

Town of Natick

Spring Annual Town Meeting 2025 Finance Committee Recommendation Book

Tuesday, April 22, 2025 at 7:30 PM
Kennedy Middle School Auditorium, 165 Mill Street

NOTE: Due to School Vacation Week, the first night of actual Town Meeting business will be Tuesday, April 29, 2025.



Finance Committee
2025 Spring Annual Town Meeting

Finance Committee Letter to Town Meeting..... 1

Finance Committee Recommendations and TM Vote Quanta..... 2

Appropriation Requests (Summary)..... 2

Funding Source Recap..... 3

Stabilization Fund Balances..... 3

FY26 Free Cash Spending Plan..... 4

FY26 Debt Service..... 4

Town Moderator Letter to Town Meeting..... 5

Town Administrator Letter to Town Meeting..... 6

Planning Board Report..... 7

Select Board Report..... 9

Natick Public Schools’ Superintendent Letter to Town Meeting..... 10

Natick Finances at a Glance..... 11

Tax Levy Details..... 12

Revenue and Expense Summary (FY2023 – FY2026)..... 12

Spring 2025 Town Meeting Warrant Articles

Article 1 - Authorize Select Board to Acquire, Obtain, Abandon or Relocate Easements..... 14

Article 2 - Committee Article..... 16

Article 3 - Omnibus Budget..... 17

Article 4 - Rescind Authorized, Unissued Debt..... 36

Article 5 - Unpaid Bills..... 37

Article 6 - Revolving Funds.....	39
Article 7 - Stabilization Funds and OPEB.....	41
Article 8 - Transfer of Unexpended Bond Proceeds.....	43
Article 9 - PEG Access and Cable Related Fund.....	44
Article 10 - School Bus Transportation Subsidy.....	45
Article 11 - Capital Equipment and Improvement.....	47
Article 12 - Collective Bargaining.....	61
Article 13 - Personnel Board Classification and Pay Plan.....	63
Article 14 - Increase Amount to be Credited Under Senior/Veteran’s Work Program, Ch.59, S. 5K and 5N.....	67
Article 15 - Community Preservation Act (CPA) Administrative Funds.....	68
Article 16 - Amend Zoning Bylaws: Section 326.1 Height.....	70
Article 17 - Amend Zoning Bylaws: Floodplain District Bylaw.....	73
Article 18 - Amend Zoning Bylaws: Accessory Dwelling, Gross Floor Area.....	83
Article 19 - Amend Zoning Bylaws and Zoning Map: Indoor Recreational Overlay District.....	86
Article 20 - Amend Zoning Bylaws: Body Art Establishment.....	89
Article 21 - Amend Zoning Bylaws: Use Regulation Schedule.....	93
Article 22 - Amend Town of Natick Bylaws, Article 80: Water Supply Protection...	97
Article 23 - Charter and Bylaw Review Committee Report and Extension.....	102
Article 24 - Bylaw Changes.....	104
Article 25 - Stabilization Funds (Citizen’s Petition).....	115
<u>Additional Materials</u>	
Town Warrant.....	118
Finance Committee Report on (then) Potential FY2026 Operational Override.....	127

REMINDER: This Finance Committee Recommendation Book is intended to be used concurrently with other important resources.

FY2026 Town Administrator’s Amended Budget:

<https://tinyurl.com/TAFY26Budget>

<https://www.natickma.gov/DocumentCenter/View/19508/FY-2026-Town-Administrators-Amended-Budget-4102025?bidId=>



FY2026 Natick Public Schools’ Budget Book:

<https://tinyurl.com/FY26SchoolBudget>

https://core-docs.s3.us-east-1.amazonaws.com/documents/asset/uploaded_file/4910/nps/5265217/FY2026_NPS_BUDGET_BOOK.pdf





Natick Finance Committee

April 15, 2025

Greetings to all Town Meeting Members, Taxpayers, and Residents of Natick,

The Natick Finance Committee's recommendations for articles appearing on the warrant for the 2025 Spring Annual Town Meeting are enclosed. Under the Town's Charter, the Finance Committee is required to hold public hearings on the Town Administrator's proposed budget for each Town agency and "file a report containing its recommendations for actions on the proposed budget" (Natick Home Rule Charter Article 5 Section 6).

Under the Town's By-Laws, the Finance Committee is also required to "consider all matters of business included within the articles of any warrant for a Town Meeting, and shall, after due consideration, report thereon, in print, its recommendation as to each article" (Natick By-Laws, Chapter 23, Section 4).

In the Spring of 2025, the Finance Committee met on the following dates: 2/3, 2/25, 3/11, 3/13, 3/18, 3/20, 3/25, and 4/1. The Capital Subcommittee met on 3/6. The General Government Subcommittee met on: 2/18/ 2/19, 2/20, and 2/27. The DPW Subcommittee met on 2/20. And the Education and Learning Subcommittee met on: 2/25, 3/5, and 3/10.

Please visit the Finance Committee's Town Meeting Member Resource website, which will be updated throughout Spring Town Meeting for late breaking information, new and supplementary information, scheduling, and communication from the Moderator.

<https://sites.google.com/natickma.org/fincom>

Town Meeting Members should also expect to receive a Town Administrator's Amended Budget book, and the Natick Public Schools' FY2026 Budget book. Taken together, these documents represent the baseline for the Spring 2025 Town Meeting discussions, debates, and decisions.

Our recommendations are respectfully submitted for your consideration.

