Goals for 2014

- Create a case study & set a timeline for an endowment campaign
- Develop & implement a new, customized online registration program.
- Promote Farm products.
- Start harvesting blueberries on Riverbend drive plot.
- Implement a 4-H club on Farm.
- Promote & increase Scout achievement programs.
- Increase production by opening up a new field.
- Incorporate in-school programs on bees & vermiculture.
- Partner with Skyline on pilot in-woods homeschooling program.
- Replace windows, paint interior & exterior of building, regular maintenance of building.



Sassamon Trace Golf Course Oversight Committee

The 2013 golf season teed off on March 27th, which is historically the time of the year when courses in this area can open for the year without interruption. Sassamon Trace Golf Course remains open year round; however, play is somewhat limited during the winter months due to Mother Nature. Hopes were high for a successful season based on pre-season Season Ticket sales and the improving economy. Play remained steady through Memorial Day. June proved to be one of the wettest in history with over 10” of rain compared to an average rainfall of less than 4”. July was a scorcher with 12 days hitting 90 degrees or higher. September through October was seasonable while November and December were cooler than normal.

There were 28,989 rounds played in 2013, 1,733 fewer rounds than 2012. The 5.6% decrease may seem significant but keep in mind that 2012 was unusual in the fact that the winter was extremely mild and the course captured an additional 2,000 rounds that would not be played under normal conditions. The unusually wet June and the hot July, two of the most productive months, should also be considered to explain the shortfall. Rounds may have been down 5.6% but comparatively green fee revenue was only down 2%. Total revenue was down 1.7% compared to a robust 2012 which is consistent with other facilities in the market.

Season Ticket revenue was up 4% compared to 2012 and should also be considered when critiquing the shortfall in green fee revenue. There were 218 Season Ticket holders in 2013 compared to 202 in 2012. Natick residents account for 78% of all season ticket holders. Season Ticket holders account for 30% of all rounds played. The average ticket holder plays 40 rounds per year.

Calendar Year	2013	2012
Rounds Played	28,989	30,722
Green Fee Revenue	\$353,406	\$362,144
Season Ticket Revenue	\$97,495	\$93,715
Cart Fee Revenue	\$67,770	\$71,394
Merchandise, F&B Sales	\$36,678	\$37,891
Rental Equipment & Instruction Revenue	\$14,881	\$14,800
Total Revenue	\$570,230	\$579,944

A major change in the turf maintenance of the golf course took place this year. The long time contractor, Sterling Golf Management, was replaced with town personnel. It made financial sense to bring the maintenance in house. Kris Armando was hired as the Golf Course Superintendent. Kris is now a full time employee along with his assistant. Kris and his staff have the course in excellent condition. The focus in 2013 was to improve the health of the turf by aggressive aeration, top dressing and seeding. This winter tree work will be the focus. This will be a big task and will probably take two years to complete. Pruning, up branching and thinning the canopy will promote air flow and allow sunlight to get to the turf. Tasks such as tree work, drainage projects and construction projects were all work not covered in the contract with the former contractual agreement with Sterling Golf Management and would have had to be contracted out at an expense over and above what was paid to Sterling.

Sassamon Trace Golf Course is a member of the Audubon Cooperative Sanctuary Program for Golf Courses. Cultural practices adhere to the Integrated Pest Management Program developed by the University of Massachusetts. Conservation Commissions from both Natick and Sherborn have

developed guidelines for chemical and fertilizer applications. Minimum input, water conservation and a movement towards organic management are goals of the maintenance operation.

The Sassamon Trace Supporters Association is a 501c3 organization that began in 2006. The Supporters, many of whom are season ticket holders, raise funds for projects and amenities at the golf course that would not normally be paid for with town funds. This year the STSA provided over \$12,500 in support including two \$500 scholarships for Natick High School students. Supporter's funds paid for the landscaped stairway at the 3rd tee and the 8th green. They also purchased all the supplies for the honey bee hives located at the base of the landfill on hole #2. Funds for this project were also achieved by grants awarded to Ms. Haverstick of the Natick High School Environmental Science Club. The golf course is still reaping the rewards of a Supporters sponsored irrigation project that saved \$65,000 in water usage in 2013 and over \$150,000 since 2010. The STSA raise funds by an annual appeal, the sale of donated golf equipment, tournaments and The Great Ball Drop at Natick days.

Sassamon Trace runs four recreational leagues. The Tuesday Evening Men's League has over 90 players every week. The Tuesday Morning Junior League has 80 juniors each week. There are also two women's leagues, one on Wednesday mornings and the other on Thursday evenings and combined they have over 100 members. The major event each year is the Club Championship. Natick resident and former High School Golf Team member JP Chouinard won the 2013 Club Championship. Ben Polagruto won the Senior Division for the 5th time. Dwayne Billingsley won the Men's Net Division, also for the 5th time and Kim Tartarini won the Women's Net Division. There were nine Holes in One this year. A few notable moments came when 10 year old Raffaele Bauer aced the 7th hole while playing with his 85 year old grandfather and only a week later 14 year old Michael Webber aced the 1st hole while playing with his father Steve. Capping a memorable year was Charlie Russo acing holes 5 and 8 on consecutive days. Charlie has had four aces at Sassamon Trace and an amazing 25 in his lifetime. Finally, Donna Murphy won the Great Ball Drop at Natick Days and a 2014 Season Ticket.

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

Respectfully submitted,

The SASSAMON TRACE GOLF COURSE OVERSIGHT COMMITTEE

Robert Healey, Chair
Kevin Chandely, Vice-Chair
Arthur B. Fair III
George Richards III
Nicholas DiMasi

Education & Learning

Superintendent and School Committee

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

Natick School Committee

In March 2013, Mr. Thomas Campbell was elected to the School Committee for a three year term and Ms. Anne Blanchard and Mr. Paul Laurent were re-elected to the School Committee for three-year terms. The School Committee reorganized on April 10, 2013. The officers are as follows: Mr. Dirk Coburn, Chairman, Ms. Amy Mistrot, Vice Chair, and Mr. Paul Laurent, Clerk. Other members include Ms. Anne Blanchard, Mr. Thomas Campbell, Mr. David Margil and Ms. Firkins Reed.

Student Services

- The State Coordinated Program Review (CPR) conducted by the Department of Education (DESE) last year was a success. DESE verbally acknowledged our strengths, such as continuum of services, assistive technology, staff courtesy/professionalism, and overall compliance.
- Beginning this school year we introduced new programs, or program enhancements, to our school system. These programs at Ben Hem, Wilson, and Natick HS incorporate a Co-Taught model of instruction, mental health strategies, and other interventions to meet the unique needs of our special education students.
- We added 10 more teachers to our contingent of Wilson Language Reading Level 1 certified staff, and have another 10 beginning the training this year.
- We provided Applied Behavioral Analysis based behavioral prevention/de-escalation training to more than 50 staff members, and have another 50 undergoing the training this year.
- We invested heavily in technology putting an IPAD in the hand of every K-8 special educator to utilize with students. Each special education classroom now has access to an array of technology to accommodate student learning styles.
- 25 teachers and 4 administrators enrolled in a Sheltered English Immersion graduate level course focusing on skills and strategies to better teach our English Language Learners.
- The schools were awarded a significant grant from the Metro West Health Foundation in order to assess our capacity to provide mental health services to our students.

Health Services

- Barbara Singer, Bennett-Hemenway School RN was the recipient of the William P. Doran Excellence in School Nursing Award. This award is presented annually to a Massachusetts School Nurse who has made significant contributions to the health of children and adolescents, while maintaining high standards of professional and personal integrity.
- The NPS School Nurses, in collaboration with the Natick Board of Health continues to be one of the few school districts in the Commonwealth to offer flu vaccines to students during the school day. This year over 300 students were provided the flu vaccine during the school day.

Natick High School

Class of 2013 Scholarship information:

Over 140 scholarships totaling over \$160,000 were awarded to the 2013 seniors at Class Night.

Class of 2013 Future Plans:

91.03% of the Class of 2013 went on to further education: 77.88% to Four-Year, 11.22% to Two-Year, 1.28% went to specialized schools, 0.65% went to Prep School and 1.28% went into the Armed Forces.

Graduates will be attending a total of 126 educational institutions in 26 different states, as well as Russia.

TESTING RESULTS

MASSACHUSETTS COMPREHENSIVE ASSESSMENT SYSTEM (MCAS) – Spring 2013

100 % of 10th grade students passed the ELA MCAS

99.1% of 10th grade students passed the Math MCAS.

98% of 9th grade students passed the Science MCAS

SCHOLASTIC ASSESSMENT TEST

Class of 2013: 91.0% (285 students of 312) in the class took the SAT Reasoning Test.

	Natick	State	National
Critical Reading mean	549	515	496
Math mean	556	529	514
Writing mean	537	509	488

ACT TESTING

Class of 2013: 40% (126 students of 312) in the class took the ACT with an average composite score of 23.8.

ADVANCED PLACEMENT (AP) EXAM INFORMATION

426 AP Exams administered in May 2013. Students may take an AP exam without taking the AP course. Results of the 2013 AP Exams: (206 students)

Score Percentage of all scores

5	32%
4	32%
3	23%
2	8%
1	5%

AP SCHOLARS

(Spring 2013 – at least 3 exams taken)

	<u># of Students</u>
National AP Scholar (4.0 or higher)	1
AP Scholars with distinction (3.5 avg.)	25
AP Scholars with honor (3.25 avg.)	15
AP Scholars (3.0 avg.)	<u>21</u>
Total Scholars	62

•426 exams taken by 206 students, an increase of 33 exams and 16 students in 2012-2013

•NHS added two new AP courses for the 2013-2014 school year: AP Economics and AP English Language & Composition

OTHER NOTABLE ACCOMPLISHMENTS FOR 2013-14

There are 13 Commended Students in the 2014 National Merit Scholarship Corporation Program. Commended Students are being recognized for the exceptional academic promise demonstrated by their outstanding performance on the qualifying test used for program entry.

Thomas E. Baim, Matthew J. Bonifacio, Megan E. Carney, Lucrezia Castelli, William S. Coburn, Moss S. Glater, Anderson Holtz, Beryl V. Kaltofen, Anna R. Meyer, Elizabeth C. Reilly, Katelyn Sweeney, Jared M.. Walz, and Ryan Ward.

The Anti-Defamation League (ADL) now boasts of having 61 members. The students continue to build skills and will develop PSAs over the course of this year.

In September 2013, Natick High School was invited to nominate students for the Anti-Defamation League's Grosfeld Family National Youth Leadership Mission to the U.S. Holocaust Memorial Museum in Washington, D.C., November 17- 20, 2013. The junior class was invited to participate in an Essay Competition, related to this opportunity. Three students were selected, and the ADL conducted interviews. As a result of the high caliber of students that Natick High put before the ADL, Addison Dlott, Sarah Lagan, and Isaac Stone were all chosen!

CDC For Transfer/International Students

Established as part of the LINKS Program, this CDC is staffed by Andrea Geller. International Students and Transfer Students (10-12), have been scheduled for this period (Term 1) to help with acclimation to NHS. Some LINKS Partners asked if they could be scheduled at this time to provide help and support! The CDC has been well-received and students will determine on-going need (Terms 2, 3, 4) accordingly.

International/Educatus Students

We are very happy to welcome a wonderful, new group of International students to Natick High School. These 11 students will be with us for the full school year and are very excited about their experiences at Natick High. They represent grades 9 - 12 and come to us from Brazil, Germany (2), China (3), Norway, Belgium, Mexico, Switzerland and Kuwait.

LIBRARY:

Implementation of Overdrive Digital Library to provide digital format for students and staff to read books, both curriculum based and for pleasure.

Partnership with Credo Reference: Literati School. Working as the first beta site for Credo, Natick Public Schools (middle/high) was chosen to launch Literati School in secondary schools. "Credo is an information skills solutions provider that serves educational institutions worldwide. We build platforms that enable the flexible configuration of content, technology and services for the purpose of connecting learners, faculty and teachers, librarians and publishers. Credo promotes knowledge building, problem solving and critical thinking to give people the information skills necessary for success throughout their academic, professional and personal lives."

MATH:

The NHS Math Department has implemented the use of MathXL for School software in all of its courses this year. This software is used in many college math courses. Math teachers are seeking

to blend both the best of traditional teaching methods and the resources available through the software to help students.

NHS students set a new record for their level of participation in the New England Math League competition recently. More than 80 students took part in the after school competition held on December 11th. The competition consists of 6 problems, which students have 30 minutes to complete. Freshmen Luke Vrotos had the highest score in the competition for the second month in a row. Seniors C.J. Moynihan and Ryan Ward were tied for second. Ryan has received early acceptance to attend Harvard next year. The competitions are held monthly and all students are welcome to attend. Math teachers will announce the date of the next competition in class in early January. Congratulations to Luke, C.J. and Ryan.

Four NHS students represented Natick High School at the annual New England Math League competition held recently at Worcester Polytechnical Institute. NHS was represented by seniors Ryan Ward, Anne Mulholland, Eliza Reilly, and Ben Nottonson. Students participated in both an individual competition and a team event. Eliza had the highest score among the Natick students in the competition. Eliza has received early acceptance to attend M..I.T. next year. Congratulations Eliza!

ATHLETICS:

-NHS Girls' Swimming, Girls' Soccer, Girls' Volleyball, Football, Girls' Indoor and Outdoor Track, Co-ed Winter Cheer, Wrestling, and Boys' Basketball Teams were Bay State Conference Champions.

-The Wrestling Team was BSC Champions for the 19th time in 20 years. The Boys' Basketball team repeated as BSC Herget Champions claiming the title in 2011-12 and 2012-13.

-The following teams qualified for their respective MIAA tournaments: Girls' and Boys' Volleyball, Football, Girls' Swimming, Girls' and Boys' Soccer, Girls' and Boys' Cross Country, Boys' Basketball, Boys' Hockey, Boys' and Girls' Skiing, Wrestling, Boys' and Girls' Outdoor Track, Girls' Tennis, Softball.

-Athletic Captains participated in a Bay State Conference Captains' Workshop offered by the BSC and presented by Northeastern University's Society in Sport. Northeastern also came and presented to the NHS Coaches and Parents in September 2013.

-Natick HS typically is at an athletic participation level of over 40% per season. Of the Twelve Schools in The Bay State Conference, Natick was tied for first in athletic participation per school population.

-Natick Athletics received a 2012-13 "Sportsmanship Award" from the MIAA for distinguishing itself on and off the field.

-Natick Athletics offers 31 Sports during the year and 66 levels of opportunity to play at the 9th grade, Junior Varsity, and Varsity levels.

-The New England Patriots selected Coach Mark Mortarelli as Massachusetts High School Football Coach of the Week in October.

-The NHS girls and boys hockey teams participated in the 2nd Annual Justin Bailey Memorial Food Drive, benefitting the Natick Food Pantry. Team members helped fill seven cars with donated food;

additionally, \$1,700 in donations was raised for the Justin Bailey Scholarship Fund.

- The following seniors are *Commended Students* in the **2014 National Merit Scholarship Program**. Commended Students are recognized for their outstanding performance on the qualifying test used for program entry:
 - **Beryl Kaltofen, Ryan Ward, Katelyn Sweeney, Anna Meyer, Thomas Baim, William Coburn, Elizabeth Reilly, Megan Carney, Lucrezia Castelli, Matthew Bonifacio, Anderson Holtz, Moss Glater, Jared Walz**
- The high school officially introduced its new Redhawk mascot. Junior Henry Deltano donated his time and talent to create the new mascot for our Natick Pre-school.
- Seniors Anna Meyer and Ryan Ward were this year's recipients of the Massachusetts Association of School Superintendents Award.
- Natick High School Choir hosted the **American Boy Choir** from Princeton, NJ.
- Four NHS students participated for the first time in the **Annual Harvard-MIT Math Tournament**: seniors John Tatian, Michael Shliselberg, Adam Podtburg, and junior Ashley Lemnios.
- Freshman Isabella DePalo participated in National Novel Writing Month, an annual program inviting writers to spend all of the month of November writing the first draft of a 50,000-word novel, while also engaging in discussions, pep talks, and lessons about writing with fellow NaNoWriMo-ers across the globe. Isabella completed and surpassed her 50K word goal two weeks early. Her first draft novel is entitled *Long Live the King*.
- Sophomores Katherine Garry and William Parven each entered an essay in response to the **Hugh O'Brian Youth Leadership (HOBY)** seminar program. Kate was selected as the finalist and Will as runner-up.
- **RoboNatick** attended a MassFTC event with one team coming in at 2nd place.
- Juniors Olivia Van Amsterdam and Alex Petrovsky represented the Natick Public School District for the Natick Lemelson MIT InvenTeam at the Mass STEM Conference held at Gillette Stadium.
- **The NHS Speech Team** participated in the Holly Speech Festival, held at Natick High with dozens of schools from New England and New York. NHS came away with 21 finalists and, over all, took second place in the school sweepstakes award.
- The inaugural **Natick DECA team** had an outstanding debut at its first competition. The team competed at the DECA District IV Competition placing in 7 of the 9 total categories in which they competed. Fourteen team members also qualified for the state championships.
- The following high school students qualified for Massachusetts Music Educators Association Eastern districts and is competing for All State:
 - Stasie Sereda
 - Molly Radant
 - Brian Dillaway

Juliana Van Amsterdam

- Natick High School Drama successfully produced *Once Upon A Mattress* for the Fall Musical.

Kennedy & Wilson Middle Schools

Many noteworthy events have happened at both Natick middle schools in this past calendar year, among some of the highlights:

- The middle school Peer Leadership program provides monthly anti-bullying training to interested student leaders and 50 students across both schools participated in extensive trainings with the Anti-Defamation League (ADL) this past year. These training workshops focus on bringing awareness of and educating on issues of bias and bullying behaviors as well as teach students skills to prevent bias and bullying behaviors from occurring in our school communities. This program enables the student leaders to then train younger students as part of the middle school anti-bullying education curriculum.
- Middle school Math Club students had a rewarding experience in that both teams moved up a division based on their strong performance. The Wilson Math Club currently holds first place in their division and Kennedy's Math Club ranks third place in theirs. At the beginning of the '13-14 school year, both teams are on track for their highest scoring season yet!
- Eighth grade Language & Literacy classes implemented the Capstone Multi-genre Research Project with all classes. This project is an opportunity for students to identify and explore a topic of interest from their intellectual, political, emotional, spiritual, artistic and/or physical lives. Students communicate their learning through a variety of writing genres, creating artifacts related to their topic using poetry, stories, advice columns, diaries, news articles, tributes, interviews, parodies, music, cartoons, art and other writing pieces. This final, culminating project allowed students to showcase all they've learned in writing and literacy through their middle school years.
- Approximately thirty middle school students auditioned for and 15 were accepted to perform at the Massachusetts Music Educators' Association Eastern district chorus and band competitions in March 2013. Additionally, the WMS Pops Chorus attended the Music in the Parks Festival and placed first in their category with a rating of Excellent and won the overall Best Middle School Chorus in the 2013 competition.
- KMS 6th graders were finalists in the Samsung "Search for Tomorrow" grant contest. The contest was designed by Samsung to have schools "...*show how STEM can help improve the environment in your community.*" As finalists in the contest KMS received 73 Galaxy Tablets, a color printer, cameral, laptop computer and Adobe software.
- For the first time in middle school programming, 7th grade students studying French at Kennedy and Spanish at Wilson are taking their foreign language class completely online. Middlebury College, a recognized leader in global language studies, has developed this interactive learning experience. This is a year-long pilot study in both schools.

Elementary Schools

Curriculum, Instruction & Assessment

Each of the elementary schools is moving forward with full implementation of the educator evaluation model as well as administer PARCC-like assessments at all grade levels.

Bennett-Hemenway: This year Ben-Hem is delving into the Common Core standards exploring both the shifts in content and thinking involved. We are integrating this work with the district's focus on writing and the implementation of District Determined Measures.

Brown: We have improved the way we respond to student needs in the area of literacy through our child study process and data discussions. Teachers analyze student performance to implement targeted interventions that are research based for students showing learning gaps.

•
Johnson: We are connecting behavioral and academic goals into our global perspective on the whole child as we launched our whole school Positive Behavior Intervention and Support programming in concert with our monthly data team meetings. This frequent check in with teams to review student successes and challenges has led to positive outcomes for students and teachers.

Lilja: Lilja is currently redefining its mission, vision and values while developing a Positive Behavior Interventions and Supports curriculum that contains universal systems of support for all students. Lilja School welcomed a new principal, Ms. Heather Smith.

Memorial: Working to create a culture at Memorial School whereby personalized prose response writing is promoted through multi-tiered system of support. We are solidifying a process that identifies concerns, collects data, and implements timely support options.

Preschool: The Preschool, like the elementary schools, is ensuring full alignment with Common Core State Standards, and also exploring the earliest aspects of "cradle to career" by promoting Social Thinking and early literacy skills intended to equip students for age-appropriate language use when problem solving and retelling stories and events.

Management & Operations

Bennett-Hemenway: The new playground was fully installed over the summer. This is a massive investment in the well-being of students at Ben-Hem. The children love their new play space and our community is incredibly grateful.

Brown has updated the library and several classrooms with new carpet. In addition, our outdoor classroom was installed in the summer of 2013 and we will begin planting in April of 2014.

Johnson has benefitted from many capital improvements this year. During the summer of 2013, natural gas lines were installed along with a new boiler. We have installed new windows in approximately 50% of the building, with the other half on deck for new window installation during the summer 2014. Our driveway and walking paths were repaved this summer.

Lilja is being revitalized. Our cafeteria was recently transformed by new paint and our Kindergarten playground was expanded. We are also in the process of converting an old classroom into an "intervention center" for students.

Memorial: The rapid pace in which our new kindergarten playground was planned and then built was exciting for our students. Additionally, the paving of the parking lot and lining the spots have improved the drop off and pick up process.

Preschool: The preschool added an outdoor play space accessible to students during and beyond the school day. The playground was designed to accommodate preschool age children of varying levels of physical abilities.

Family & Community Engagement

Bennett-Hemenway: Currently Ben-Hem is working on developing a strategic communication plan. The goal of the audit and subsequent plan is to streamline communication with families and ensure that timely, accurate information reaches families.

Brown: We presented the Collaborative Problem Solving model to the community to educate them on how we are being trained to handle difficult situations with students.

Johnson: In collaboration with the PTO, Johnson is hosting focused, informational talks as part of their PTO meetings this year. We are discussing PBIS (Positive Behavior Intervention Supports), expectations for learning across grades, what to do when you have questions about your child and explaining the difference between Title One and Special Education supports.

Lilja: Lilja's School Council is working on a School Climate and Communication survey that will go out to all families. School Council will develop goals for improvement, using the results from the survey. Lilja will also host a community reading of Carol Dweck's *Mindset* aimed at engaging families about how we can best support the growth of our students.

Memorial: Memorial's School Council is working on developing a Vision for long term success at Memorial. Additionally, the Council is planning a cultural night and after school educational clubs.
Preschool: Preschool School Council is hosting a series of Coffees and Conversations focusing on curriculum and instruction initiatives including Social Thinking, Common Core State Standards and Stretch What Matters Yoga for Students.

Technology

Bennett-Hemenway: Ben-Hem continues to pilot and evaluate the implementation of mobile devices and applications in elementary classrooms. This year Ben-Hem has 80 student iPads deployed and all staff are now equipped with devices as well. Teachers and other staff are exploring the application of these technologies in the learning process.

Brown: Brown has a technology growth and replenishment plan that has brought an assortment of devices and laptops across the grades. We have deconstructed our tech lab and distributed those laptops to classrooms to give students more opportunities to use technology throughout the entire day.

Johnson: Johnson School is constantly looking for opportunities to support our learners. We continue to increase the number of devices and applications that support content acquisition and skill development.

Lilja: Lilja replaced ten teacher laptops this year. For the first time, Lilja has a technology team that will feature iPad applications at monthly staff meetings in order to sustain the enthusiasm from Tech Day.

Memorial: Continued implementation of mobile technologies and online learning. Technology centers is a goal for all classrooms for personalized learning during ELA and math centers.

Preschool: Preschool continues to explore ways to use current technologies as communication devices for students who are nonverbal or have language delays.

Natick High School Class of 2013

Maryam Ateef Abraheem
Carly Elizabeth Ackerley
Cassandra Marie Albrecht *🌟
Katelyn Sara Alcott *
Ryan F. Alexander
Abigail Sophie Alfaro
Raymond J. Allen III
Clark M.. Andrews *
Caroline Beth Aronson
Adrienne Jamie Arthur *
Adam Marion Azanow
Katherine Leah Azanow *🌟
Jordan Elizabeth Barbieri
Priscilla M.. Barbosa
Hannah Beasley-Doherty
Robert Newman Beausoleil
Evan Louis Belford
Christopher Edward Bennett
Elyssa Mae Berg
Franciane Araujo Berti
Theodore G. Billings *
Lindsey Page Blease
Sabrina Rose Bleicher
Ryan C. Boland
Carly Storm Bortman
Martine B. Boucher
Desirae Leana Bova
Rachel N. Brady-Doherty
Henry Brandt
Jamie Nicole Brass
Erika Lee Brayman *
Ross Archie Brayman
Benjamin Louis Briskin
Andrew Sebastian Brock
Landon Justin Brown
Sean Patrick Burke
Brian Joseph Bushard *
Ali Catherine Butcher
Kevin Joseph Cadigan
Ashley Marie Cadman
Eric Alejandro Campos
Douglas R. Canning
Brian Andrew Carney
Brendan Gerald Carroll
Joseph Patrick Carty
Marykate O'Haire Cary *🌟
Amelia Hee Won Casey

Carrington Jean Cazeau
Erik M.. Chang
Caroline Hope Chizek
Alicia Marie Chouinard *
Kevin Alec Christie
Samantha May Ciampa
Hannah Grace Clerico *
Emily Kathleen Clover *
Kyle William Collett
Richard Garvin Conaway
Daniel Patrick Condlin
Michelle Sohini Cook
Taylor Ellen Charlotte Corey*
Stephen James Costello II
Cecelia Li Cotter
Giulia Crippa
Justin Frank Crowley *
Lauren Marie Crowley *
Alessia Gina Cucinotta
Brian C. Cummings
Christina Elizabeth D'Ortenzio
Madelaine Gray Daley
James Kevin Danahy
Jagravi D. Dave *🌟
John Clifford Davenport
Brooke Marie Delmonaco
Jared Stephen Detwiler *
Benjamin John Diaz *
Valerie Sofia Diaz
Richard Tedd Dlott
Caroline Rose Doherty
Conor J. Doherty
Lauren Michelle Donahue *
Ryan Edward Donohue
Natalie Mae Dorfneilsen *s
Michael Charles Dunlap *
Julia Margaret Dunlavy *
Victoria L. Dunn
Tori Elizabeth Ann Dyson
Dylan Matthew Edwards
Julia Elizabeth Edwards
Lauren Elizabeth Eldridge
Peter M.. Erhardt *
Amal Ezzat
Natalia Olivia Farina
Laila Aicha Fatimi
Taylor Layne Federico-Grome

Natick High School Class of 2013

Olivia J. Filleti
Julia Marie Fitzgerald
Molly Chambers Flaherty *
Deonte K. Flounory
Taylor Amanda Flutie
Noah Eyal Foster
Johnathan Bruce Francis
Lily M.. Frank
Kayla Laurel Fraser
Matthew Russell Friedman
Kendall Nicole Fry
Bridget Marie Furdon *
Adrienne Chava Gagne
Jennifer Catherine Gallo *
Elise Mary Garrity *
Olivia Anne Gatter
Elizabeth Florence Gee
Jason Edward Geller
Matthew Ryan Gentry
Samuel J. Giorgio
Kiley Marie Glavin *
Ian Gilmour Grant *
Hannah Rose Griffith
Ford Henning Grundberg
Alejandro Francisco Gutierrez*
Daron Grikor Hacopian
Willamina Troy Hadley *
Jeffrey James Harmon
Kyle Thomas Harmon
Natalie Ann Harrington
Alexander Ramirez Harris
Jennifer Brenda Harriett Harris*
Bessma Faris Hassani
Justin James Haugland
Chrysta Marie Heafey
Kyle J. Hegarty
Christian Anthony Hernandez
Zachary Lewis Hilger *
Alexandra Grace Hladick
Rebecca Eileen Hosea
Joseph John Huliston
Robert John Hunt, Jr. *
Richard Bryce Huntt
Christa S. Jacob *
Nicholas Edward Jacobson *
Travis Edmond Jamison
Larion Licaye Clinton Johnson

Daniel B. Joseph *
Gregory Paul Kaizer
William Philip Kane *
Saba G. Karimeddiny *
Jesse D. Kattany
Krystal Rose Kearns
Emily Elizabeth Keefe *
Maryelizabeth J. Kelleher *
Brian Thomas Kelly
Casey Elizabeth Kelly
Anders Frederick Kilham
Jonathan Paul Klein
Benjamin Frederick Klepper *
Emma Rose Knox
Harrison Mika Kohen *
Eleni Maria Kovatsis *
Iilir Kumi
Daysi Josephina Kushinsky
Matthew Edward Kustra
Douglas W. Laderman
Kathryn Elizabeth Lancaster *
James Kevin Lavery
Ashley H. W. Lea
Aimee Camille LeBlanc
Nicholas D. Lee *
Shayna Elizabeth Lee
Leah Marie Leger
Samuel B. Lenson
Anne Therese Lessard *
Jacob Arthur Levenson
Tyler Dimitri Steven Levine
Charlotta Marie Lindell
Gregory Joseph Loges
Jack S. Lowell
Connor Sean Lydon
Kaitlyn Rae Lyttle
Patrick Hartley MacArthur
Kyle John MacBlane
Christopher James MacDonald
Ross Gabriel Macfarlane
Brendan Reid MacGrath
Meghan Kennedy MacLellan
Brian Davis MacLeod
Jonathan Otto Magee
Terrance James Maguire
David Benjamin Makransky
Brett Austin Malcolm

Natick High School Class of 2013

Jenna Marie Mandozzi *
Breno Rodrigues Bourguignon Martinelli
Katherine Marie Mason
Eliza Anne Matz
Lauren Mckenzie McCall
Caroline Passi McCue *
Erin Cynthia McDonough *
Sarah Parke McEachern *
Erin Patricia McGovern
Kathryn Mary McIver *
Justin Paul McKenney
Adele Maura McKiernan *
James Rodrick McLean
Jennifer Carter Mega *
Zachary Michael Melisi
Ashley Nichole Mitchell *
Danielle Alecia Mitchell
Rory MacDonald Mitchell
Nicholas Tyler Morton *
Mayroun Gamil Mosaad
Erin Clare Murphy
Jessica Anne Murphy *
Taylor Ann Murray
Jack Alexandre Naman
Matthew Thomas Naser
Joseph Patrick Natarelli
Lindsey Sue Dixon Natarelli
Taylor Altman Nefussy *
Sean Robert Newton
Jimmy Minh Nguyen
Erin Elizabeth Nicholson
Samantha Shannon O'Gorman *
Shane Canoni Olson
Oluwakolade Elijah Oluwole
Justin Michael Ouellette
Laura Michelle Pansire
Rebecca Cristiana Parnes
Matthew W. Pease
Nichole Rose Perkins
Maximillian James Petot
Aaron Lee Petrovsky
Meghan Sera Pini
Amanda Lynn Planck
Max D. Plasker
Elizabeth Anne Powers *
Mikaela Jean Price
Samantha M. Prim
Nicholas R. Queen
Alicia Perry Rabideau *
Hannah Claire Raddant
Michelle Katherine Raffi
Colton Steed Raithel
Roxanna Rajabi *
Patrick M.. Ramjug *
Amanda Marie Ramos
Nicole A. Ramos
Alexandra Mary Ranucci
Anish Ravi *
Jacob John Reimer *
Alexe Oliveira Restivo Lage
Mariano Antonio Restivo Lage
Nahomi R. Reyes
David Patrick Reynolds
Justin Michael Richard
Carson Walker Riley
Joelle Kathleen Riley
Jordan Michael Riley
Sean Robert Robson
Miguel Antonio Rodriguez
Angelize Rose Roman
Alison Deborah Rosin
Eric Richard Rosin
Jessica V. Ryabin *
Maggie Magill Ryan *
Timothy Alexander Sakharov
Matthew Benjamin Samuels
Luis Enrique Sanchez
Jacqueline Lee Sant *
Nicholas John Sant *
Anthony Jerome Santoro
Lydia Antigone Savage
Nicholle Marie Schow
Christopher Michael Sciarra
Ilyas M.. Shuja
Amanda Jillian Singer *
Jeffrey Andrew Singer *
Andrew Joseph Slavet
Katherine Anne Smudin *
Joshua S. Spadaro
Emma Victoria Stewart
Peter Anson Stowe *
Gabriel William Syms
Evandro Tolentino Tavares
Rachael Hannah Thalheimer *

Natick High School Class of 2013

Nickolas Parker Thorsen
Stephen Bernard Toole
John Wesley Turner *
Lauren Kristina Tutuny
Kris Nevaeh Tyler
Alena Santa Ubaldino
Thomas Bruno Ubaldino
Katherine Christine Valdez
Michael Ryan Van Auken *
Nathan Darin Verret
Jacob Phillip Heider Wainer
Andrew Daly Watkins
Tiana Lee Watson
Michael Paul White *
Todd Richard Wilcox
Leander Vincent Willetts
Joseph Herbert Williams
Matthew Christopher Williams

Christopher Allen Williamson
Alec Miles Wilson
Miranda J. Wixson
Christopher Edward Wong
Erica Hang-Yee Wong *
Thomas George Woods
William Clifton Wright IV
Jesse Newman Wyatt
Jaime M. Yaneza
James Fan Xin Yang
Robert Andrew Yee *
Joseph Patrick Zanchi
Edward Hongping Zhou
Ethan Seth Ziegler *
Eric Collins Zimula
Elizabeth Anne S. Zuelke
Jonathan David Zuniga
Jeffrey Miller Zwick *

*National Honor Society Member

⊗High Honors every term, all four years

South Middlesex Regional Vocational Technical School Committee **(Joseph P. Keefe Regional Vocational Technical School)**

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

As in recent past reports prepared and approved by the District Committee, 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 takes this opportunity to recognize and thank, Carol Lydon, Administrative Assistant to the Superintendent-Director, for her many years of quality work preparing documents for Committee deliberations. Mrs. Lydon retired in October of 2013 after more than 35 years of service to the District.