Natick Finance Committee,

Todd Gillenwater, Chair
Hossam Behery
Patricia Demeo
Kat Monahan
Philip Rooney

Grace Keeney, Vice Chair
Leona Bessonova
Garth Gayle
Julian Munnich
Patti Sciarra

Cody Jacobs, Secretary
Dirk Coburn
Jean Leckenby
Richard Pope
Betty Yobaccio

Spring 2025 Town Meeting – Finance Committee Recommendations and TM Vote Quanta

Article #	Article Name	Fincom Vote	Recommendation	TM Vote Quanta
1	Authorize Select Board to Acquire, Obtain, Abandon or Relocate Easements	13-0-0	Favorable	Majority
2	Committee Article	12-0-0	No Action	Majority
3	Omnibus Budget	9-5-0 (Motion A) 14-0-0 (B & C)	Favorable (All Motions)	Majority (All Motions)
4	Rescind Authorized, Unissued Debt	12-0-0	No Action	Majority
5	Unpaid Bills	13-0-0	Favorable	4/5ths
6	Revolving Funds	12-0-0	Favorable	Majority
7	Stabilization Funds and OPEB	14-0-0	Favorable	Majority
8	Transfer of Unexpended Bond Proceeds	13-0-0	No Action	Majority
9	PEG Access and Cable Related Fund	14-0-0	Favorable	Majority
10	School Bus Transportation Subsidy	11-2-1	No Action	Majority
11	Capital Equipment and Improvement	12-0-0 (A, B, C) 14-0-0 (D)	Favorable (All Motions)	Motion A: 2/3rds (Borrowing) Motion B: Majority (Free Cash) Motion C: Majority (Prior Borrowing) Motion D: Majority (Enterprise Retained Earnings)
12	Collective Bargaining	14-0-0	Favorable	Majority
13	Personnel Board Classification and Pay Plan Increase Amount to be Credited Under Senior/Veteran's Work Program, Ch.59, S.5K and 5N	13-0-1	Favorable	Majority
14	Community Preservation Act (CPA) Administrative Funds	13-0-1	No Action	Majority
15	Administrative Funds	13-1-0	Favorable	Majority
16	Amend Zoning Bylaws: Section 326.1 Height	12-0-0	Favorable	2/3rds (Zoning)
17	Amend Zoning Bylaws: Floodplain District Bylaw	6-3-1	No Rec	2/3rds (Zoning)
18	Amend Zoning Bylaws: Accessory Dwelling (ADU), Gross Floor Area	7-5-0	No Rec	2/3rds (Zoning)
19	Amend Zoning Bylaws and Zoning Map: Indoor Recreational Overlay District	7-5-0	No Rec	2/3rds (Zoning)
20	Amend Zoning Bylaws: Body Art Establishment	12-0-0	Favorable	2/3rds (Zoning)
21	Amend Zoning Bylaws: Use Regulation Schedule	12-0-0	Favorable	2/3rds (Zoning)
22	Amend Town of Natick Bylaws, Article 80: Water Supply Protection	6-6-0	No Rec	Majority
23	Charter and Bylaw Review Committee Report and Extension	13-0-0	Favorable	Majority
24	Bylaw Changes	13-0-0 (A-F)	A-D: Favorable E & F: Refer to Sponsor	Majority
25	Stabilization Funds (Citizen's Petition)	A: 9-2-1 B: 10-2-0	Favorable Favorable	Majority (All Motions)

Spring 2025 Town Meeting – Appropriation Requests

Article #	Article Name	Motion	Appropriation Requested
3	Omnibus Budget	A	201,898,699
		B	22,164,111
		C	65,000
5	Unpaid Bills		41,300
7	Stabilization Funds and OPEB		3,171,178
9	PEG Access and Cable Related Fund		340,068
11	Capital Equipment and Improvement	A	550,000
		B	544,000
		C	150,000
		D	497,000
12	Collective Bargaining		77,693
15	Community Preservation Act (CPA) Administrative Funds		73,709
Total Appropriation Request			229,572,758

Spring 2025 Town Meeting – Funding Source Recap

FY2026 Tax Levy	148,811,273
Water & Sewer User Fees	21,066,261
Local Receipts	20,484,523
State Aid	17,989,215
FY2026 Operational Override *	7,000,000
FY2025 Free Cash *	6,719,185
Water & Sewer Indirects	3,894,683
Golf User Fees	1,097,850
Tax Levy Borrowing	550,000
Overlay Surplus	500,000
Water & Sewer Retained Earnings	370,000
PEG Cable Related Fund	340,068
FY2025 Golf Retained Earnings	192,000
Other Available Funds	167,736
Prior Borrowing Reallocation	150,000
Golf Course Indirects	88,562
FY2025 Select Board Budget	77,693
Community Preservation Fund	73,709

Total – All Funding Sources **229,572,758**

** Before planned move of \$500,000 from FY2026 Operational Override to FY2025 Free Cash*

Stabilization Fund Balances

Stabilization Fund	Current Balance	FY 2026 Amended	
		Contributions	Projected Balance
General Stabilization	\$3,699,202	\$0	\$3,699,202
Operational Stabilization	\$4,371,497	\$0	\$4,371,497
Capital Stabilization	\$974,815	\$2,883,885	\$3,858,700
OPEB Trust	\$6,633,342	\$287,293	\$6,920,635

FY 2026 Free Cash Spending Plan

Revenue		FY 2026 Amended Budget
Free Cash		\$7,838,033
Total Rev		\$7,838,033
Expenses		
Fiscal 2026 Omnibus Budget *		\$3,462,707
OPEB Trust Fund		\$287,293
Operational Stabilization Fund		\$0
General Stabilization Fund		\$0
Capital Stabilization Fund		\$2,883,885
Capital Improvement Projects		\$544,000
Free Cash Reserve		\$390,148
Overlay		\$270,000
Total Exp		\$7,838,033
Total Excess		\$0

**Note – This plan anticipates a change in funding sources related to Article 3 – Omnibus Budget. The anticipated change, reflected here, will increase the use of Free Cash by \$500,000 and delete the use of Overlay Surplus.*

Debt Services - FY 2026 Operational Budget Request

Appropriation Summary						
	2023	2024	2025	2026	FY2026 - 2025	
Operating Expenses	Actual	Actual	Budget	Budget	\$(+/-)	%(+/-)
Leased Equipment	\$150,287	\$64,125	\$149,306	\$147,627	(\$2,039)	-1.37%
Leased land	\$5,000	\$12,800	\$8,900	\$8,900	\$0	0.00%
Principal	\$8,772,296	\$10,285,550	\$9,830,001	\$9,535,001	(\$295,000)	-3.00%
Interest	\$5,226,183	\$5,473,817	\$4,951,926	\$4,714,999	(\$236,927)	-4.78%
Total Debt Service	\$14,153,767	\$15,836,292	\$14,940,133	\$ 14,406,527	(\$533,966)	-3.57%