The Committee reorganized on June 6, 2013 with the following officers being elected unanimously to the following positions:

Chair: John Kahn (Framingham)
Vice-Chair: Edward Burman (Ashland)
Paid Recording Secretary: Elaine O'Toole
Paid Treasurer: Jack Keating
Assistant Treasurer: John H. Evans (Framingham)

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

Staff and students of the construction cluster career and technical programs of Carpentry, Electrical, Landscaping, Metal Fabrication, Plumbing, and Graphic Communications participated in many community projects throughout the School District member towns. Examples of these activities include the following:

Carpentry –

Ashland Water District – Built and installed a shed
Framingham Housing – Addition – 2 sided structures with a roof – framed the inside
Framingham Police Department – Constructed a 2 bay garage for motorcycles
Framingham – MRTA Bus Shelter – 4 x 8 roofed structure
Holliston – Senior Center – Rebuilt section of Holliston Senior Center

Hopkinton -7 Walker Street – Complete front railing – built rear deck and stairs from the previous year’s house building project

Natick- Accept Collaborative – Reconstruction of program space

Electrical -

Ashland Lions Club – Electrical repair work on interior lighting and switches in trailer

Framingham Police Department – Electrical for the 2 bay garages for motorcycles built by carpentry

Framingham Parks and Recreation – Completed electrical work on numerous occasions throughout the school year

Holliston Senior Center – Electrical work on the rebuilt section of the Holliston Senior Center

Hopkinton Middle School – updated wiring

Hopkinton – Bay Path Animal Shelter – A number of electrical projects

Landscaping

Ashland Middle School – Landscaped the outside of the school

Metal Fabrication

Framingham Parks and Recreation – Completed backhoe bucket repair and repaired tool box on a truck

Town of Framingham – Repaired 12 satellite receiver covers

Plumbing

Hopkinton Middle School – Updated plumbing at an eyewash station in the wood shop program

Graphic Communication - Printing for 13 Schools within the District

In addition, the Keefe Community hosted the Metro West Leadership Academy to a tour, a program presentation on Career and Technical Education and lunch. In June Keefe Technical School hosted a breakfast for the Community Based Justice (CBJ) that included judges and representatives from the District Attorney’s Office, Probation, School Officials and area Police Departments. It should also be noted that all five District town high schools swimming teams practice and compete at the Keefe Technical School pool. The pool is also used by the Framingham and Natick Park and Recreation Department.

Administration

The Superintendent’s Evaluation Sub-Committee considered the process by which the Committee and the Superintendent established goals for the administration against which the Superintendent’s performance is evaluated periodically by the Committee. The Superintendent and the Committee will use the new Educator Evaluation instrument that is required by the DESE in 2012-13 for RTTT Participating Districts. The on-going Sub-Committee members are John Kahn, William Gaine, Mike Rossi, John Evans and Dr. Stephen Kane, Chair.

The School Committee adopted goals for the Superintendent’s performance evaluation period from July 1, 2012 through June 30, 2013. The goals adopted related to the following: Improvement of the District’s administrative meeting organization, establishment of job descriptions for all employment positions, incorporate 21st century skills into curriculum, assessment and instruction, budget development and financial management, collective bargaining, recruiting and enrollment, supporting the school and district improvement plan, and capital budget planning.

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 South Middlesex Regional School District Superintendent's office.

The Superintendent received a 2% COLA salary increase in 2013 and a 1% increase for merit.

The School Committee conducted an internal search for Mr. Lynch's replacement. Following a formal process that included interviews and a review of all submissions, the Committee voted to appoint Mr. Jonathan Evans as the next Superintendent- Director. Mr. Evans has worked for the District for 18 years, 10 as an administrator and the last 3 as Principal of Keefe Regional Technical School.

Technology

In 2013, Superintendent Lynch made a recommendation to the Committee regarding technology improvements. Mr. Lynch proposed to create a total wireless digital learning environment at Keefe Regional Technical School. This new learning environment would also include a new voice over IP phone system to replace the existing 40 year old original phone system. The technology infrastructure at Keefe required changes and improvements to facilitate this goal. Contained in the FY14 budget are funds to support half of this goal. The District Administration will plan to budget for the second phase in FY15. The specific changes include transitioning to a mostly cloud based server configuration, the reduction of facility technology switches, the installation of all new fiber optic cabling, a substantial increase in communication capacity, new firewall installation and more. The Keefe community is excited about these improvements.

School Improvement Plans

The Committee adopted The School Improvement Plan for the 2013-2014 school year which embodies specific performance objectives as follows: 1) Utilizing interim assessment data in MCAS subjects to inform interventions, 2) Integration of World-Class Instructional Design and Assessment (WIDA) standards into academic content areas, 3) Implementation of direct content instruction during learning strategies courses, 4) Implementing tiered levels of support for at risk or struggling learners, 5) Implementing Mathematics and Language Arts strategies as part of common core standards in Career and Technical Programs, 6) Additional college awareness, 7) Additional guidance lessons in the personal-social domain. 8) Improving school climate and culture and 9) Emphasis on 21st Century Skills.

The Committee reviewed the progress toward the goals of the 2012 -2013 School Improvement Plan. The report of Principal Evans noted tangible specific improvements in: 1) Alignment with the Massachusetts Model for Comprehensive School Counseling through guidance 2) Development of re-engagement strategies for potential dropouts or at risk students, 3) Work collaboratively to reduce behavior that interferes with student learning, 4) Implement formative, summative and authentic assessments to guide instruction and 5) The implementation of the Common core State Standards.

The Committee also received and approved a District Improvement Plan proposed by Superintendent Lynch. This district improvement plan included new goals for a digital learning environment, new STEM elective courses, new recruiting initiatives and the completion of the district capital project, a new roof.

Handbook

The Committee approved revisions to the Student Handbook that had previously been approved by the School Council. Major changes relate to revision of legal citations and changes in the course credit system for English, mathematics, science, social studies and the exploratory component of all CTE programs.

Race to the Top Program

In 2009, the Superintendent met with the leaders of the Keefe Tech Education Association and the Chairman of the South Middlesex Regional Vocational Technical School District School Committee to form an alliance and apply for participation in the Race to the Top Grant Program that was offered in Massachusetts. The South Middlesex Regional Vocational Technical School District qualified for this grant and will have access to approximately \$112,000.00 to be used over a four year period. This grant opportunity was designed to achieve five major objectives as follows: 1) improve educator effectiveness, 2) improve curriculum and instruction, 3) help to create school turnaround in identified low performing schools, 4) improve college and career readiness, and 5) to provide educators with real time actionable data through improved data systems and infrastructure. The Superintendent expressed pride that at Keefe Regional Technical School labor (Teachers Association), management (Superintendent and Administration) and the employer (School committee) will be working together to participate in this education improvement initiative. These funds and the anticipated DESE assistance will allow our school district to implement the stated improvements in a timely and effective manner. I anticipate that these changes will be required of all districts by September of 2014.

The Budget Process

The Budget Sub-Committee, members Stephen Kane, Sarah Commerford, Ruth Knowles, Larry Cooper, Linda Fobes, and Edward Burman under Chairman, Mr. Edward Burman presented a preliminary FY15 budget representing a 2.97% increase over the prior year's actual 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 for FY14 was approved by all (\$15,506,373).

Auditor's Report

The annual audit by the independent accounting firm of McCarthy & Hargrave is in the process of preparing the financial statements for committee review. During the preliminary process there were no material findings that were disclosed. It is also expected that the audit report calculates that the energy project met its stipulated guarantee benchmarks for the 2012-13 year.

Business Office

The business office staff of the South Middlesex Regional Vocational Technical School District has continued to provide efficiencies within the daily operations. Human resource management, employee benefits programs, procurement practices, contract proposals, grant fund accounting, grant management, student cafeteria management, student nutrition, budget preparation and management, continuing education registration and inventory control are all components of the business office operations that have undergone improvements and efficiencies. Following a business

office staff member retirement, the Superintendent and Business Manager took the opportunity to establish a new, much needed position of Accounting Specialist. This position answers directly to the Business Manager, requires municipal accounting skills and experience and is considered a specialized employee who processes confidential information. The business office has been reorganized as a result of this new position and the structure has improved performance and efficiency. In addition, as a result of proficient evaluations and a new capital project in the planning, the business manager Kirsteen Leveillee was promoted by the Superintendent to the position of Director of Finance and Business Operations.

State Aid

The Governor and Legislature again proposed reductions in state aid to transportation (Approximately 60% of needed revenue). 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. The chapter 70 State funding for the South Middlesex Regional District was substantially reduced from the original House 1 numbers. Final aid figures did not get approved through the House and Senate until the end of June which resulted in a revenue deficit from the original projection.

Siemens' Energy Conservation Project

Performance Year 4: June 2012 to May 2013 Siemens Industry (Siemens) is pleased to provide the South Middlesex Regional Vocational Technical School District (Keefe Tech) energy savings guarantee report. This report details the guarantee period savings by means of comparing the guaranteed energy savings versus the realized energy savings. Your Energy Performance Contract with Siemens guaranteed **\$580,309** in annual savings which will be confirmed within the audited financial statements.

Personnel Administration

The Committee, in collaboration with the School District Administration and at the recommendation of the employee insurance advisory committee, applied for and was accepted into the West Suburban Health Group. This organization is comprised of 17 area municipalities who purchase health insurance in an efficient cost effective manner. As a result of this new affiliation, the District can now offer health insurance plans that compete with the GIC benchmark programs and with multiple plan design options for employees. The District also made other improvements with employees through collective bargaining.

Enrollment, Recruiting and Student Retention

The Keefe Regional Technical School is a school of application. Maintaining a healthy enrollment of students for our day school operation is essential for our financial support and overall operational success. Our enrollment has improved in the last two years and we are expecting further improvements this year. The Superintendent has indicated that he believes that the quality and rigor of our school programs and the safety and culture of our school environment will dictate our success in attracting students and their families to Keefe Technical School. The Superintendent has emphasized that the administration, faculty and support staff must work together to ensure that Keefe is recognized by our community as a career and technical school of high quality. We have improved and will continue to improve our marketing techniques, our communication with

our school district sending town middle and high schools, and with our connection to prospective students and their families. The enrollment on October 1 of 2013 was 700 students reflecting a slight decrease of students from the previous year. The student enrollment of 700 students is our second largest enrollment count of the previous ten years.

Buildings and Grounds

The Keefe Regional Technical School opened its doors in September of 1973. As we begin our 40th year of operation, the Superintendent reported that our facility is doing well. Thanks to a comprehensive energy upgrade that was completed in 2008, our facility is poised to move forward without the need for major structural improvements. Our maintenance and custodial staffs continue to take ownership for the quality of our building and grounds. We recently completed having a contractor perform improvements to our 100 foot smoke stack that will improve the structural integrity of the smoke stack and the functioning efficiency of our boilers. We anticipate that future projects for our District facility will involve a new roof membrane, parking lot improvements, sealing our concrete building envelope, and athletic locker room renovations. The superintendent also anticipates investigating in the installation of photo voltaic solar panels on our roof after the installation of a new roof membrane is completed. To begin the process of capital improvements, the Committee authorized the Superintendent to file a Statement of Interest with the Massachusetts School Building Authority (MSBA). The Statement of Interest filed with MSBA was not accepted in 2012. MSBA officials encouraged the Superintendent to file a new application in 2013 for a “roof only” project. That application for a “roof only” was filed with MSBA, accepted by MSBA for a feasibility study and the roof replacement project is currently being planned for 2014. To date, the proposed roof replacement is expected to cost approximately \$6,000,000.00 with approximately 70% reimbursement expected from the State MSBA program. If all goes as expected, the new roof will be installed in June of 2014.

Student Achievement

The District received from the DESE its annual accountability report detailing Keefe’s 2013 Accountability Data. Based upon the following accountability data: proficiency gap narrowing, student growth, 4 and 5-year cohort graduation rates, dropout rate, and the level of student participation in the MCAS testing, Keefe students achieved an overall accountability score of 77, on target overall. All parents or guardians of Keefe students received the Keefe Report Card notifying them of this accomplishment. In summary, from 2010 to 2013 in ELA the number of students scoring at proficient or above increased by 35% while the number of students failing decreased by 5%. For math the number at proficient or higher increased by 7% while the number failing decreased by 2%. This fall, Keefe Tech was informed that according to the 5-level scaling systems created by the DESE under the accountability and assistance levels, Keefe has been categorized as a level 2 school. Schools with an accountability status of level 2 will analyze disaggregated data for all student groups to ensure interventions and supports are appropriately aligned to address needs, review the performance of students with disabilities, and consider improvement or capacity building activities, as appropriate.

In March, Keefe hosted the Massachusetts Skills USA with 640 student participants. Keefe Regional Technical School received 8 Gold medals, 5 Silver medals, and 6 Bronze medals. Thirteen students advanced to the State Competition, and Keefe Students earned 5 Bronze medals.

For the fifth year in a row, the Keefe Tech Drama Club produced a play for the school and the community. The 2013 performance was Romeo & Harriet by Charlie Lovett, Music and Lyrics

by Bill Francoeur. Rehearsals started in November and ran through March. Students rehearsed Mondays, Tuesdays and Thursdays from 2:30 to 5:00, finishing with a final full week of rehearsals. Thirty three students in grades 9-12, including cast members, backstage/lighting crew, and makeup artists, performed at an all school assembly followed by an evening performance for the community that same night. There was also a matinee performance the following Saturday. All performances were well attended--a full house for the student assembly and over 200 audience members for the public performances.

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.

New School Committee Members

In 2013, two long serving members of the School Committee resigned from the committee for personal reasons. Yvonne Giargiari and Richard Lanoue, both of Holliston, left the Committee. The selectmen in the town of Holliston have appointed Barry Sims and Sarah Commerford to the Committee.

Superintendent Lynch Retirement

In May of 2013, Superintendent James M. Lynch informed the Committee of his intention to retire in January of 2014. Mr. Lynch, who completed 37 years of service to the District, expressed his desire to spend more time with family as his main reason for his announcement. The effective date of Mr. Lynch's retirement was January 4, 2014.

Respectfully submitted,
James M. Lynch
Superintendent-Director

SOUTH MIDDLESEX REGIONAL VOCATIONAL TECHNICAL SCHOOL COMMITTEE

ASHLAND

Edward Burman
William N. Gaine, Jr.

FRAMINGHAM

Nelson Goldin
Michael Rossi
John Kahn - Chairman
Linda Fobes
James Comeau
A.J. Mulvey
John Evans

Larry Cooper

HOPKINTON

Ruth Knowles

Frank D'urso

HOLLISTON

Richard Lanoue replaced by Sarah Commerford

Yvonne Giargiari replaced by Barry Sims

NATICK

Tassos Filledes

Dr. Stephen Kane

Morse Institute Library

www.morseinstitute.org

The Morse Institute Library is dedicated to making a difference in the life of our community and to offer services that are free of charge and available to everyone of every age, ability, and background in Natick. We strive to be the “town’s living room” and the “third place” where Natick residents feel welcomed and safe.

Highlights from 2013 include:

- Our part-time Young Adult librarian was made full-time in 2013. This position has allowed the library to increase the amount of programming for Natick teens. Turnout for these programs has been enthusiastic and well-received by both teens and parents. We look forward to continued successful teen programs in 2014.
- In October 2013, Rose Huling, the library’s Bookmobile and Outreach Librarian, was awarded the John Philip Award by the Association of Bookmobile and Outreach Services (ABOS). This is the highest honor bestowed by ABOS and is given in recognition of “outstanding contributions and prominent leadership by an individual in the Bookmobile and Outreach services.” We are proud of Rose and her passion for providing outstanding service to her patrons via the bookmobile.
- Technology upgrades continued in 2013 -- the public access computers were upgraded and wireless printing was made available throughout the building. The library’s technology inventory is continuously updated to reflect the new technology acquired during the year.
- In 2013, the library made needed enhancements to patron and staff safety by adding digital security cameras and keypad locks on exterior doors. We also began working with Natick fire and police to develop safety procedures and responses for staff. As part of our annual Staff Development Day, we learned safety tips from a program called “Verbal Self Defense.”
- The Morse Institute Library continues to serve as a Foundation Center Cooperating Collection. The library provides resources for individuals interested in learning how to apply for and write grants. The library offered six webinars and training sessions in 2013.
- Library staff received training from the staff at Natick Pegasus on how to set up a video camera and tape library programs.

- The library uses social media as a form of community outreach. In 2013 we had 748 “followers” on Facebook, a 30% increase over 2012.
- In 2013, the Reference Department provided assistance to patrons on the use eBooks and downloading electronic titles, as well as help with other electronic reference resources.
- Library Website – in 2013, the library had 148,902 visitors to our website, an increase of 5.38% over 2012.
- 28,313 people used their mobile or handheld devices to access the library and its resources, an increase of 58% over 2012.
- The library offered a variety of programs in 2013, totaling 695 programs with over 10,000 people attending. These programs included basic computer classes, music programs, guest authors, book groups, art displays and community exhibits, and summer reading programs.
- The very popular Creative Connections program hosted 9 events with 550 people attending.
- Several mobile library card sign-up events were held around Natick using the Bookmobile.
- The Veterans Oral History Project continues to add material to its collection. In 2013:
 - Fifteen interviews were completed
 - 226 videos are now on the project’s web site www.natickvets.org
 - Nearly a dozen programs were offered by the project coordinator, Maureen Sullivan. Those programs included the popular annual Veterans Breakfast held at Kennedy Middle School, Veterans Day ceremonies, Pearl Harbor Day ceremonies, as well as presentations at Whitney Place and other area venues.
 - A new project was started at the end of 2013 – a guide to Natick’s veterans’ squares.
- In 2013, the Morse Institute Library and the Natick Historical Society continued our work together through the shared use of an archival quality display case located in the library. This cooperation allows the Historical Society the opportunity to display some of its unique items at the library where we have more accessible hours.
- 2013 saw an increase in outreach by the bookmobile to more underserved populations (i.e. seniors and homebound patrons). We are proud to continue our service to the U.S. Army Soldier Systems Center (Natick Labs).

Grants the library received in 2013 included the Nellie Mae Education Foundation - \$1,300; Veterans Oral History Project grant - \$30,000; Natick Garden Club - \$100; and Natick Lions Club - \$200.

We continue to work cooperatively with the Bacon Free Library, providing Minuteman Library Network access, Natick Reads programming, and other expertise as needed.

The Friends of the Morse Institute Library generously contribute to the quality of the library by providing funding for programs and books. The Friends provide funding for “speed reads,” as well as programs for children, teens, and adults, museum passes, bookmobile enhancements, and much more. Funding from the Friends allows the Morse Institute to provide many programs and services which would otherwise not be possible.

Our dedicated volunteers give their time and talents to make the Morse the special place that it is. We cannot thank them enough for all they do for us. Every spring the library hosts a Volunteer Appreciation Luncheon to celebrate our volunteers and honor their service to us.

On behalf of the Trustees and staff, I wish to thank all of the individuals and groups that donated their time, talent, enthusiasm, and funding to the library in 2013.

Respectfully submitted for the Trustees

Kathleen Donovan
Elliot Goodman
Joseph Keefe
Gerald Mazor
Sally McCoubrey

by
Linda B. Stetson
Library Director

Bacon Free Library

The Bacon Free Library's mission is to provide popular materials and learning resources for the enjoyment and use of all Natick area residents, with a special emphasis on supporting the educational needs of the community's children. In accordance with the wishes of the library's benefactor, Oliver Bacon, materials are selected to provide the broadest range of interest and topics.

Here's a brief look at what we've accomplished recently and our hopes as we look forward.

In FY13 Bacon Free Library gave more service to Natick residents by replacing BFL's "hopscotch hours" with solid business hours during which the community could have access to its library. BFL began opening all day long Tuesday through Friday, retaining our half-days of service on Saturdays and Mondays plus Tuesday evenings. Those are still BFL's hours.

We also achieved the goal of "safe staffing": having two people on duty at BFL at all times. It's important to recall that the Town took this major step forward during a very tough economic time.

In FY14 we achieved the goal of giving greater service to Natick residents by having \$3,000 restored to our Books and Periodicals line. That line was halved from \$12,000 to \$6,000 during the worst of the recession. It stayed halved too across FY11, 12 and 13 until this partial restoration to the \$9,000 level. We also bolstered BFL's administration, giving the director almost four more hours per week (making work week 36 hours) to do more planning, collection building, professional networking and fund-raising, therefore drawing greater benefits for all Natick area residents. Results there included receipt of a Mutual One Bank Foundation grant which will benefit Natick pre-schoolers and their families in terms of "Every Child Ready to Read" workshops for parent and grandparent reading partners, also "Every Child Ready to Read" materials for the youngsters which will help ensure their readiness to read in kindergarten. "Every Child ready to Read" is an American Library Association initiative.

Our hopes for FY15 is to take the final step out of the recession by getting the final \$3,000 restored to our Books and Periodicals line so we can "provide popular materials and learning resources (to) all Natick area residents and, per benefactor Oliver Bacon, to select from "the broadest range of interest and topics." Our hope is also to bolster the staff who serve children and families.

A year ago BFL had two school classes that visited fairly regularly. Because of some great outreach efforts by the two librarians on staff, there are now NINE lively class groups coming in every week and it's likely to grow. We look forward to having sufficient part time staff hours to accommodate this increased volume of business; also sufficient part time staff to cover sick, vacation and training time when they occur.

Most larger libraries in the greater metro area and beyond are seeing alarming decreases in circulation over the last few years due to market pressures – the increasing popularity of ebooks, Kindles, Netflix hand held internet, online and chain bookstores and more. That's a formidable challenge. But small, one room, two-staff person Bacon Free Library has not seen those decreases. BFL's annual circulation grew 13,326 to 29,641 from FY05 to FY10. It more than doubled! Since then it's held even at 28 – 29,000 and is currently on course to break 30,000 by fiscal year end. Why the unrelenting progress? Being Natick's cozy architectural gem by the waterfall is a factor. So is the close knit network of young families who depend on BFL. So is the great teamwork among the four staff members and among our other supportive teams, The Friends and Trustees.

Our strong partnership with area schools, scouts, the Natick Community Organic Farm and Natick Historical Society is a huge factor. But at the top of the list ---especially as we've been chugging along with half a book budget for a couple of years—is superior book selection and its marketing via a perpetual calendar of dynamic children's programs. Credit goes to our Assistant Director / Children's Librarian on both ends of that formula. She's sharp and she never stops.

The year's children's programs have included renowned storyteller Diane Edgecomb and puppeteer Nicola McEldowny; noted Celtic singer Aoife Clancy who hosted St Patrick's Day story hours; Mazie, the hard-working bloodhound from the Wellesley Police Department.

In terms of adult programs BFL has had a fine monthly author series, hosted by the Friends of Bacon Free Library. Natick residents have been introduced to world famous novelist Alice Hoffman; Boston's favorite pastry chef JoAnne Chang and marketing whiz turned yoga teacher, Sara DiVello; sixty-five year old first time and now acclaimed novelist James Whitfield Thomson who lives right here in South Natick.

Bacon Free Library and the Natick Historical Society presented Brenda Sullivan whose Historic Cemetery Walkabout on November 2 took the library and museum outdoors on a perfect fall day to celebrate Natick's long history.

BFL Trustees and staff thank Town leadership for the purchase and installation of our gas heat furnace in January and February of 2013. We thank the Town for helping us bear difficulties during what turned out to be a painfully long installation process. It works fine now and we're achieving some good efficiencies.

We roll along toward the goal of “Fifty in Ten”, developing our Endowment funds so that it can fund 50% of Bacon's non salary lines within ten years. We're five years into the ten now.

John A. Brisbin
Bacon Free Library Director

Public Safety

Fire Department

I am pleased to report the developments of the Natick Fire Department for the year 2013.

This year began with an incredible loss to the department with the death of Firefighter Joseph Slattery. Joe was a dedicated Firefighter for 15 years and a Natick Fire Department Dispatch Operator for the prior 11 years. He was passionate about his profession and committed to fire training and education, always ready to share his skills and knowledge with his fellow firefighters. It is fitting that the Training Room at Fire Headquarters was named in his honor, the “Joseph T. Slattery Classroom”. Joe is survived by his wife, Maureen and his three young children, Liam, Caitlin and Brendan. He is missed every day by those of us who served with him.

Two senior lieutenants retired this year Lt. James Fahey and Lt. Kenneth Custodio; with more than 64 years of combined service and experience, they will truly be missed.

This year we welcomed Firefighter/Paramedic Patrick Warren, Firefighter/Paramedic Alan Gentile, Firefighter/Paramedic Ken Dodge, Firefighter/Paramedic Ashley Corbett and Firefighter/Paramedic Randy Reasonover to the Ranks of the NFD. A new introductory training program was developed this year by Acting Captain Ron Downing of the Training Division. He should be recognized for providing each of these new Firefighters with this program, helping them get ready for the Mass. State Fire Academy.

Ms. Pam Condlin has also joined the NFD Team as the Administrative Assistant to the Fire Chief. Ms. Dianne Arsenault has been promoted to Executive Assistant to the Fire Chief. Dianne and Pam together will be assisting the Chief in leading the NFD into the future. I would like to take this opportunity to thank Ms. Donna Arena-Myers for over 29 years of dedicated service to the NFD and the Town of Natick. I wish her a happy, healthy retirement.

For the second year the Natick Fire Department received a grant from the Metro West Health Care Foundation to support having the NFD CPR/AED Training Team teach Natick High School students in CPR, Cardiac Defibrillation and Basic First Aid. By February 2014 we'll have 98% of all high school students and some faculty members CPR certified. Lieutenant Ron Downing and his team FF. Brogan, Lt. Forance, FF. Spencer, Lt. Norris, FF. Quilty, FF. Herring, FF. Hartwell, FF. Collins, FF. Farquharson, FF. Sansossio and Capt. Rothman deserve special thanks for facilitating this program. This ranks as one of the proudest accomplishments of the NFD. This team will be branching out to offer CPR training to the citizens of Natick. I would like to thank the Town Administrator and the Board of Selectmen for the support and funding to expand this program.

As I write this report it is the first anniversary of Firefighter Joe Slattery's passing and, as always, our thoughts go out to his family. We will endeavor to honor his memory by 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.

Fire Prevention

Captain Rocco Franciose

The Fire Prevention Bureau continues to monitor all new construction and renovation projects. Many major building projects were completed this year, including Avalon Apartments, South Natick Hills, Fedex and Natick Audi. The Mathworks Project continues and the residential project at the Natick Paperboard site will start construction this year.

Quarterly inspections are performed as required by Mass General Laws. Fire Safety talks were held at the Senior Center, Cedar Gardens and schools. The Fire Department hosted many field trips at headquarters and another successful Fire Prevention Fair was held during Natick Days.

Fire Inspector Tanya Quigley-Boylan currently runs a Smoke and Carbon Monoxide Detector installation program for seniors through a grant and has completed 50 houses to date. She, on behalf of the Department, applied for and received a Student Awareness and Fire Safety Education (S.A.F.E) grant. Again, this grant will be used to plan and conduct community fire and life safety programs.

Again, we have to thank our Fire Protection Engineer and Consultant Maurice Pilette P.E. for all his help and guidance.

Permits Issued

Open Burning	284
UST Removal	8
Sprinkler Installation	77
Flammable Storage	19
Fire Alarm Installation	57
Tank Truck	6
Fixed Fire Suppression	6
Propane Storage	36
Black Powder	0
Cutting & Welding	8
Blasting	5
Oil Burner	76
Certificate of Occupancy	454
<u>Smoke Detectors Cert.</u>	<u>530</u>
Total	1566

Training Division

Captain Eugene Rothman, BS, NREMT-P

The department saw many changes this year: we brought 21st Century technology in by installing *Smartphones* into all of our apparatus as a secondary means of communication, as well as enhanced navigation and information management. We upgraded our EMS system with the purchase of new Zoll ECG monitor/defibrillators and now have the ability to wirelessly transmit electrocardiogram data to the Cardiac Cath Lab at MetroWest Framingham and patient care data directly into the electronic patient care reporting (ePCR) system. We added resuscitation equipment designed for dogs and cats to our arsenal along with new techniques and protocols that will afford all of our patients more advanced and efficient care.

Communications Division

Gordon VanTassel

This past year four new master fire alarm boxes were installed at the new Avalon Apartment complex. The master box fire alarm system generates over \$60,000 to the Town of Natick through connection fees. Normal maintenance and testing was performed on all of the fire alarm circuits. Maintenance on the twenty intersections with traffic lights and twelve crosswalk signals has increased significantly during the past year due to road construction and the age of some of the intersections.

Work has started in the reconstruction of the Rte 9 and Oak Street intersection. This involves rerouting all of the town’s communication cables in that area. This project will be ongoing throughout next year.

The fire department changed over to a new UHF radio channel during the past year. This will allow us to have interoperability with other fire and police departments in the surrounding towns and emergency networks. We also added two new receiver sites to our network and we’re also looking to add additional sites to improve the area coverage. As in the past Dom Mallozzi has provided us and the rest of the town continued assistance with our radio systems.

Ambulance Fees

January	118,669.24	July	144,168.13
February	109,033.07	August	118,200.85
March	126,722.11	September	81,686.14
April	130,033.85	October	159,255.95
May	156,497.11	November	165,825.04
June	121,170.07	December	106,813.39

3 Year Total

<u>2011</u>	<u>2012</u>	<u>2013</u>
1,421,225.19	1,453,895.75	1,538,074.95

Service Fees

January	3,905.00	July	4,615.00
February	0.00	August	7,610.00
March	8,960.00	September	2,605.00
April	4,955.00	October	3,305.00
May	4,810.00	November	47,453.36
June	8,685.00	December	18,615.00

3 Year Total

<u>2011</u>	<u>2012</u>	<u>2013</u>
124,350.00	114,179.98	115,518.36

Record of Fire Calls

<u>Incident Type Category</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>
Fire/Explosion	96	94	109
Overpressure Rupture	7	3	3
Rescue Call	2810	2819	2860
Hazardous Condition	565	336	311
Service Call	484	412	438
Good intent Call	235	243	250
False Call	659	662	732
Severe Weather/ Natural Disaster	28	34	10
Special Type/Complaint	29	11	13
<u>Undetermined</u>	<u>10</u>	<u>0</u>	<u>0</u>
Total	4923	4614	4726

Mutual Aid Rendered (Fire-Amb.)	121	111	133
Mutual Aid Received (Fire-Amb.)	93	51	54

Respectfully submitted,

Richard A. White
Acting Chief of Department

Police Department

During the calendar year 2013 the Natick Police Department made a decision to dedicate its efforts of evaluating the present needs of the organization and plan for the needs of the



future. It is for these reasons that the organization embarked in developing a long term Natick Police Department Strategic Plan. This was the first time that the organization has taken on such a complicated process but the organization came to realize that with all the varied needs and requirements of both the community and the organization a strategic plan is the most efficient and comprehensive means to develop the priorities and the

objectives. Although this process is not complete for this annual report the goal is to have much to report on the plan in 2014.

As the Natick Police Department develops its strategic plan there are a few goals that will guide our efforts in 2014. They are:

- Develop a comprehensive Strategic Plan for the organization.
- Continue the process of updating policies and procedures while working to attain Massachusetts Police Accreditation.
- Improve the department's response to difficult issues such as high risk domestic violence, mental illness and drug abuse/use.

Personnel Updates

After more than 28 years of service with the Natick Police Department, Officer Robert White retired in March 2013.

Shannon Burns, Records Department Assistant, left the organization in October 2013 to join the Framingham Police Department.

Internal Affair Complaints:

Types: Abusive Language –	1
Conduct Unbecoming -	3
Excessive Force -	2
Violation Policy -	7
Violation Rules -	4
Disposition: Unfounded -	6
Sustained -	2
Other -	1
Not Sustained -	5
Incomplete -	3

Department Organization

The chart below depicts the organizational structure of the Natick Police Department as of January 1 2014.