TOWN MODERATOR

JEFF ALDERSON

moderator@natickma.org ♦ (508) 810-7530

13 East Central St. Natick, MA 01760 ♦ www.natickma.gov

To Town Meeting Members in Preparation for Spring Annual Town Meeting 2025

Congratulations to all new members on your election to Town Meeting, and thank you to all members for your continued participation in Natick government! ***Spring Annual Town Meeting 2025 will commence on Tuesday 4/29/25 at 7:30 PM at the Kennedy Middle School Auditorium located at 165 Mill Street.*** On Tuesday 4/22/25, there will be a simple procedural ("pro forma") meeting, however the first night of Town Meeting business will commence on Tuesday 4/29/25. Town Meeting members should plan to attend the first night of business on 4/29/25. ***There is no need to attend the 4/22/25 session.***

We will hold an orientation session for Town Meeting members on April 15th at 6pm at Kennedy Middle School. This is an ideal time for current members to meet new members and make connections with other members in your precinct in advance of the first night of business. We will go over the layout of the auditorium, order of opening ceremonies, and the general flow of the meeting. We will also be reviewing the rules and procedures for Town Meeting and giving new members an opportunity to practice voting, making points of order, motions, and amendments. All new and current Town Meeting members are encouraged to attend. ***Please do review the Town Meeting Member Handbook prior to the orientation,*** which is available on the Town Meeting webpage (see: natickma.gov/375/Town-Meeting-Information).

I encourage all Members to ***sign up for email and/or text alerts related to Town Meeting using the Alerts & Notifications feature of the Town website*** (see: natickma.gov/list.aspx and select "Town Meeting"). The agenda for each night of Town Meeting will be posted to the SATM 2025 page (see: natickma.gov/2228/2025-Spring-Annual-Town-Meeting) and an alert will be sent if you subscribe. These notifications are the messages that will be sent regarding agendas and supplemental materials in advance of each night.

I sincerely look forward to seeing all of you together in person on April 29th.

Jeff Alderson, Town Moderator

A handwritten signature in cursive script that reads "Jeff Alderson".



JAMES ERRICKSON

jerrickson@natickma.org ♦ (508) 647-6404
13 East Central St. Natick, MA 01760 ♦ www.natickma.gov

April 10, 2025

RE: Town Administrator’s Letter to 2025 Spring Annual Town Meeting

Dear Town Meeting Members,

I am pleased to present the updated Fiscal Year 2026 (FY26) Town Administrator’s (TA) Budget Book, provided as a companion document to the Finance Committee Recommendation Book for 2025 Spring Annual Town Meeting and the School Department Budget Book for FY26. The updated TA’s Budget Book includes detailed information about the FY26 Budget, including the TA’s Budget Message, General Fund Revenue/Expenditure Summary, Free Cash Spending Plan, Stabilization Fund Balances, department budgets and substantial detail on the town’s finances. The Updated Budget Book also reflects the voter approved \$7 million override supporting town and school operations and capital.

The preparation of the FY26 Budget was complex and challenging this year due to the need to produce two budgets – one with and one without an override. In the end, a \$7 million override was approved by the voters at the March election and the updated FY26 Budget reflects this voter approved override. The preparation of this year’s budget was a monumental task that our talented department and division leaders responded to with extensive analysis, transparency, collaboration and understanding of the needs and wants of the community. For this, I extend a special thank you to all department/division leaders and town/school, as well as John Townsend, Tien Nguyen, Gloria Huang, Dr. Melissa Spash, and Matt Gillis for their roles in creating this year’s budget and supporting this amazing community.

I also wish to thank the hard work of Natick’s many volunteers (Select Board, School Committee, Finance Committee and many others) who put countless hours into reviewing, analyzing, questioning and scrutinizing the FY26 budget. Given the continuously changing world in which we live, being engaged locally is exceedingly important to ensure Natick continues to control *its* future and meet the needs of the community. Having such volunteers helps to instill trust in local government and ensures the town’s finite financial resources are allocated appropriately and effectively. Thank you volunteers!

Finally, I urge your full support of the budget as presented to the 2025 Spring Annual Town Meeting.

Very truly yours,

A handwritten signature in blue ink that reads "James Errickson".

James Errickson
Town Administrator

**NATICK PLANNING BOARD REPORT
2025 SPRING ANNUAL TOWN MEETING**

~~~~~  
March 27, 2025

**Articles requiring a public hearing**

The Planning Board held or has continued public hearings for the zoning bylaw-related Town Meeting articles, per M.G.L. c.40A s. 5 as follows:

| <b>Warrant Article</b> | <b>Date(s) of Public Hearing</b> |
|------------------------|----------------------------------|
| 16                     | 1/15                             |
| 17                     | 2/26                             |
| 18                     | 3/26                             |
| 19                     | 1/15                             |
| 20                     | 1/15; 1/29; 2/12                 |
| 21                     | 1/15; 2/12; 2/26; 3/12           |

**Article 16 – Amend Zoning Bylaws: Section 326.1 Height**

The Planning Board reviewed Article 16 at its meeting of January 15, at which the Board voted to recommend **Favorable Action**. Vote 5-0-0

*This article, which is sponsored by the Planning Board, corrects an error in Section 326 (dating from the insertion of Sections 326.13 and 326.14 in 2005) by relocating the section’s table from its place after Section 326.14 to its appropriate place after Section 326.12. This is a “clean up” article and makes no substantive change.*

**Article 17 – Amend Zoning Bylaws: Floodplain District Bylaw**

The Planning Board reviewed Article 17 at its meeting of February 26, voting to recommend **Favorable Action** and closing the public hearing at that meeting. Vote 4-0-0. Mr. Nottonson was not present at the February 26 meeting.

*The changes in the article, which is sponsored by the Town Administrator, are required for the town to remain in compliance with Federal FEMA and state regulations, and was drafted to align with the state’s model bylaw. It updates flood plain maps and designates the Town Administrator as FEMA’s point of contact for the Town.*

**Article 18 – Amend Zoning Bylaws: Accessory Dwelling (ADU), Gross Floor Area**

The Planning Board reviewed Article 18 at its meeting of March 26, 2025, at which the Board voted to recommend **Favorable Action**. Vote 4-0-0. Mr. Nottonson was not present at the March 26 meeting.

*This article, which is sponsored by the Town Administrator, amends definition language voted by Town Meeting at the 2024 Fall Annual Town Meeting and adds a new sub-section. Doing so would align Accessory Dwelling Unit (ADU) regulation in Natick with the required ADU regulations adopted by the state.*

### **Article 19 – Amend Zoning Bylaws and Zoning Map: Indoor Recreational Overlay District**

The Planning Board reviewed Article 19 at its meeting of **January 15**, at which the Board voted to recommend **Favorable Action**. Vote 5-0-0.

*This article, which is sponsored by the Planning Board, clarifies and simplifies use regulations by removing the Indoor Recreational Overlay District from the Zoning Bylaw and the Zoning Map. The overlay district is no longer required, as changes to the Use Regulation Schedule accommodates the permitting of these uses through other instruments.*

### **Article 20 – Amend Zoning Bylaws: Body Art Establishments**

The Planning Board reviewed Article 20 at its meetings of January 15, January 19, and February 12, at which the Board voted to recommend **Favorable Action**. Vote 5-0-0

*This article, which is sponsored by the Planning Board, aligns the definitions for Body Art Establishments and Personal Services in the Zoning Bylaws with those used in Board of Health regulations.*

### **Article 21 – Amend Zoning Bylaws: Use Regulation Schedule**

The Planning Board reviewed Article 21 at its meetings of January 15, February 12, February 26, and March 12, at which the Board voted to recommend **Favorable Action**. Vote 4-0-0 . Mr. Meyer was not present at the March 12 meeting.

*This article, which is sponsored by the Planning Board, continues the comprehensive review and updating of the Use Regulation Schedule in the Zoning Bylaws that has taken place over the past several Town Meetings. The current set of amendments address edits to Professional and Medical Office Use; Research and Development, Laboratory, and Technology Uses; and Other Uses.*

### **Other Warrant Articles**

In addition to hearings for the aforementioned articles as required, per M.G.L. c.40A s. 5, the Board also considered the following articles, for which public hearings were not required.

### **Article 24 – Bylaw Changes**

The Planning Board reviewed Article 24, Motion F at its meeting of March 26, at which it voted to recommend **Referral to the Sponsor**. Vote 4-0-0. Mr. Nottonson was not present at the March 26 meeting.

*Article 24, Motion F, which is sponsored by the Charter and Bylaw Review Committee, seeks to retain the services of an attorney to provide counsel on zoning matters to the Town of Natick, including Town administration, Town departments, and relevant boards and committees.*

*The Planning Board hearing for Article 24, Motion F, took place after the Finance Committee voted to recommend Referral to the Sponsor on March 25. Given the extraordinarily late delivery of the motion by the sponsor and the sponsor's absence at the Planning Board meeting, the Board chose to concur with the recommendation voted by the Finance Committee.*

*Despite repeated requests from the Community Development Director on behalf of the Planning Board, the language of the motion for Article 24 was not provided by the sponsor until March 21. The Planning Board was advised on March 26 that the sponsor would not be present at the Planning Board meeting that evening.*

**MEMO**

**To:** Town Meeting Members

**From:** Natick Select Board

**Date:** April 10, 2025

**Subject:** *Select Board Recommendations for 2025 Spring Annual Town Meeting*

The table below shows the recommendations of the Natick Select Board for consideration by Town Meeting members of certain articles on the 2025 Spring Annual Town Meeting warrant. The Board respectfully requests the consideration of Town Meeting members when these articles are brought up for action.

| Article # | Article Title                                                    | Sponsor                             | Select Board Recommendation to 2025 SATM |                                                                                                          |                         |
|-----------|------------------------------------------------------------------|-------------------------------------|------------------------------------------|----------------------------------------------------------------------------------------------------------|-------------------------|
|           |                                                                  |                                     | Date of Vote                             | Recommendation                                                                                           | Quantum                 |
| 5         | Unpaid Bills                                                     | Town Administrator                  | 4/10/2025                                | Favorable Action                                                                                         | 5-0-0                   |
| 6         | Revolving Funds                                                  | Town Administrator                  | 4/10/2025                                | Favorable Action                                                                                         | 5-0-0                   |
| 7         | Stabilization Funds and OPEB                                     | Town Administrator                  | 4/10/2025                                | Favorable Action                                                                                         | 5-0-0                   |