Emergency Preparedness

We continue to see incidents that challenge our preparedness for emergencies within the town. Natural weather events seem to stretch our resources more than in the past mainly due to the severity of the event. The Local Emergency Planning Committee continues to plan and train for these events and respond when they do.

Court Activity

During 2013, 1,149 complaints were forwarded to the Natick District Court for prosecution. In addition the Records Room staff processed 1,546 offense reports, 904 motor vehicle crash reports, and 2,808 citations.

The following illustrates traffic enforcement and crash data for 2013 as compared to 2011 and 2012 data:

Violation Breakdown	2011	2012	2013
Civil Motor Vehicle Infractions	1,001	1,260	813
Written Warnings	1,357	1,189	1,389
Arrests	154	197	162
Criminal Complaints	373	420	390
OUI	67	71	54

Crash Particulars			
Total Crashes	876	823	890
Fatal Injury	0	2	0
Non-Fatal Injury (incapacitating)	15	18	25
Non-Fatal Injury (non-incapacitating)	49	56	72
Possible Injury	74	83	78

Officer of the Year

For his consistent excellence in police duty throughout the year, Detective Chad M. Howard was named Officer of the Year for 2013.

Detective Howard is a thorough and proactive investigator who employs methods and techniques available in ways not previously considered. His spirit of commitment to and involvement with the department and the Town of Natick are reflected in a myriad of ways. These include his development and implementation of the department’s bicycle registration program, installation of child safety seats, his omnipresence at events requiring the Natick Police Honor Guard and coordination of the Natick Police Chase Team activities.

While Detective Howard’s professional skills are laudable, it is his personal qualities that set him apart. Everything Detective Howard does is an effort towards improvement; for himself, other department members, victims and the community.

His strong support and multiple nominations from all divisions of the department remind us what the Natick Police Department Officer of the Year should represent someone who demonstrates both the quality of work and work qualities to which we should all aspire.

Animal Control

Animal Control enforces state regulations and town bylaws as it relates to domestic animals and wildlife. The animal control officer also administers to sick and injured animals as well as deceased animals on the roadways within the town borders. The following is a list of Animal Control activity during 2013:

Domestic		Wildlife	
Unrestrained Dog Complaints	71	Sick /Injured Raccoons	29
Barking Dog Complaints	94	Sick/Injured Skunks	20
Dogs Struck By Motor Vehicles	9	Sick/Injured Possums	4
Stray Dogs Reported	15	Sick/Injured Woodchucks	11
Dog Bites Reported	23	Sick/Injured Squirrels	0
Lost Dogs Reported	87	Coyote/Fox Sightings	33
Lost Cats Reported	72	Sick/Injured Fox	18
Stray Cats Reported	39	Sick/Injured Birds Of Prey &	16
Cats Struck By Motor Vehicles	25	Sick/Injured Rabbits	9
Cat Bites Reported	0	Sick/Injured Bats	31
Lost Exotic Birds	7	Deer Struck By Motor Vehicles	21
Lost Ferrets	0	Deceased Animals (Roadways)	104
Informational Statistics			
Animal Cruelty Cases Investigated	23		
Wild Animals Removed From Dwellings	31		
Citations Issued	28		
Written Warnings Issued	72		
Mutual Aid To Other Communities	7		
Assistance Calls For Service	142		
Informational Calls	128		
Livestock Complaints	2		
Farms/Barns Inspected	27		
	4		
Kennels Inspected	4		

Respectfully submitted,

Chief James G. Hicks

Public Works

MISSION STATEMENT

The mission of the Natick Department of Public Works is to maintain and improve in a cost-efficient manner the infrastructure, equipment, and recreational facilities of the Town. The Department will 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 2013:

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 2013:

- Issued 252 Street Opening Permits and provided the necessary inspections.
- Provided follow up inspections on 37 Occupancy Certificates.
- Issued 84 water connection permits and provided the necessary inspections.
- Issued 87 sewer connection permits and provided the necessary inspections.
- Issued 87 Trench Permits
- Provided 267 field utility mark-outs for ongoing Town wide construction activity.

- Reviewed 206 Applications as part of Building Permit Application process.
- Provided Town Project Coordination for the MassDOT Marion Street Bridge replacement contract.
- Negotiated and worked with private property owners on grants of easements to the Town. Presented easements to the Board of Selectmen for approval and acceptance. Recorded all approved easement plans and documents at the Middlesex Registry of Deeds.
- Presented Main Street and Summer Street for acceptance by Town Meeting. Recorded the Street Acceptance Plans and Documents at the Middlesex Registry of Deeds.
- Continued work as required on the Town's Storm Water Master Plan and NPDES General Permit. Completed Permit Year goals, and filed yearly EPA status report. Continue with the design and implementation planning for the new 5 year permit to be administered by the EPA (beginning in 2014 – tentative).
- 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 for the FedEx and MathWorks Access Permits.
- Provided Project coordination for the Town wide sidewalk condition survey.
- Managed the yearly Chapter 90 - Roadway Improvement at Various Locations Contract.
- Completed all unfinished work on two approved subdivisions. The Planning Board performance bond was pulled by the Town due to the developer's inability to complete the required work.
- Began design and permitting for Roadway and Drainage Improvements for Kansas Street, Cottage Street and Pine Street.
- Began design and permitting to address drainage problems in the Willow Street area.
- Began design and permitting for the Pond Street retaining wall replacement project.
- Presented a new 5 Year Paving plan to the Board of Selectmen.
- Re-rated all the road conditions in the Pavement Management plan.

Equipment Maintenance Division

The Equipment Maintenance Division is responsible for the purchase and the maintenance of all the town vehicles and equipment. This includes police units, administrative cars, fire apparatus, lawn and field equipment, dump trucks, sanders, plows, pumps, rubbish packers, recycling packers, school units, facilities management equipment, emergency generators, farm vehicle, recreation units, and the town's fuel depot.

This past year we ordered and replaced many vehicles. For the police department, we put into service the last of our stockpiled Ford Crown Victorias. After further review, we have ordered new police interceptor utility vehicles. Over the past year we have replaced the following units: one Facilities van, one Facilities Ford Escape, three Public Works one-ton dump trucks with plows, one snow melter, as well as lawn and field equipment.

We purchased three new recycling sidearm loading packers, one new 16-yard stainless steel sander, and one new mobile snow melter. We are in the final stages of specifying and bidding on a new fire pumper truck and finalizing specifications for the town's fuel management system.

We shall continue using an internet auction for disposing of the town's used and surplus equipment as it has resulted in a significantly higher return of funds for the town.

This division continues to carry out all required preventative maintenance of all town equipment, performing both in house as well as responding to road calls for off-site emergency repairs.

Water Division

The Water Division pumped and distributed 1,155 million gallons of potable water during 2013. The Water Division changed 122 water services, repaired 17 water service leaks, and 9 water main leaks. The Division also replaced or repaired 15 fire hydrants. Water Division personnel maintains 13,227 radio water meters and replaced 714 old water meter radio transmitters with new replacements. The division completed 2,124 tests of backflow devices.

Also during 2013, The Water Division completed the Springvale Well #1 rehabilitation and H&T Filter modifications capital improvements at the Springvale Water Treatment Facility. Capital improvements currently under construction are Energy and Efficiency upgrades, Elm Bank VFD install, and Town Forest roof repair.

Sewer Division

The Sewer Division pumped an average of 2.95 million gallons of sewerage per day in CY2010-2012 into the M..W.R.A. sewer collection system. The Division maintains and inspects daily 34 sewer pump stations throughout Town. As ongoing routine maintenance the Department cleans gravity sewer mains in different sections of the collection system throughout the year weather permitting.

The Sewer Division will continue the sewer main relining program to improve old and decaying sewer main infrastructure. The Division is contracting to TV, clean and line sewer mains in various parts of Town. 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.

In 2013, The Water/Sewer Division crew installed 900 ft of 4" sewer force main on Chrysler Road to replace an aging and failing force main. For the coming year the department is planning to repair the Prime Park Sewer Pump Station as a capital improvement.

Land Facilities and Natural Resources Division

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

In response to the departure of Skilled Laborer Chris Hendrix, the department hired an in house candidate, Rodney Spinazola, from the Building Maintenance Department. Rodney, a resident of Natick, has been successful in his new position within the Department of Public Works and continues to learn new tasks and refine his skills for the Department. In addition to skills developed while working in Natick, Rodney, along with others, has attended a sports field maintenance workshop and has networked with other industry individuals.

The division also serves as the liaison and manages the labor provided by the South Middlesex Correction Facility. This relationship has proven to be very valuable to the town of Natick and the extra hands have been utilized by multiple divisions within the Public Works department. The correctional labor has completed many beautification projects throughout town including painting the lacrosse and soccer goals, painting the concession stand and storage buildings at Memorial

Stadium, and assisting with the new recycle program by helping to stuff informational packets and clean bins.

For Public Shade Tree management the division in combination with a contractor removed fifty-four hazardous trees, and the division continues to develop a comprehensive plan to re-plant trees throughout the town. For this calendar year the division planted two White Oaks, one Japanese Snowbell, two Red Maples, one Black Tupelo, and two Dawn Redwoods. The division continues to identify and catalogue re-plant sites and hopes to continue re-planting in the spring of 2014.

For the 2013 calendar the Department assumed the responsibility of care for the new softball field at the high school. Although this transition did have some complications, a collaborative effort between the Department, Town Administration and School Administration ensured that the students and Natick residents were receiving the best value from the construction project. The Department this year also worked on process improvement for daily tasks, as well as improving communication between High School Athletics, Recreation, and user groups. Through a collaborative effort, communication and information sharing has greatly improved allowing for more efficient maintenance, project completion, and better user experiences. Other smaller projects included core aeration and over-seeding of multiple sites, new player bench installation at Murphy South, and site improvements throughout town including adding wood chips to the Grove to improve accessibility and removing overgrown brush at multiple sites. The division also continued with the carbon based fertility program which uses organic fertilizer as a backbone of the program.

This fall the Department also served as Captain for the Marathon Daffodil Planting Project. The Planting Project was an effort spearheaded by the Massachusetts Horticultural Society to plant daffodils along the entire Boston Marathon Route in honor of the Marathon Bombing victims of 2013. The town helped distribute and plant 10,000 bulbs working in conjunction with the Girl Scouts, Natick Garden Club, and many other residents and volunteers. Planting sites included Public areas such as the Town Common, as well as commercial properties such as the FCC Church, Santandar Bank, and Hogan Tire.

For technology the division continues to use and make improvements to the web-based asset management system. This customizable system has enabled the department to create a digital history of tree inventories, tree hazard mitigation, tree replant sites, preventative maintenance for fields and park areas, and the opportunity to log corrective actions throughout town. This information is available real time in the field for the Supervisor and staff, increasing efficiency and creating a detailed paperless record.

Highway/Sanitation/Recycling Division

In 2013 the Highway/Sanitation/Recycling Division performed all regularly scheduled assignments for the year as well as other duties. The division repaired approximately 2800 feet of asphalt curbing this year. The repairs were made as a result of the past winter where we experienced a large amount of damage. This work was performed on streets throughout the town and these areas were repaired, loamed, and seeded. In 2013 the following streets were rehabilitated under chapter 90 state funding; MacArthur Road, Eisenhower Ave, Marshall Road, Nimitz Circle, Patton Road, Halsey way, Dwight Ave, Farrant Road, Gordon Road, East Evergreen Road(Route 27 to Farrant Road), Leighton Street, Sheffield Road, Spring valley Road, Terrane Ave, Waring Road, Wethersfield Road, West Street (Windsor to Oakland) Campus Drive, and Oakland Street Ext. These streets received a leveling course of asphalt, replacement of drain and sewer castings, repaving

of sidewalks and all affected areas were loamed and seeded. These streets will receive the final top coat of chip seal in the spring of 2014. The division contracted with Seal Coating inc. to perform crack sealing on the following streets. Speen Street, Pond Street, Union Street, Mill Street, South Main Street, and the west side of Commonwealth Road. In 2013 we performed all street sweeping operations consisting of all main roads, main road sidewalks, all neighborhood streets as well as all schools, Municipal buildings and all town parking areas. The sweeping was finished by the end of June and approximately 2,000 tons of debris were collected. This material is then tested by a laboratory and disposed of. In 2013 all 280 crosswalks were repainted as well as all stop bars and stop stencils in addition to 232,644 lf of white edge line and 117,920 lf of double yellow center line. The division repaired approximately 245 street signs and made 90 new signs as well as all graphics for new vehicles. In the winter of 2012-2013 we had 76.25 feet of snow. We had 20 snow events which entailed 6 plowable storms, sand & salt operations for all 20 events and we removed snow in the downtown area once. We used approximately 5,000 tons of road salt and 4,200 of sand. The town plows all streets, schools, municipal buildings and town parking areas. The division plows 41 miles of main road sidewalks and around the schools. Plowing operations are performed by the Highway Division with the support of the other divisions of the Department Of Public Works and 26 hired contractors. The division also places 25 sand barrels throughout the town in designated areas where needed. In 2013 we repaired 45 catch basins, 10 manholes and built 5 new structures. The company that is contracted to clean Catch basins on a three year cycle as part of the storm water management program cleaned 1,285 catch basins this material was tested by an independent lab and the hauled to a land fill. The division also assists other departments of the town such as Town Clerk's office with voting issues and signage, the School Dept. with maintenance and snow plowing and Police and Fire for all traffic control during events (Marathon, Parades, Fires and other Emergencies). On the Sanitation/Recycling side of the division the Town took over the curbside pick up of recyclables, purchasing 3 new recycle packers as well as recycle totes for all residences. The division is responsible for the collection of all solid waste and all recycling. This includes all curbside pickup, 30 trash dumpsters located at schools and municipal buildings, 12 cardboard dumpsters, 125 trash and recycling receptacles which are located at all parks, ball fields, and downtown area. The division also manages the Town's recycle Center. In 2013 the Town disposed of approximately 6,000 tons of solid waste and 3,500 tons of recycling at the curb. At the recycle center we recycled the following: Mixed paper(210 tons), Cardboard (158 tons), Plastics(39 tons), Light Metal(174 tons), Electronics(32 Tons), Mixed glass(36 tons), waste Oil (1000 gallons), Styrofoam(5 tons), Rigid Plastics(21.88 tons), Light bulbs 4ft(28,400lf), 2ft(240lf), 8ft(960lf), Compact bulbs (2,600), Incandescent(150)and 228 assorted bulbs. We hauled 141 tons of solid waste from the Housing Authority as well as 78 tons from park and field barrels. Spring yard waste was done during the first two weeks in May on trash day and fall yard waste continues to be the last three Mondays in November and first Monday in December. Christmas trees were picked up first two weeks in January.

Respectfully submitted,

Thomas Collins
Interim Director of Public Works

Boards, Committees & Commissions

Natick Affordable Housing Trust Board

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 2013, the NAHT continued to work with Natick's Housing Planner, Joe Merkel and the Community Development Advisory Committee (CDAC) to advance affordable housing in the Town of Natick. The two committees continue to meet simultaneously and to work collaboratively with regard to discussions and consideration of future projects. Based on the most recent 2010 census, Natick meets the 10% requirement for affordable housing as established by the guidelines of the Commonwealth of Massachusetts; however the need for various types of affordable housing continues unabated.

In 2013, our strengthened relationship with the Natick Housing Authority (NHA) came to initial fruition as two Cedar Garden units were renovated to make them handicapped accessible, using money from WestMetro HOME consortium funding and advocacy by the NAHT. Renovations were completed and the units were first rented to qualified tenants mid-year, and a formal ribbon cutting ceremony was held in December. Other projects on which the NAHT and the NHA could collaborate, such as renovations to a multi-family home on Plain Street and congregate housing next to Coolidge Garden, both of which are owned by the NHA, are now under consideration.

The Down Payment Assistance Program reinstated in late 2012 has been a success, helping a number of individuals and families to purchase an affordable home here in Natick. At the end of 2013, the NAHT also funded and instituted a pilot Emergency Housing program for homeless in Natick. This collaborative effort involves, among others, the Natick Police Department, the Town of Natick Human Services Department, and non-governmental agencies such as the Natick Service Council. The intent of this pilot program is to provide to a homeless person or family a warm place to sleep for a night or two during the difficult winter months as well as connections with other services available in our town. Several other programs, such as a rental assistance program, are being evaluated but to date have not moved forward.

With regard to availability of funds to support affordable housing programs, the NAHT is considering the sale of one or two buildable lots currently owned by the Trust. Selling the lot(s) and applying the proceeds to various affordable housing programs seems most appropriate to the NAHT at this time.

In 2014, the NAHT will continue to work with the CDAC and Mr. Merkel to explore various affordable housing opportunities in Natick and advise the Board of Selectmen on best use of the funds that the Town receives through the WestMetro Home Consortium.