| 10        | School Bus Transportation Subsidy                                | Superintendent of Schools           | 4/10/2025                                | No action                                                                                                | 5-0-0                   |
| 11        | Capital Equipment and Improvement                                | Town Administrator                  | 4/10/2025                                | Favorable Action                                                                                         | 5-0-0                   |
| 15        | Community Preservation Act (CPA) Administrative Funds            | Community Preservation Committee    | 4/10/2025                                | Favorable Action                                                                                         | 5-0-0                   |
| 22        | Amend Town of Natick Bylaws, Article 80: Water Supply Protection | Town Administrator                  | 4/10/2025                                | Favorable Action                                                                                         | 5-0-0                   |
| 24        | Bylaw Changes                                                    | Charter and Bylaw Review Committee  | 4/10/2025                                | Favorable Action on Motions A-D;<br>Refer to Sponsor on Motion E;<br>Indefinite Postponement on Motion F | 5-0-0<br>5-0-0<br>4-1-0 |
| 25        | Stabilization Funds                                              | Paul Griesmer, Rick Jennett et. al. | 4/10/2025                                | Indefinite Postponement                                                                                  | 5-0-0                   |

Respectfully,

Kathryn Coughlin, Chair Natick Select Board

Dr. Melissa Spash, Superintendent  
Susan Balboni, Assistant Superintendent for Teaching, Learning, and Innovation  
Matthew Gillis, Assistant Superintendent for Finance

April 9, 2025

Dear Town Meeting Members,

Thank you for your ongoing partnership and commitment to Natick Public Schools. We look forward to presenting our FY2026 budget to you at Town Meeting.

This year’s budget process began with a level-service proposal designed to maintain our current staffing and programming. In response to fiscal constraints, we made thoughtful adjustments that prioritized minimizing the impact on teaching, learning, and student achievement. We reduced \$650,000 from the School Year 2024–2025 budget, which carried forward into FY2026, and made an additional \$1.4 million in reductions for FY26; these are outlined in the budget book. We are asking Town Meeting to approve an appropriation of \$95,491,904, which reflects the amount approved by both the School Committee and the Finance Committee. This figure is detailed in the “override-passing” portions of the budget book, which was developed prior to the March 25th override vote and includes both scenarios. With the successful passage of the override, the higher funding level is now the one we are bringing forward for approval.

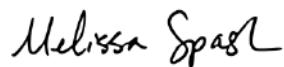
On behalf of the Natick School Committee and the entire district, I would like to thank the community for the time they took out of their schedules to vote, for their thoughtful decision making, and for engaging with us in public forums and online. We are especially grateful for the support of Question 1, which allows us to continue delivering high-quality educational programming and student support. We recognize that this decision came with real financial considerations for many households, and we deeply appreciate the commitment our community has shown to balancing the needs of our schools alongside their own.

As we move forward, Natick Public Schools remains committed to transparency, accountability, and responsible stewardship of the resources entrusted to us. The full FY2026 budget book is available online via the QR codes below and is also posted on our website. A printed copy is being mailed to all Town Meeting members via U.S. mail.

As this is my first year serving as Superintendent of Natick Public Schools, I want to express how grateful I am to be part of this community. During the first half of the year, I engaged in a districtwide listening tour, during which I interviewed more than 235 stakeholders—including students, staff, families, and community members. The result of that work is the Superintendent Entry Findings Report, which I presented to the School Committee in February 2025. The report is available online using the QR code below.

We are honored to serve this community and to continue working together for the success of every student.

Sincerely,



Dr. Melissa Spash

## Natick Finances At-A-Glance

Per Article 20 Section 3 of the Natick Town Bylaws, the following table and its references to the book are provided. For the complete text of the Article, please reference to page 290 of the FY2026 Town Administrator's Budget Book. Additional information can be found within the budget book. It is important to note that the chart presents the most recent available data.

| Assets & Liabilities             | Amount/Balance | Date      | Additional Information                                                   |
|----------------------------------|----------------|-----------|--------------------------------------------------------------------------|
| Funded Pension Liability         | \$217,777,868  | 6/30/2024 | Town of Natick Contributory Retirement System Actuarial Valuation p. 174 |
| Unfunded Pension Liability       | \$75,400,000   | 6/30/2024 |                                                                          |
| Certified Free Cash              | \$7,838,033    | 1/8/2025  | DOR certification - p. 217                                               |
| Unappropriated Free Cash Balance | \$7,838,033    | 2/1/2025  | DOR certification - p. 217                                               |
| Retained Earnings - W&S          | \$2,867,996    | 1/8/2025  | DOR certification - p. 219                                               |
| Retained Earnings - Golf         | \$947,229      | 1/8/2025  | DOR certification - p. 220                                               |
| General Stabilization            | \$3,699,202    | 2/1/2025  | Stabilization Funds - p. 32                                              |
| Operational Stabilization        | \$4,371,497    | 2/1/2025  | Stabilization Funds - p. 32                                              |
| Capital Stabilization            | \$974,815      | 2/1/2025  | Stabilization Funds - p. 32                                              |
| FAR Stabilization                | \$2,879,326    | 2/1/2025  | Stabilization Funds - p. 32                                              |
| I&I Stabilization                | \$241,782      | 2/1/2025  | Stabilization Funds - p. 32                                              |
| 1:1 Tech Stabilization           | \$8,394        | 2/1/2025  | Stabilization Funds - p. 32                                              |
| OPEB Trust                       | \$6,633,342    | 2/1/2025  | Stabilization Funds - p. 32                                              |
| Overlay Account Balance          | \$4,619,631    | 6/30/2024 | Schedule OL-1 - p. 242                                                   |
| Overlay Surplus                  | \$0            | 4/9/2025  | Revenue Detail Summary - p. 241                                          |
| Outstanding Debt                 | \$143,091,912  | 6/30/2024 | DOR Statement of Indebtedness p. 247                                     |
| Authorized & Unissued Debt       | \$39,335,154   | 6/30/2024 | DOR Statement of Indebtedness p. 247                                     |
| Turnbacks - General Fund         | \$2,393,920    | 6/30/2024 | Turnbacks by Department p. 221                                           |
| Free Cash - FY2025 Carryover     | \$10,676,910   | 6/30/2024 | Used in FY25 Budget                                                      |
| Estimated State Aid - FY 25      | \$18,588,430   | 4/10/2024 | Initial Estimate                                                         |
| Actual State Aid - FY 25         | \$18,992,998   | 2/1/2025  | Revenue Detail Summary - p. 235                                          |
| Estimated New Growth - FY 25     | \$1,100,000    | 4/10/2024 | Initial Estimate                                                         |
| Actual New Growth - FY 25        | \$1,684,404    | 2/1/2025  | DOR IA13 Tax Levy Growth - p. 243                                        |

|                                  | Estimated     | Actual        | Difference  |
|----------------------------------|---------------|---------------|-------------|
| FY 24 Revenues                   | \$194,119,198 | \$199,291,106 | \$5,171,908 |
| FY 24 Snow and Ice Deficit       | (\$350,000)   | (\$364,071)   | (\$14,071)  |
| FY 25 State Aid                  | \$18,588,430  | \$18,992,998  | \$404,568   |
| FY 25 State & County Assessments | \$1,419,499   | \$1,445,828   | \$26,329    |
| FY 25 Cherry Sheet Offsets       | \$151,120     | \$155,318     | \$4,198     |
| FY 25 New Growth                 | \$1,100,000   | \$1,684,404   | \$584,404   |

## Tax Levy Details

### Tax Levy Summary

| Components                         | Fiscal Year<br>2025 Levy Recap | Fiscal Year<br>2026 Levy Estimate | \$ (+/-)<br>Change from<br>FY 2025 | % (+/-)<br>Change from<br>FY 2025 |
|------------------------------------|--------------------------------|-----------------------------------|------------------------------------|-----------------------------------|
| Prior Year Levy Limit              | \$131,858,638                  | \$136,839,508                     | \$4,980,870                        | 4%                                |
| Proposition 2 ½ - 2.5%<br>Increase | \$3,296,466                    | \$3,420,988                       | \$124,522                          | 4%                                |
| New Growth                         | \$1,684,404                    | \$1,100,000                       | (\$584,404)                        | -35%                              |
| Override                           | \$0                            | \$7,000,000                       | \$7,000,000                        |                                   |
| <i>Net Levy Increase</i>           | <i>\$4,980,870</i>             | <i>\$11,520,988</i>               | <i>\$6,540,118</i>                 | <i>131%</i>                       |
| <b>Levy Limit</b>                  | <b>\$136,839,508</b>           | <b>\$148,360,496</b>              | <b>\$11,520,988</b>                | <b>8%</b>                         |
| Debt Exclusion *                   | \$8,717,477                    | \$8,591,503                       | (\$125,974)                        | -1%                               |
| <b>Total Tax Levy</b>              | <b>\$145,556,985</b>           | <b>\$156,951,999</b>              | <b>\$11,395,014</b>                | <b>8%</b>                         |
| <b>Actual Levy</b>                 | <b>\$145,480,959</b>           |                                   |                                    |                                   |

**Note:**

\* Amount shown for excluded debt is net of premiums. Gross estimated debt exclusion payment for FY 2026 is \$8,636,839. Less the application of premiums from the High School and the Community Senior Center projects of \$45,336 results in the net figure shown above.

## Revenue & Expenses Summary

| General Fund Revenue / Expenditure<br>Summary | FY 2023<br>Actual    | FY 2024<br>Actual    | FY 2025<br>Budget    | FY 2026<br>Amended   | % Change<br>from FY 2025 |
|-----------------------------------------------|----------------------|----------------------|----------------------|----------------------|--------------------------|
| TAX LEVY                                      | \$135,645,162        | \$140,841,438        | \$145,556,985        | \$156,951,999        | 7.83%                    |
| STATE AID                                     | \$17,350,295         | \$18,193,914         | \$18,992,998         | \$19,617,247         | 3.29%                    |
| LOCAL RECEIPTS                                | \$17,943,532         | \$21,537,454         | \$18,403,536         | \$20,484,523         | 11.31%                   |
| INDIRECTS                                     | \$3,132,537          | \$3,521,527          | \$3,793,567          | \$3,983,245          | 5.00%                    |
| FREE CASH - OPERATIONAL                       | \$4,292,620          | \$4,464,900          | \$4,737,709          | \$3,462,707          | -26.91%                  |
| FREE CASH - OTHERS                            | \$0                  | \$6,212,010          | \$1,126,184          | \$3,985,178          | 253.87%                  |
| STABILIZATION FUND (S)                        | \$3,000,000          | \$0                  | \$0                  | \$0                  |                          |
| OVERLAY SURPLUS                               | \$1,000,000          | \$1,000,000          | \$1,000,000          | \$0                  | -100.00%                 |
| OTHER AVAILABLE FUNDS                         | \$2,609,380          | \$3,519,861          | \$2,947,556          | \$167,736            | -94.31%                  |
| <b>TOTAL GENERAL FUND REVENUES</b>            | <b>\$184,973,526</b> | <b>\$199,291,104</b> | <b>\$196,558,535</b> | <b>\$208,652,635</b> | <b>6.15%</b>             |

|                                    |                      |                      |                      |                      |                |
|------------------------------------|----------------------|----------------------|----------------------|----------------------|----------------|
| NATICK PUBLIC SCHOOLS              | \$78,941,955         | \$83,175,127         | \$86,795,299         | \$95,491,904         | 10.02%         |
| KEEFE TECH                         | \$1,141,101          | \$1,063,493          | \$1,407,225          | \$1,522,373          | 8.18%          |
| MORSE INSTITUTE LIBRARY            | \$2,377,701          | \$2,523,617          | \$2,696,283          | \$2,748,700          | 1.94%          |
| BACON FREE LIBRARY                 | \$216,257            | \$226,362            | \$242,212            | \$249,636            | 3.07%          |
| PUBLIC SAFETY                      | \$18,429,937         | \$18,963,100         | \$20,165,078         | \$20,319,705         | 0.77%          |
| PUBLIC WORKS                       | \$10,464,874         | \$10,924,704         | \$11,244,223         | \$11,054,362         | -1.69%         |
| HEALTH & HUMAN SERVICES            | \$2,299,129          | \$2,528,694          | \$2,968,048          | \$2,961,654          | -0.22%         |
| ADMINISTRATIVE SUPPORT SERVICES    | \$7,330,073          | \$7,178,815          | \$8,546,966          | \$8,886,763          | 3.98%          |
| COMMITTEES                         | \$86,652             | \$66,932             | \$104,328            | \$104,328            | 0.00%          |
| FRINGE BENEFITS                    | \$17,989,877         | \$19,913,940         | \$22,085,533         | \$23,109,558         | 4.64%          |
| PROP & LIAB. INSURANCE             | \$1,038,687          | \$1,034,279          | \$1,134,000          | \$1,226,075          | 8.12%          |
| RETIREMENT                         | \$12,384,919         | \$13,126,946         | \$13,832,835         | \$14,874,240         | 7.53%          |
| DEBT SERVICES                      | \$14,153,768         | \$15,836,292         | \$14,940,133         | \$14,406,527         | -3.57%         |
| RESERVE FUND                       | \$0                  | \$25,000             | \$200,000            | \$200,000            | 0.00%          |
| FACILITIES MANAGEMENT              | \$4,019,997          | \$4,285,347          | \$4,713,958          | \$4,742,874          | 0.61%          |