In 2013 two members of the NAHT, one of whom also served on the CDAC, decided not to seek reappointment when their current term expired. Bruce Weisberg, who had served on both the

NAHT and CDAC as the banking representative since their inception, and who had served as both Chair of the NAHT and Vice-Chair of the CDAC during that time, and Paul McKeon, who had been the NAHT real estate representative from the beginning, both chose to “retire.” In addition, Steve Gartrell moved from Natick and therefore relinquished his at-large seat on the NAHT. We thank all three of these gentlemen for their tireless work on behalf of affordable housing in Natick. Looking to the future we welcome Laura Duncan as the banking representative, Barbara DePasquale as the real estate representative, and Scott Marshall as an at-large member on the NAHT. We currently have an open seat for an at-large member, and we encourage anyone interested in affordable housing to attend one of our meetings to learn more about the work that we do.

Respectfully submitted,

Carol A. Gloff Chairman
Natick Affordable Housing Trust

Members: Carol Gloff representing the Board of Selectmen, Glen Glater representing the Planning Board, Laura Duncan representing the banking industry, Barbara DePasquale representing the real estate industry, Randy Johnson is representing the construction industry, Glenn Kramer as an attorney, and two citizens-at-large, Scott Marshall and Jay Ball.

Bicycle and Pedestrian Advisory Committee (NBPAC)

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.

2013 Accomplishments

- Members provided support for the Safe Steps Grant, funded by the Metrowest Community Healthcare Foundation, by participating in a sidewalk audit throughout town to assess pedestrian accommodations for all users. Data collection is complete; data analysis and usage remains an on-going process.
- Partnered with Josh Ostroff to draft a Safe Streets Guidelines document for use by Natick Town departments. This document is currently in draft form and aims to guide town prioritization of initiatives as it pertains to safe streets for biking and pedestrian traffic.
- Two members of NBPAC participated in Natick’s 360 planning meeting, designed to foster proactive planning, cross-committee interactions and help prioritize town initiatives.
- Provided input on Bicycle and Pedestrian issues to the Planning Board in review for permit applications.
- Developed a comprehensive list of priorities for NBPAC - as a means to engage newly appointed members in April 2013. Subteams were assigned based on interest.

- Represented the committee at meetings of the Safety Committee and the Cochituate Rail Trail Committee.
- Attended the Commonwealth’s “Moving Together” conference to learn about design practice and organizations engaged in bicycle and pedestrian advocacy.
- Attended Boston Complete Streets workshop.
- Participated in Bay State Bike Week in May. Members handed out safety information and t-shirts.

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,

- Heather Levinson, Chair
- Ron Decker, Co-Chair
- John Magee
- Chris Thayer
- Deborah Pope-Lance
- Mike Sullivan
- Glynn Hawley
- Meg Kiely

Cable Advisory Board

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 2013 Natick Pegasus equipped and operated a satellite studio in the Natick High School building. This studio in addition to a secondary broadcast location is used in conjunction with the High School’s video and broadcast classes.

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

The Cable Advisory Board welcomes and listens to comments from the residents and cable

subscribers of Natick. People can contact the Board via e-mail: cable@natickma.org. The mailing address is in care of Natick Town Hall, 13 East Central St..

Respectfully submitted,

Hank Szretter, Chair
Martha Jones
Ron Ordway
Arnold Pinsley
Michael Avitzur

Cochituate Rail Trail Advisory Committee

2013 was a productive year for the Cochituate Rail Trail project. The CRT is a proposed multi-use recreational corridor linked Natick Center with Framingham, and connecting the MBTA station, Natick Soldier Systems Center, the Natick Mall, Cochituate State Park, and many businesses and residential neighborhoods.

The 2.5 mile Natick CRT will connect to the Framingham section of the trail, which terminates in Saxonville. The Framingham section is nearing completion and may open in 2014.

The Cochituate Rail Trail Advisory Committee is appointed by the Board of Selectmen, and advises the Town on issues related to the proposed trail project.

The Board of Selectmen appointed one new member in 2013, Joel Barrera, and reappointed two members, Peter Henry and William Schoenig:

The committee members at the conclusion of 2013 were:

Member	Affiliation	Term expires
Joshua Ostroff	Board of Selectmen	June 30, 2016
Patrick Reffett	Community Development Director	June 30, 2016
John Griffith	Recreation and Parks Commission	June 30, 2014
John Magee	Bicycle/Pedestrian Advisory Comm	June 30, 2015
Jan Henderson	Member At Large	June 30, 2014
Joel Barrera	Member At Large	June 30, 2016
Peter Henry	Member At Large	June 30, 2016
David Camacho	Member At Large	June 30, 2015
William Schoenig	Member At Large	June 30, 2016

Progress in 2013 included:

- Completion of a topographic survey and wetlands delineation to identify potential areas of concern. While wetlands are alongside the CRT, they do not constitute impediments to designing and constructing a trail.
- Initiation of the 25% design phase of the project, undertaken by BETA Group, the Town's on-call engineering firm. This phase will set out many details of the trail's design, including access, road crossings, width, surface, amenities and much more. This is expected to be com-

plete in mid-2014, and will include a full public hearing.

- Submission of an application for the TIP (Transportation Improvement Program) for the CRT. This will eventually provide state and federal funding for the construction of the trail.
- Continuing negotiations with CSX, the owner of the land that must be purchased for the CRT to be built. A final agreement with CSX may be concluded once the design is at a 75% level.
- Outreach to abutters, including the Department of Conservation and Recreation (DCR), which owns Lake Cochituate State Park, the AMVETS, and Camp Arrowhead. Through discussions with these abutters, BETA and the Town, we have identified various issues of concern that will be addressed in the 25% design.
- Discussions with MassDOT's Highway Division, who are supportive of the project and have provided helpful input. Traffic and safety concerns have led MassDOT to direct the design team to propose a grade-separated crossing (i.e., bridge or tunnel) at route 30 on the Natick-Framingham line.
- Initiation by the town of a Feasibility Study for a new Natick Center MBTA station, which will include provisions for a convenient connection to the future CRT.
- Redesign of the Kansas Street/North Main Street intersection as part of a roadway improvement project primarily funded by a state grant. This project, to be completed in 2014, will anticipate the CRT and provide a safe future crossing for trail users.
- A trail subsurface has been installed at the lower end of the CRT from Mechanic Street south to the MBTA station to provide construction vehicle access during a recent drainage improvement project at the station. This project was paid for with federal and state funds and overseen by MassDOT. While the CSX right of way remains private property, the improvements will provide a head start for construction.

The CRT Committee looks forward to continued progress in 2014.

Respectfully submitted,
Will Schoenig, Chair

Community Development Advisory Committee

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 plans under consideration for the future.

As we have done for several years now, the CDAC spent 2013 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 evaluation of future projects. The need for various types of affordable housing continues.

During 2013, no fair housing complaints were brought to the attention of the CDAC. The Fair Housing Plan was updated by a consultant under the direction of Mr. Merkel.

Also during 2013 the CDAC in conjunction with the NAHT continued to focus on strengthening our relationship with the Natick Housing Authority (NHA). As an ex officio member of the CDAC, the Executive Director of the NHA is invited to attend our meetings and participate in all discussions, and Eileen Merritt, Interim Executive Director of the NHA continues to take advantage of those opportunities to update us on progress in that organization. As described in the NAHT annual report, our strengthened relationship with the Natick Housing Authority (NHA) came to initial fruition as two Cedar Garden units were renovated to make them handicapped accessible. CDAC members actively participated in the discussion that led to this accomplishment.

We are sad to report that Bruce Weisberg, who had served on the CDAC as its banking representative and as its Vice-Chair since the committee's inception, chose to "retire" from the committee. We already miss the knowledgeable input from Bruce, but are very pleased that Laura Duncan agreed to fill the banking representative's seat on this committee. The CDAC currently has one open position for an individual who lives in low or moderate income housing. We invite you to attend one of our meetings if you are interested in affordable housing, to find out if you would like to join the CDAC.

In 2014, the CDAC will continue to work with Mr. Merkel to ensure that the Fair Housing requirements are being met in Natick. We will also continue to work with the NAHT to explore various affordable housing opportunities in Natick.

Respectfully submitted,

Carol A. Gloff, Chair
Community Development Advisory Committee

Members: Carol Gloff (Board of Selectmen representative), Glen Glater (Planning Board representative), Marjorie Gove (at-large member), Paul Mulkerron (representing the real estate industry), and Laura Duncan (representing the banking industry)

Members (ex officio): Joseph Merkel (Natick Community Development Department), Eileen Merritt (Interim Executive Director, Natick Housing Authority)

Council on Aging Board

The major responsibilities of the Council on Aging Board are to identify the needs of Natick's older adults, to advocate and to educate on their behalf.

COLLABORATION/COMMUNICATION

Six COA Board members participated in the November 2, Strategic Planning Conference with town boards, committees, commissions, department heads and the town administrator. The keynote speaker and the workshop reports seemed to conclude that the Town of Natick needs to plan for an increasing population of older adults that are living longer. Housing, transportation and services that support an individual's desire to live at home were determined to be major concerns.

The Board continued to support liaison relationships with BayPath Elder Services, Inc., the Community-Senior Center Building Committee, the Friends of Natick's Senior Center, Inc., and the Commission on Disability.

The *Sentinel* is the ten month a year senior bulletin that provides timely information regarding programs, activities and services; serves as a monthly calendar guide; and alerts older adults about health, wellness and financial resources. It is mailed or delivered to households with one or more residents 60 years of age or older. During the year, future funding for ten issues annually became a concern. Considered an important communication for seniors as well as for professional or family caregivers, the Board worked with the director to maintain the ten month publication plan in 2014. The Friends of Natick's Senior Center funds the postage costs, an important contribution to Natick seniors. We thank them for their continued support.

Jemma Lambert, Community Services Director held a joint retreat for COA Board Members and the Friends of Natick's Senior Center Board. It was very well received by both organizations that look forward to increased collaboration with activities and programs.

EDUCATION

The COA Board began the process of educating itself about cultural competency issues. Understanding cultural differences creates an environment for individuals to feel welcome to participate in activities and programs and to ask about and/or seek social service resources. Cultural competency encompasses: Cultural differences, language barriers and equal access issues. In September Lisa Krinsky, LICSW, Director of the LGBT Aging Project made a presentation to the COA Board, including showing the 4 minute film trailer from the movie "Gen Silent." She pointed out that services to all minorities and culturally diverse groups including LGBT and non English first language individuals can have a positive effect at the Community-Senior Center (CSC) if there is an inclusive/welcoming environment. Otherwise, the populations are invisible, isolated and feel vulnerable. The initial step in identifying and bridging the gaps is education and information gathering. The Sub-Committee Chair Don Greenstein and Moira Munns COA Director have been in contact with area COA's and BayPath Elder Services, as well as working to set up an educational training session for staff, COA Board, Natick volunteers, and area agencies. The program may be developed with community partnerships to make it more cost effective.

The COA Board Orientation Committee chaired by Judy Sabol developed a manual for orientation of new members and to serve as a general Board reference resource.

Board members attended Executive Office of Elder Affairs Member trainings.

COA Facebook page became a reality in 2013, supported by the Board with hands on assistance from proponent Jeanne Williamson Ostroff and Dylan Hayre.

ADVOCACY

The Board supported the COA Director's proposal to have a full-time receptionist as part of the front desk staffing at the Community-Senior Center (CSC). It was created with a 25 hour position moving from Recreation and Parks and funding of 16 staff hours added to the Human Services & Council on Aging Department. With the growing number of people utilizing the CSC and increased programming, there was a need for a daily staff person, as well as the volunteers that serve at the front desk. Town Meeting approved.

The Board filed a warrant article for the 2013 Fall Town Meeting to update the Senior Property Tax Work Program, advised by the director of the funding inequities created when the Veterans Property Tax Work Program was established at the Spring Town Meeting. Article 7 adjusted the maximum reduction of the real estate property tax bill to be based on 125 volunteer service hours to the Town in a given tax year, rather than \$1,000 limit. Town Meeting approved.

The Board decided to support a resident complaint and contact the Department of Telecommunications and Cable regarding the loss of telephone service after eight hours of a commercial power outage, eliminating the ability to call for help in an emergency.

ORGANIZATION

Town Counsel John Flynn reviewed the revision of the 1995 COA Board Bylaws. The COA Board accepted the recommended minor changes and approved the new bylaws January 14, 2013, which were approved by the Board of Selectmen February 26, 2013.

OUTREACH

In January, COA Board members and the Natick Rotary delivered Ice Melt and information packets about COA/Community-Senior Center Services to older adults in Natick that weren't able to get out to a store for an ice melting product. Both groups delivered cheery plants to seniors in the summer. The Ice Melt and the plants were donated by Home Depot.

Outreach Committee Chair Sue Watjen, coordinated participation by members to educate and hand out information at community events.

During the year Board members gave presentations, workshops and support groups, as well as served as volunteers at many events offered by the Council on Aging and Community Services.

THANK YOU

The COA Board hosted and the Friends of Natick's Senior Center funded a Staff Thank You Brunch in January to recognize the Community-Senior Center Staff's extraordinary work in moving from 90 Oak St. and effort to get the new Community-Senior Center up and running by the October 9, 2012 opening date. Now in operation for more than a year, kudos continue to be in order for Moira Munns, Human Services & COA Director and staff of all the agencies housed in the CSC (Community Services, Human Services & Council on Aging, Veterans and staff from Facilities Management), as well as the volunteers. The CSC is a welcoming facility, a place to spend your time.

Marcia Hoyt & Gary Hoyt were chosen 2013 Senior Woman of the Year and Senior Man of the Year.

The Board appreciates Steve Zafron's service as Liaison to BayPath Elder Services, Inc.

We recognize the COA members who retired from the Board: Lori Rosen, Judy Sabol and Jeanne Williamson Ostroff for their active involvement and for their dedication to seniors.

We remember Walter Salvi for his decades of public service. He will be missed.

Respectfully submitted, Susan G. Salamoff, Chair

Walter Salvi, Vice Chair (In Memoriam)	Dylan Hayre	Nancy Mulcahy
Karen Oakley, Secretary	Joan Hill	Sue Watjen
Elaine Boyer (Resigned 11/13)	Ann Lynch	Associate Member(Resigned 11/13)
Don Greenstein	Harriet Merkowitz	Jeanne Williamson Ostroff

Economic Development Committee

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

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.

As an advisory body, the EDC may not supersede or bypass any established authority or public review process. When working on issues pertaining to growth and development in the town, each relevant permitting authority has its established role (e.g., Planning Board, Zoning Board, Board of Selectmen, Conservation Commission, etc) and the EDC may bring forward proposals or recommendations for consideration by these respective boards, including channeling any inquiries and leads to Community Development.

At Spring Annual Town Meeting, Natick elected to fund the position of Economic Development Planner in FY14, and in November, 2013, Michael Gallerani was hired to this position.

Members of the EDC as of the end of 2013 included:

- Rick Jennett, Board of Selectmen rep (from spring to present time)
- Patrick Reffett, Community Development Director*
- Michael Gallerani, Economic Development Planner*

*Note: In December 2013, the Board of Selectmen voted to add the Economic Development Planner to the EDC, thus establishing a shared role that enables either the *Community Development Director or ED Planner to participate as a single voting member*

of the EDC.

- At-Large Members:
 - o Joe Attia
 - o Paul Joseph, Chair (Board of Selectmen rep until April 9th, then at-large)
 - o Doug Landry
 - o Scott Laughlin, Vice Chair
 - o Stacey Roberts
 - o David Shamoian
 - o Chris Supple
- Associate Member:
 - o Martin Alintuck

I would like to acknowledge and thank our former members whose terms ended in 2013 and/or who submitted resignations to the committee due to personal or professional constraints include: Rick Kiernan, Joe Kiggen, Tony Lista, Jaclyn Strominger , and Ted Wynne.

The EDC established a regular, monthly meeting schedule during the third week of each month, alternating between Monday mornings and Tuesday evenings to accommodate the widely varied schedules of its members. Entering 2014, we will re-evaluate the availability of members and adjust the regular meeting schedule as warranted.