| <b>GENERAL FUND OPER. EXPENSES</b> | <b>\$170,874,927</b> | <b>\$180,872,649</b> | <b>\$191,076,121</b> | <b>\$201,898,699</b> | <b>5.66%</b>   |
| CAPITAL IMPROVEMENTS               | \$0                  | \$2,566,200          | \$500,000            | \$544,000            | 8.80%          |
| SCHOOL BUS TRANSPORTATION          | \$429,798            | \$0                  | \$429,844            | \$0                  | -100.00%       |
| STATE & COUNTY ASSESSMENTS         | \$1,396,464          | \$1,376,799          | \$1,445,828          | \$1,471,095          | 1.75%          |
| CHERRY SHEET OFFSETS               | \$397,589            | \$148,689            | \$155,318            | \$156,937            | 1.04%          |
| SNOW REMOVAL SUPPLEMENT            | \$350,000            | \$0                  | \$350,000            | \$350,000            | 0.00%          |
| OVERLAY                            | \$1,150,000          | \$1,150,000          | \$1,150,000          | \$1,000,000          | -13.04%        |
| GOLF COURSE DEFICIT                | \$240,000            | \$0                  | \$0                  | \$0                  |                |
| GENERAL STABILIZATION FUND         | \$0                  | \$1,970,715          | \$107,000            | \$0                  | -100.00%       |
| OPERATIONAL STABILIZATION FUND     | \$0                  | \$2,084,910          | \$110,000            | \$0                  | -100.00%       |
| CAPITAL STABILIZATION FUND         | \$0                  | \$869,458            | \$250,000            | \$2,883,885          | 1053.55%       |
| OPEB TRUST FUND                    | \$250,000            | \$250,000            | \$250,000            | \$287,293            | 14.92%         |
| MISC. ARTICLES                     | \$0                  | \$0                  | \$211,412            | \$20,000             | -90.54%        |
| <b>SUBTOTAL</b>                    | <b>\$4,213,851</b>   | <b>\$10,416,771</b>  | <b>\$4,959,402</b>   | <b>\$6,713,210</b>   | <b>35.36%</b>  |
| <b>TOTAL GENERAL FUND EXPENSES</b> | <b>\$175,088,779</b> | <b>\$191,289,420</b> | <b>\$196,035,523</b> | <b>\$208,611,909</b> | <b>6.42%</b>   |
| <b>NET EXCESS / (DEFICIT)</b>      |                      |                      | <b>\$523,012</b>     | <b>\$40,726</b>      | <b>-92.21%</b> |

**Article 1**  
**Authorize Select Board to Acquire, Obtain, Abandon or Relocate Easements**  
**(Town Administrator)**

**ARTICLE LANGUAGE**

To see if the Town will vote to authorize the Select Board, during Fiscal Year 2026, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities, provided however that such authorization pertains only to easements acquired at no cost to the Town; and, further, to authorize the Select Board, subsequent to a public hearing, during Fiscal Year 2026 to abandon or relocate easements acquired for any of the foregoing purposes; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To authorize the Select Board, during Fiscal Year 2026, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities, provided however that such authorization pertains only to easements acquired at no cost to the Town; and, further, to authorize the Select Board, subsequent to a public hearing, during Fiscal Year 2026 to abandon or relocate easements acquired for any of the foregoing purposes.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                      |
|-----------------------------------------------------|------------------|----------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>Favorable</b>     |
|                                                     | QUANTUM OF VOTE: | <b>13-0-0</b>        |
|                                                     | DATE VOTED:      | <b>March 4, 2025</b> |

**MOTION** (Requires a Majority Vote)

MOVE that the Town vote to authorize the Select Board, during Fiscal Year 2026, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities, provided however that such authorization pertains only to easements acquired at no cost to the Town; and, further, to authorize the Select Board, subsequent to a public hearing, during Fiscal Year 2026 to abandon or relocate easements acquired for any of the foregoing purposes.

**FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

This is a standard article allowing the Select Board to acquire specific types of easements at no cost to the town. It also authorizes the Select Board to abandon or relocate the same type of easements, following a public hearing.

***The committee voted 13-0-0 to recommend Favorable Action on the subject matter of Article 1.***

**~~ END OF ARTICLE ~~**

**Article 2  
Committee Article  
(Town Administrator)**

**ARTICLE LANGUAGE**

To see if the Town will vote to hear and discuss the reports of town officers, boards, and committees; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To hear and discuss the reports of town officers, boards, and committees.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                      |
|-----------------------------------------------------|------------------|----------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>No Action</b>     |
|                                                     | QUANTUM OF VOTE: | <b>12-0-0</b>        |
|                                                     | DATE VOTED:      | <b>April 1, 2025</b> |

**MOTION** (Requires a Majority Vote)

Move No Action

**FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

No town officers, boards, and/or committees requested to submit and/or present a report.

***The committee voted 12-0-0 to recommend No Action on the subject matter of Article 2.***

~~ END OF ARTICLE ~~

**Article 3  
Omnibus Budget  
(Town Administrator)**

**ARTICLE LANGUAGE**

**Town**

To determine what sum of money the Town will appropriate and raise, transfer from available funds for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2025 (July 1, 2024, through June 30, 2025) and to provide for reserve funds for Fiscal Year 2025 and to see what budgets for Fiscal Year 2025 will be reduced to offset said additional appropriations;

To determine what sum of money the Town will appropriate and raise, or transfer from available funds for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2026 (July 1, 2025, through June 30, 2026) and to provide for reserve funds for Fiscal Year 2026;

**Libraries**

To determine what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library and the Bacon Free Library, for Fiscal Year 2025 (July 1, 2024, through June 30, 2025);

To determine what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library and the Bacon Free Library, for Fiscal Year 2026 (July 1, 2025, through June 30, 2026); or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To appropriate and raise, transfer from available funds for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2025 (July 1, 2024, through June 30, 2025) and to provide for reserve funds for Fiscal Year 2025 and to see what budgets for Fiscal Year 2025 will be reduced to offset said additional appropriations;

AND

To appropriate and raise, or transfer from available funds for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2026 (July 1, 2025, through June 30, 2026) and to provide for reserve funds for Fiscal Year 2026;

AND

To appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library and the Bacon Free Library, for Fiscal Year 2025 (July 1, 2024, through June 30, 2025);

AND

To appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library and the Bacon Free Library, for Fiscal Year 2026 (July 1, 2025, through June 30, 2026); or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                  |                  |                                                        |
|--------------------------------------------------|------------------|--------------------------------------------------------|