2013 Summary: Entering Calendar Year 2013, the EDC priorities included:

1. Following-up on the 2012 Economic Development Assessment Tool research and report by: identifying how to improve access to information about how to do business with/in the town; assessing how to accelerate the permitting process; and supporting commercial property owners with lead generation and promoting Natick as an attractive location for new and growing businesses.
 - o Outcome(s): Community Development department, working with the Town Administrator's office on ED-related priorities identified this as a high priority/focus area for the new ED planner. In addition to the creation of the guide, the department has identified creating a 5-year Economic Development plan as a near-term goal to be undertaken in CY2014.
2. Launching the Natick ED website in the first quarter of the year.
 - o Outcome(s): The EDC, as a volunteer committee, determined that it did not possess the capacity to manage the ongoing maintenance and update needs of the website. In light of the adoption (by Spring Town Meeting) of two new positions focused on ED and website management in the spring of 2013, it was determined that the ED website should be managed by the joint activity of the ED Planner and IT/Web management professionals. Meetings were held in November to introduce new personnel to the ED website and its content management system. In parallel, the Town was migrating its government website to a new platform, and therefore, the launch of the EDC website has been delayed until early 2014 as the IT department, ED Planner, and Deputy Town Administrator determine whether to (a) launch the ED website on its current platform or (b) consolidate the ED website onto the new Town platform.
3. Hosting community forums to define the incentives and identify community concerns about targeting and attracting business development in the Town's two industrial parks, both desig-

nated as Economic Opportunity Areas by 2012 Fall Town Meeting.

- **Outcome(s):** On Friday, September 27th, Distinctive Hospitality Group (D/B/A Verve-Crowne Plaza), provided the EDC with conference space, including breakfast, to host Natick's EOA forum focusing on the Natick Business Park. Sixteen attendees, included: elected officials, Community Development, and two EDC members who hosted local employers, landlords and commercial realtors to discuss ideas and potential incentives required by the commercial tenants (current and future) of Natick's recently designated EOAs. Follow-up action included subsequent meetings with individual attendees by the Community Development Director and EDC chair. Natick is proud of the recent IPO of Karyopharm Therapeutics, a life sciences company located in the Natick Business Park, and values the input of other life sciences business professionals for highlighting why Natick has great potential as a location for early stage ventures and contract R&D and/or manufacturing businesses in this sector. The EDC will incorporate this feedback into its 2014 planning and programs and in its cooperation with the ED Planner.
4. Supporting the Town Administration's request of Spring Town Meeting to fund a full time position of Economic Development Planner.
 - **Outcome(s):** Successfully endorsed the creation and funding of this position.
 5. Establishing growth goals for the organization.
 - **Outcome(s):** 2013 was a challenging year for the EDC as its historical conversations about spinning out into a private or public-private organization were delayed in order to focus on the impact of the Town establishing a full-time economic development professional position. Entering CY2014, the EDC and the ED planner plan to jointly reassess the charge of the EDC, in light of the ED Planner's job description and work priorities to ensure that the volunteer committee functions in a complementary capacity, while retaining its role as a community forum to discuss and explore commercial growth opportunities and to inform and advise the Board of Selectmen on related matters.

Additional Significant economic development activities and accomplishments in 2013 included:

- EDC unanimously endorsed the Food Truck Festival hosted in Natick Center on Sunday, September 8th. More than 6,000 visitors came via mass transit, auto, cycle and foot to a successful event that marketed the downtown event from Boston to Worcester.
- EDC chair and ED Planner appointed to the Natick Center Cultural District Committee Advisory Board to ensure alignment of NCCD planning with town-wide ED activities.
- Chair and Director of Community Development Director continued to meet with current and prospective tenants and landlords to discuss options and opportunities for location expansion and/or relocation within the town of Natick.
- Worked collaboratively with leadership from Metrowest Chamber of Commerce and regional office of Massachusetts Office of Business Development (MOBD) to explore local- and state-level options for business incentives and tax credit programs, including both the industrial park locations and Natick Center.
-

As always, the Economic Development Committee encourages business owners, entrepreneurs, local employees and citizens to engage in the discussion about how best to develop and grow the commercial base in Natick and to improve our quality of life. We welcome feedback and citizen

engagement at our monthly meetings and we look forward to working with Mr. Gallerani as he forges ahead with a full-time focus on the successful marketing and growth of our town.

Respectfully Submitted,

Paul Joseph, Chair

Elderly and Disabled Taxation Committee (NEDTC)

Sheila Adams, Secretary
Jan Dangelo, Natick Director of Assessing
Ted Jankowski, Natick Treasurer/Collector
Ralph Letner
Stephen Roche, Chair

Ted Jankowski reported that the Fund's savings account showed \$10,023.00. This compares to \$9921.08 in February 2012.

The Committee received twelve applications for the 2013 tax year. One applicant withdrew their application prior to the meeting. The Committee made a motion to accept the withdrawal. One application was denied, because it was 2 weeks past the deadline posted on the application. The Committee motioned and approved the denial.

The Committee reviewed the criteria for eligibility which is based on age and disability status. One applicant withdrew, one applicant was late, and the remaining ten applicants qualified either by Age, Disability or both.

The committee reviewed the spreadsheet and discussed who among the applicants received other means of State/Federal support (41C or 17D) monies. The Committee determined the amount of monies granted to the ten applicants. Motioned and approved by all Committee members. The applicants were placed into four categories for award consideration, based on income, assets and other criteria (such as tax deferment status or availability of other assistance).

Following discussion, the committee motioned, seconded, and voted unanimously to award \$3,000 to Category 1 applicants, \$1,000 to Category 2 applicants, and \$750 to Category 3 applicants, \$500 to Category 4 applicants, and Zero to Category 5 applicants. This award disbursement results in a total of \$9,500.00.

The Assessor's office sent notice of withdrawal and denial to the appropriate applicants.

Finance Committee

The Natick Finance Committee is a fifteen-member all-volunteer committee appointed by the Town Moderator for three-year terms. The Committee acts as an advisory committee to Town Meeting, and is charged by the Town's Charter and By-Laws to consider, in open session, proposed town budgets, capital expenditures, and all Town Meeting warrant articles, and to provide a written report to Town Meeting members containing recommendations on each item of business.

Committee Updates

In March 2013, Ed Shooshanian was appointed to fill the remainder of Bruce Gorton's term, who stepped down due to professional time constraints. Karen Adelman Foster, Cathleen Collins, and Michael Ferrari were appointed to the Committee for three-year terms beginning July 1, 2013, replacing John Horrigan, Tony Lista, and Richard Sidney, whose terms had expired. John Ciccariello and Jonathan Freedman were reappointed to new three-year terms beginning July 1, 2013.

At its reorganization meeting on July 18, 2013, the Committee voted the following officers for FY 2014: Jonathan Freedman (Chair), Bruce Evans (Vice Chair), and Jim Everett (Secretary).

2013 Spring Annual Town Meeting

The Warrant for the 2013 Spring Annual Town Meeting proved to be larger than the previous several Warrants and was significantly complex. In addition to containing the Fiscal Year 2014 operating budgets for over forty Town departments, committees, and commissions, the Warrant contained an additional forty articles spanning a very diverse and challenging spectrum of topics.

On the financial side, there were a number of recurring matters in addition to the proposed FY 2014 operating budgets. These included adjustments to the Fiscal Year 2013 operating budget, appropriation to the Town's stabilization funds and Other Post-Employment Benefits Fund, funding for a collective bargaining agreement, forty-one capital equipment and improvements, an annual request for a school transportation subsidy, the rescission of authorized but unissued debt, and requests to appropriate mitigation funds. New items included a request for funding in support of the Natick Center Cultural District and the rescission of authorized Water and Sewer Enterprise capital projects.

Non-financial articles on the Warrant were equally, if not more, diverse. They included recurring matters such as the Personnel Board Pay Plan, setting the annual salary for the Town Clerk, personal property exemptions, reauthorizing revolving funds, easements, and the acceptance (again) of Main Street. New matters to consider included home rule petitions regarding a new Deputy Police Chief position, an alcohol license for the Center for Arts in Natick, a feasibility study for the Kennedy Middle School, a fee for food trucks, a tax work-off program for veterans, statutes regarding the position of Fire Chief, a long-term lease for the Natick Community Organic Farm, important codification and organizational changes to the Town Charter and By-Laws, a proposal for civil fingerprinting, a proposal regarding fees for the Fitness Room at the Community-Senior Center, and a medical marijuana moratorium.

As in previous years, extensive and occasionally spirited discussions were held on a number of matters ranging from Free Cash utilization, local receipts and other revenue estimates, indirect cost allocations, taxpayer debt levels, the use of reserves, and, of course, the operating budget and articles on the warrant. These discussions were invaluable and reflective of the Town and School

Administrations' willingness to engage in a process of collaborative dialogue that has served the Town well.

2013 Fall Annual Town Meeting

Although smaller than the warrants in recent history, the 2013 Fall Annual Town Meeting Warrant contained a variety of important financial and non-financial articles for consideration.

On the financial side, there were a number of recurring matters, including adjustments to the Fiscal Year 2014 operating budget, appropriation to the Town's stabilization funds, twenty-eight capital equipment and improvements, a request for funding for a feasibility study of the Kennedy Middle School, and requests to appropriate mitigation funds.

Non-financial articles included recurring matters such as the Personnel Board Pay Plan, a street acceptance, and committee reports. New matters to consider included a report from the Superintendent of the South Middlesex Regional Vocational Technical School District (Keefe Tech) regarding a roof repair project, proposed amendments to the Charter, By-Laws (including Zoning By-Laws), and proposals from the Natick Retirement Board.

As always, the Finance Committee will continue to strive to facilitate open dialogue and transparency with all Town departments, committees and commissions, and we appreciate the support and cooperation of the Town's residents and employees.

Information relating to the Finance Committee may be found on the Town's public website, at <http://www.natickma.gov/finance-committee>. Any questions or comments about the Finance Committee may also be submitted to us via a link on that web page.

Respectfully submitted,

Jonathan H. Freedman
Chairman

Karen Adelman Foster	Catherine Coughlin	Mark Kelleher
Mari Barrera	Bruce Evans, Vice Chair	Jerry Pierce
James Brown	Jim Everett, Secretary	Chris Resmini
John Ciccariello	Michael Ferrari	Ed Shooshanian
Cathleen Collins	Patrick Hayes	

Historical Commission

The Natick Historical Commission (NHC) had a very focused year in dealing with two substantial historic properties that are threatened to be demolished: The Sawin Homestead and Captain William Farris House. Their loss will be significant to our local and national heritage.

The Sawin Homestead, in serious disrepair in its existing and historic location on South Street, has been proposed to be moved to Shaw Park in South Natick square as a last ditch effort to save it from demolition. The move requires a complex series of approvals, from Historic District Commission to Zoning to Town Meeting to State Legislation (long term lease and open space impact). The Historical Society, as sponsors and proposed owners of the relocated structure plans to open the house as a Museum and Research Center for its vast archival collections. They must raise \$750,000 to relocate, reconstruct and maintain the structure, which will be represented in its former one-storey saltbox form of the early 1700's.

The Captain William Farris House has also been seriously neglected and fallen into disrepair to the point that new owners have decided to demolish the structure. The house, dating from 1715 with subsequent major reconstruction and additions, was home to a British Army Captain who retired here before the Revolutionary War. It has been recorded that his oxen were sequestered by Patriots to bring the cannons from Fort Ticonderoga to Boston Harbor to defend war ships. Its loss has significant impact upon Natick's few surviving early settlement period homes. The NHC imposed a six month demolition delay to seek alternatives to modernize the structure and save the main house portion of the house.

Other activity this year included the Indian Burial Ground Monument restoration in South Natick by the Parks and Recreation Commission. An annual fund has been established for monument repairs, and NHC will continue our efforts with Town Administration to restore additional monuments.

Respectfully submitted,

Stephen N. Evers AIA, Chairman

CC: Adam Redbord, Vice Chairman
Maureen Sullivan
Virginia Lyster
Anna Mancini

Elliot Goodman
Marg Balcom
Patti Sheinman
Michael Ryback

Historic District Commission

History:

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

Purpose:

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

Budget:

The Commission has operated on a small budget for many years. The currently approved annual budget is \$550. In 2013, expenses included charges for legal notices in the Metrowest News, copies, postage and office supplies. The Commission is authorized to accept gifts for additional expenses, such as technical assistance and consultants and clerical assistance, but it has not done so to date.

Current Year Information:

In 2013, seven new Certificates of Appropriateness were awarded for projects judged to be appropriate to the district in question. The Commission also held numerous meetings concerning a Certificate of Appropriate Application submitted by James Morley, President Natick Historical Society, regarding a proposed relocation of the Sawin House from its current location on South Street to Shaw Park located at 53 Eliot Street in South Natick, the John Eliot Historic District. This application was withdrawn in November 2013 and will be resubmitted in 2014.

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

2013 Board Members and Officers:

D. Michael Collins, Chairman
Jeannine Keith Furrer, Vice Chairman
Patricia A. Marr, Secretary
Christopher Milford
Matthew McCue
Jean-Pierre Parnas
Matthew Labrie

Alternate Member: Adam Subber

Natick Housing Authority

The composition of the Natick Housing Authority (NHA) board changed at the beginning of 2013 with the resignation of Chair, Gina Govoni, whose term was filled by State Appointee, Margaret Kiely. At the NHA Annual Meeting, held in April, the following officers were elected:

David P. Parish, Chairman
Margaret (Meg) E. Kiely, Vice-Chair
Charlene B. Foss, Treasurer
Jeanne W. Ostroff, Assistant Treasurer
Erica E. Ball, Commissioner

The NHA continued to renovate and reoccupy vacant units during FY2013 with funding appropriated thru DHCD's Vacant Unit Turnover Initiative. The cost to renovate 24 elderly and 4 family units totaled over \$300,000.00. At the same time, two units at Cedar Gardens were rehabbed and converted into handicapped accessible units (of which there were none at this 260 unit development) and readied for occupancy for July 1, 2013. This project was funded by a grant from Natick's Affordable Housing Trust Fund through their allocation of Federal HOME funds. The replacement of exterior doors at 5 buildings at Cedar Gardens was the next capital improvement project to be completed. Preparations are underway to do roof and exterior brick repair at Coolidge Gardens, with projected completion in the spring of 2014. An additional 22 elderly and 7 family units are scheduled for renovation and occupancy by the spring of 2014, at an estimated cost of \$189,000.00.

The Town of Natick initiated its recycling program in the fall of 2013, allowing NHA residents to decrease costs associated with collecting and disposing of household trash. Natick resident Pat Conaway, along with several other volunteers, assisted tenants and NHA staff in the cleanup of West Hill Park in late fall.

Planned capital improvements for FY2014 include roof replacement and the Forest Green development and at several scattered-site family residences.

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

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

Information System Advisory Board

The Natick Information Systems Advisory Board (NISAB) met monthly during most of 2013. This board, created by Town Meeting, appointed by the Selectmen serves in an advisory capacity to the selectmen and the finance committee on Information Systems related issues. At the end of the year, members are: Hank Szretter (chairperson), Todd Gillenwater, John Holz, James Varnum, Aaron Pyman, and Lawrence Drolet.

During 2013 the Board continued to monitor the Town's web site, and made changes to assure that it is providing the best service to the community and the residents. This will be a continuing process into the future as technologies evolve. The Board welcomes public input to assure that the site continues to be a valuable tool for the community.

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

More specifically:

- * - Website ported to new platform. Improved manageability, usability, and speed.
- * - Community/Senior Center issues; bring building on-line (punch list items, P/A systems, cell phone dead zone, etc).
- * - Interview & meet with various departments to gather IT needs.
- * - Various town systems; NovusAgenda, Permitting system(s), on-going transition to Google mail and apps, Police records office move & dispatch center upgrades, DPW integration.
- * - Various new High School projects; Phone system extended & phone upgrades at various schools, camera feeds to Police station, lockdown system(s), new video servers, new Learning Management System (LMS), Web portal project, New web content and "Web Zones" management system(s).
- * - INet upgrades/bandwidth
- * - Continued review of network integration
- * - Payroll transmittals issue
- * - Ticketing/HelpDesk platform
- * - Natick Pegasus upgrades and connectivity. Media servers & digital upgrades
- * - Library IT continues to be discussed.
- * - Board expanded, seated new members.
- * - Strategic Planning Review Committee "All Boards & Committees" meeting.

The Board expressed the need to be more closely involved with new and upgrade projects at a much earlier stage. This involvement will help avoid the issues that arose during those projects. The Board also went to monthly meetings to allow more time to address these issues and develop an appropriate strategy moving into the new year.

The meetings were regularly attended by Town Administrator Martha White, Deputy Town Administrator Michael Walters-Young, the Town IS Director Bob LeFrancois, the School Department IS Director Dennis Roche, Pam Lathwood for the Morse Institute Library, and the Station Manager of Natick Pegasus Randy Brewer.

Respectfully submitted,
Hank Szretter (Chair)

MBTA Station Advisory Committee

Background and purpose

The MBTA Station Advisory Committee was established by the Board of Selectmen in January 2013 to advise the town on a feasibility study process and conceptual design development for a new MBTA Station in Natick Center, including developing of a Request for Proposals and oversight of the feasibility study process. 2012 Fall Town Meeting voted an appropriation of \$80,000 for this purpose.

Through the efforts begun by Town Meeting and continued through this committee, a future station would be fully accessible to riders with a disability or any mobility limitation; provide safe and convenient connections to riders using the Regional Transit Authority, taxis or private vehicles; adequate bicycle parking, safe pedestrian connections, and direct access to the future Cochituate Rail Trail.

Funding for the future station is not yet assured, but will be more readily available through this initial process.

Members

The members of the committee, appointed by the Board of Selectmen include:

Joshua Ostroff (Chair)	Board of Selectmen Rep
Patrick Reffett (Vice Chair)	Community Development Director
Michael Avitzur (Clerk)	Member
Seth Asante	Central Transportation Planning Staff
Dan Brainerd	Member
Greg Dysart	Member
Charles M.. Hughes	MetroWest Regional Transit Authority
Ron Morgan	MBTA Capital Planning
Betty Scott	Member
Chris Supple	Member at Large

Activities

The Committee developed a Request for Proposals (RFP) to identify a firm to assist with the feasibility study. The Board of Selectmen issued the RFP in May, 2013, with responses received from three firms in July. Following reviews, presentations and follow up questions, the committee recommended to the Board that the Town engage McMahon Associates for this project. The Board voted to award the contract, and the committee started work with McMahon in September.

The primary deliverables through this contract will be a recommended station configuration, implementation plan to advance design, and materials that can be used for funding sources identified through the study process. For purposes of funding, a detailed design is less important than is a properly formatted rationale for a modern station that is properly configured and sited to meet well defined needs and criteria, and which has been developed with public input and support.

McMahon undertook initial outreach to Town agencies, the MBTA, the MetroWest RTA and BETA Group, the engineering firm that is providing a 25% design product for the proposed Cochituate Rail Trail.

In cooperation with McMahon, the committee hosted an open house on November 12 to solicit public input on station problems and concerns, and to identify the features and attributes that would encourage increased ridership. Approximately 25 members of the public participated.

In addition, the Committee performed an online survey of station users and neighbors. 233 individuals participated to provide similar input to the open house. Concerns about access, safety, convenience and connections to cars, buses, bikes and walking routes were strongly expressed.

The project has also benefited from participation by members of the Commission on Disability, who advocate for universal access to public facilities.

Looking forward to 2014, the Committee anticipates working with McMahon to identify the best options for siting and platform configuration, and to receiving two or three station concepts that will be vetted by the MBTA and presented at a public meeting. All concepts would address concerns expressed during the initial public outreach phase.

Following that meeting, the committee will recommend a preferred concept for consideration by the Board of Selectmen. Funding sources will be identified. The preferred concept will be incorporated into a preliminary application for funding. The anticipated timing for completion of the feasibility study is no later June 30, 2014.

Respectfully submitted,
Joshua Ostroff, Chair

MathWorks Scholarship Committee

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, Kerry Conley, Valerie Daniel, Eric Lightcap, Steve Rosenberg and Lenore Freitas, represent a variety of experience in both education and commercial careers.

The Committee met twice during April of 2013 to review the applications, and interview qualified candidates. After review of twenty-three candidates, including sixteen students from Natick High School and seven from private schools, the Committee interviewed the top four 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 manner.

Although the contest was very close, the Committee identified two students whom it felt were most deserving of the MathWorks awards. It recommended two nominees to the Board of Selectmen: Eleni Kovatsis from Natick High School, and Franklin Li from Roxbury Latin School. These students were awarded the scholarship in May, 2013.

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

Submitted by Lenore Freitas, Chair

Medical Reserve Corps

The Natick MRC was established in August 2006 and falls under the Natick Board of Health (BOH). As of December 2013, there were approximately 147 listed volunteers, which include adult and Junior Natick MRC members. The Natick MRC Executive Committee (EC) has 10 members and includes a Chair, Vice-Chair, and Recording Clerk. The EC holds meetings generally on the second Tuesday of each month at 1900 hours at the Natick Police Station conference room, and all Natick MRC members are invited to attend.

This annual report will focus on events the MRC participated in 2013. On February 8th, a blizzard buried Massachusetts with up to 24 inches of snow, and the Natick Emergency Operations Center (EOC) was activated. The Natick MRC trailer with shelter supplies was pre-staged outside of the Community Senior Center and the protective cover for the gym floor was rolled out, but fortunately the shelter did not need to be activated for sheltering clients. Also in February, a general membership meeting for all Natick MRC volunteers was held at Natick Town Hall. Liisa Jackson, the Region 4a MRC Coordinator, was the guest speaker and spoke about the June 1, 2011, western Massachusetts tornado disaster and the shelter response that followed. MRC attendees had the opportunity to have pictures taken for MRC badges.

On March 12th, our monthly EC meeting consisted of a Tabletop sheltering exercise with several members of the Natick police department in attendance. Numerous questions and discussion about sheltering concerns was generated related to the exercise.

In May, several Natick MRC volunteers participated in the annual Natick Labs disaster drill exercise. Claudius Li, the Chair of the Natick MRC, moved out of town and resigned his position on the MRC. Dan Goldstein was nominated as the new Chair for the MRC and Becky Fellin as the new Recording Clerk; both were approved by the EC for these positions starting June 2013.

In June, several Natick MRC volunteers attended a continuing education program called "Assessing Medication, Mental Health and Cultural Needs during Sheltering" which was held at the Massachusetts Medical Society in Waltham, MA. During the June EC meeting, 4 graduating high school seniors and members of the Junior MRC, were given certificates of appreciation for their service to the town of Natick as Junior MRC volunteers.

On September 9th, 6 Natick MRC members assisted the American Red Cross with a blood drive held at the Community Senior Center. On September 21st, the Natick MRC participated in Natick

Days setting up a display table that provided education about the MRC and disaster preparedness. Several town residents completed applications to become Natick MRC volunteers. On September 29th, several adult and Junior MRC volunteers helped out during the Crossroads School for Autism annual 5K road race.

On October 26th, a shelter exercise was conducted at the Community Senior Center. Lt Pagliarulo from the Natick police and several Natick MRC members participated. Numerous questions and suggestions were generated from this event. In the fall of 2013, many Natick MRC volunteers assisted at the Board of Health public flu clinics. The clinics also serve as a backdrop for practicing skills needed to conduct an Emergency Dispensing Site.

Natick is one of the few towns in the United States that has a Junior MRC, and the Natick Junior MRC includes 10 students of high school age, mainly from Natick High School. The Natick Junior MRC, which was established in the fall of 2010, is led by EC member, Kathy Sasonoff. In 2013, the Junior MRC participated in several events throughout the year. In January, several of the members earned a certificate of completion after completing a Heart Saver course. In March, several Junior members went on a field trip to Hanscom AFB in Bedford, MA, to learn about Boston MedFlight. Other activities the Junior MRC volunteered for included the following: Natick Days, American Red Cross Blood Drive, and the Crossroads School 5K road race.

Respectfully submitted by Daniel Goldstein, Natick MRC Chair

Open Space Advisory Committee

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

As we began 2013, the state had just approved the Town’s update of the Open Space and Recreation Plan – a project that had taken us several years to develop in collaboration with other town boards and the public. During this past year, we took steps to publicize the plan and begin its implementation. We first uploaded the plan to the Town’s web site <natickma.gov>, under *Board & Committees / Open Space Advisory Committee*. We printed a limited number of copies, which we distributed to the boards and committees with responsibilities for carrying out the goals of the Plan. These include the Board of Selectmen, Planning Board, Conservation Commission, Recreation & Parks Commission, Town Forest Committee, and Trails Maintenance Committee. We attended meetings of each of these boards to present the copies of the plan and to discuss the Action Items specifically related to that board.

One of the major open space goals has always been trails. In 2011, two new committees, the Town Forest Committee and Trails Maintenance Committee, were set up to manage ongoing trail maintenance and promotion. We see our role as looking toward the future and developing new trails. As such, we have spent time over the past year on the following areas:

- Planning a trail from the Community-Senior Center that would go along the wetlands, parallel to Union Street.
- Researching the feasibility of extending the Sudbury Aqueduct trail beyond its current ending point on Cottage Street.
- Developing a permanent access to Pine Hill, a town-owned woods at the corner of Oak and Winter streets.
- Finding a way to extend the Takawampait Trail, which currently has two unconnected segments, one through Algonquin Hill, the other through the Sherman Nature Reserve off Eliot Street.
- Planning a trail between Highland and Bacon streets on land given to the town as part of the Walnut Hill Estates development.

These projects are still in development, and we hope at least some of them can be completed in 2014.

We have also encouraged other uses of open space in Natick. Several years ago our committee and the Conservation Commission encouraged the formation of a citizens group to plan for community gardens in Natick. We are pleased that such a facility is now nearing completion as part of the new J.J. Lane Park.

This past year we encouraged the formation of a similar community group to promote development of dog parks in Natick. We heard from many people about the need for such facilities, and on October 10 we convened a public meeting at the Community-Senior Center, which was attended by 18 people and reported in local media. A working group has been meeting since to research issues involved in developing a dog park.

Finally, as always, we have appeared, along with other trails-related committees, at various public events to provide public information about open space and trails and to learn about public concerns. These events include Natick Days, Natick Earth Day, the Community Farm's Pancake Breakfast, and the Oldtown Calendar Competition.

Respectfully submitted,
 Martin Kessel, Chair
 Michael Linehan, Vice-Chair
 David Coffey
 Terri Evans, Planning Board
 Matt Helser
 Mark St.. Hilaire, Recreation and Parks Commission
 Doug Shepard, Conservation Commission

Parking Advisory Committee

The Parking Advisory Committee was appointed by the Board of Selectmen on 26 August, 2013 to “evaluate and propose a plan to develop both short and long-term solutions for the Town of Natick, with a concentrated focus on Natick Center”.

Upon its inception, the Committee has been meeting regularly to identify the problems related to

various Natick Center parking requirements. While many and inter-related, for the purpose of developing recommended solutions the Committee has grouped the problems into the following categories:

1. Customer (visitors to downtown municipal offices and private businesses): Generally characterized by non-periodic and/or infrequent attendance. Duration of their parking needs is generally < 2 hours.
2. Business Employee (private business owners and employees): Owners and employees of Natick Center businesses. Duration varies from 5 to 8+ hours and may include evenings and/or weekends.
3. Town Employee (town hall, library, Police and Fire): Primarily employees of Town Hall and the Morse Institute Library (Police and Fire employees are generally accommodated via the South Avenue parking lot).
4. Commuters (individuals utilizing the Natick Train Station): Demand is almost entirely 6-9:00 am to 4-7:00 pm.

The Committee also notes a variety of ‘exceptional’ parking requirements for individuals attending private meetings at the Morse Institute, the Frederick Conley Public Safety meeting room, The Center for Arts in Natick, the downtown restaurants and similar demands. While much of this demand is generally evenings and/or weekends, some occurs during traditional weekday business hours and, as such, competes directly with other demands.

The Committee has undertaken an extensive analysis of studies previously commissioned by the Town, conducted surveys of downtown businesses, evaluated the process and conclusions of other communities examining parking and welcomed the assistance of the Metropolitan Area Planning Council.

Thru its working sub-committees, the Committee is currently engaged in assembling solutions and evaluating them against the identified problems. The Committee’s goal is to offer and submit for public hearing and discussion a draft set of proposals by the Spring of 2014 and to deliver its final report to the Board of Selectmen by June, 2014.

Respectfully submitted,

Paul McKinley, Chairman
Parking Advisory Committee

Recycling Committee

This was a busy year for the Recycling Committee as we supported the Department of Public Works with the transition from outside contracting to taking over curbside recycling for the town. The Recycling Committee concurred with DPW that the most useful and most cost efficient measure was to continue bi-weekly recycling and provide totes for all households. The idea of weekly recycling is still a goal and will be looked at again after we have sufficient data. The committee worked on educating the public about placement of containers and recyclables contents.

In the spring, we held our fifth annual Clean Your Attic Day on the same day as Hazardous Waste Collection. This continues to be a successful event that many residents look forward to each year. We collected boxes of food for the Natick Food Pantry, recycled electronics (including microwaves and air conditioners), metals, bikes, books, household goods, eye glasses, cell phones and also offered paper shredding. Using the parking lot at the new Natick High School eased the traffic situation too. Our next CYA day will be in the spring of 2014 at Natick High School.

Some other projects the Committee worked on in 2013 were as follows:

- Helped promote the new collection of rigid plastics at the Recycling Center;
- Had more discussions on promoting Business Recycling in Natick;
- Revised the Natick Green Pages;
- Updated the A – Z list on our website; and
- Assisted with another successful Computer and Electronics recycling event in October with Natick High School.

We have continued to present committee education topics each month, covering such topics as plastics vs paper vs reusable grocery bags, discussion of feasibility of banning plastic bags as some towns have done and heard a presentation about companies (Staples and Intel) who are recognized by EPA for obtaining 100% of their electrical power from renewable sources. We also had some students from Natick High School present a new project for textile recycling which placed bins at all schools and at the Recycling Center. Besides being an excellent recycling initiative, this will raise funds for the schools

Members of the Recycling Committee once again manned an information table at Natick Days, with emphasis on the new curbside recycling program. In addition, we participated in the Natick Earth Day festival on the Common.

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>, click on Boards and Committees, click on Recycling Committee, click on Natick Recycling Committee Website).

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, especially with the increased hours of Thursday and Friday mornings. The Recycling Center plays a major role in keeping recyclables out of the waste stream and thereby lowering our tonnage and tipping fees and is also a source of some revenue from the sale of certain recyclable

materials, such as cardboard. Single stream recycling has been put in place at the Recycling Center for easier residential usage. In addition to the items recycled at curbside, the Recycling Center accepts rigid plastics, Styrofoam, waste oil, all batteries, and items containing mercury, including fluorescent bulbs, thermostats, thermometers, and any elementary mercury. 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.

Respectfully submitted,

Terry Miller, Recycling Committee Chairperson

Members: Jack Gaziano, Mike Linehan, Dee Magnoni, Brinley Vickers and Scott Davis.

Town Forest Committee

The General Court has supported the Town Meeting Home Rule Petition to expand the Town Forest Committee to five full members. Additionally this summer Peter Golden stepped down as a member of the committee. He was very involved in helping us shape our way forward as a committee. Peter, thanks for all of your passion and involvement with the committee. With the expansion of the committee and Peter's leaving the current members of the committee are: Peter Frykman (Chair), Irene Kassel and Francine Gay (Co-clerks), Tony Petro and Peter Perkins.

This last year has seen the Town Forest committee continue in our outreach efforts by engaging with students at Natick High School. These students have begun the process of constructing a website showcasing the Town Forest. The content of the website will have information about the natural history of the forest, photos of plants and animals from the forest and information about trails and events involving the forest and the Forest Committee. We anticipate that this website will be up and running in the spring of 2014.

The first phase of a trail marking system has been completed with the trail that runs from the Oak Street entrance to the Marion Street entrance being marked with distinct but simple directional markers that show the way to either the Oak Street or the Marion Street entrances from anywhere on that trail.

The clean-up efforts in the Town forest have continued in collaboration with the Trails Maintenance committee and other local organizations. This effort continues with the removal of invasive species, deadfall and basic trail maintenance.

The Town Forest Committee engaged Phil Benjamin, a professional forester to complete an examination of the trees and plant life of the forest and provide recommendations to the committee for developing a forestry stewardship plan that will guide future budgeting and funding of a maintenance and development program for the Town Forest. This plan will evolve into health & wellness initiatives and usage programs that integrate the Town Forest with Natick Trails and Open Space resources.

The first phase of a signage program explaining the hunting and vehicle use limitations is nearing completion and will be a key part of the safety plan for the forest.

The physical, scenic, and natural resources of the Natick Town Forest, including diverse flora and animal habitat, are unique resources for our community. In keeping with that, the Natick Town Forest Committee's mission statement is: "to protect the health and well being of the Town Forest, to promote public enjoyment and responsible use of the Forest."

Respectfully submitted by Natick Town Forest Committee Members...

Youth Advisory Board

The Mission of the Board is to provide 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 serves in an advisory role to the Board of Selectmen.

2013 saw the first steps in the re-vitalization of the Youth Advisory Board. With the only standing Member previously as Adam Azanow in his final year of eligibility, the Youth Advisory Board was able to recruit 5 new members across several grades. The Youth Advisory Board met several times in 2013 and strategized on ways to re-invent itself. This past year, the board met with Members of the Board of Selectmen and a few Recreation and Parks Commissioners. They discussed the roles of boards in town and how the boards make an impact on policy and decisions. They attended a town meeting session and learned further how articles are drafted and presented.

The board looks to increase its exposure to the public and assist in connecting youth to the public and private policy makers. For more information about the board please contact the board's advisor Aaron Friedman at afriedman@natickma.org or 508 647-6530.

Submitted By: Aaron Friedman, Recreation & Parks Department, Board Advisor