| The Finance Committee took the following action: | RECOMMENDATION:  | <b>Favorable (All Motions)</b>                         |
|                                                  | QUANTUM OF VOTE: | <b>9-5-0 (Motion A)<br/>14-0-0 (Motions B &amp; C)</b> |
|                                                  | DATE VOTED:      | <b>April 1, 2025</b>                                   |

**MOTIONS**

(Requires Majority Votes)

| <b>Article 3, Motion A: Department Budgets</b>                                                                                                                                                                                                                                                                                                                                                                                                                           |                     |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| Motion A: Requires Majority Vote                                                                                                                                                                                                                                                                                                                                                                                                                                         |                     |
| Move that the Town vote to appropriate the Grand Total Budget Amount shown below for the purpose of operating the departments, committees and boards of the Town, said funds are to be expended under the direction of the appropriate official or committees: School Committee; Directors of Libraries; Multi-member board or committee; Department Head; Collector/Treasurer; Comptroller; Finance Committee; Town Administrator; or Superintendent of Public Schools. |                     |
| <b><u>Education</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                     |
| Natick Public Schools                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                     |
| Salaries & Expenses                                                                                                                                                                                                                                                                                                                                                                                                                                                      | \$95,491,904        |
| <b>Total Natick Public Schools:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>\$95,491,904</b> |
| South Middlesex Regional Vocational Technical Schools (Keefe Tech School)                                                                                                                                                                                                                                                                                                                                                                                                | \$1,522,373         |

|                                                                                            |                      |
|--------------------------------------------------------------------------------------------|----------------------|
| Expense (Assessment)                                                                       |                      |
| <b>Total South Middlesex Regional Vocational Technical Schools:<br/>(Keefe TechSchool)</b> | <b>\$1,522,373</b>   |
| <b>Morse Institute Library</b>                                                             |                      |
| Salaries                                                                                   | \$2,318,375          |
| Expenses                                                                                   | \$430,325            |
| <b>Total Morse Institute Library:</b>                                                      | <b>\$2,748,700</b>   |
| <b>Bacon Free Library</b>                                                                  |                      |
| Salaries                                                                                   | \$210,837            |
| Expenses                                                                                   | \$38,799             |
| <b>Total Bacon Free Library:</b>                                                           | <b>\$249,636</b>     |
| <b>Total Budget Amount for Education:</b>                                                  | <b>\$100,012,613</b> |
| Motion continued on next page                                                              |                      |

| <b>Article 3, Motion A: Department Budgets</b>     |                    |
|----------------------------------------------------|--------------------|
| <b><u>Administrative Support</u></b>               |                    |
| <b>Select Board</b>                                |                    |
| Salaries                                           | \$1,438,512        |
| Expenses                                           | \$886,174          |
| <b>Total Select Board:</b>                         | <b>\$2,324,686</b> |
| <b>Town Report</b>                                 |                    |
| Expenses                                           | \$4,100            |
| <b>Total Town Report:</b>                          | <b>\$4,100</b>     |
| <b>Finance</b>                                     |                    |
| Salaries                                           | \$1,661,100        |
| Expenses                                           | \$419,837          |
| <b>Total Finance:</b>                              | <b>\$2,080,937</b> |
| <b>Community &amp; Economic Development</b>        |                    |
| Salaries                                           | \$1,073,822        |
| Expenses                                           | \$86,500           |
| <b>Total Community &amp; Economic Development:</b> | <b>\$1,160,322</b> |
| <b>Weights &amp; Measurers</b>                     |                    |
| Salaries                                           | \$34,922           |
| Expenses                                           | \$990              |
| <b>Total Weights &amp; Measurers:</b>              | <b>\$35,912</b>    |
| <b>Information Technology</b>                      |                    |
| Salaries                                           | \$535,306          |
| Expenses                                           | \$1,540,154        |
| <b>Total Information Technology:</b>               | <b>\$2,075,460</b> |
| <b>Town Clerk</b>                                  |                    |
| Salaries                                           | \$354,756          |
| Expenses                                           | \$53,896           |
| <b>Total Town Clerk:</b>                           | <b>\$408,652</b>   |
| <b>Board of Registrars</b>                         |                    |
| Salaries                                           | \$40,600           |
| Expenses                                           | \$84,694           |
| <b>Total Board of Registrars:</b>                  | <b>\$125,294</b>   |
| <b>Legal</b>                                       |                    |

|                                                        |                    |
|--------------------------------------------------------|--------------------|
| Expenses                                               | \$671,400          |
| <b>Total Legal:</b>                                    | <b>\$671,400</b>   |
| <b>Total Budget Amount for Administrative Support:</b> | <b>\$8,886,763</b> |

## Article 3, Motion A: Department Budgets

### Committees & Commissions

Committees & Commissions  
Expenses

\$24,328

**Total Committees & Commissions:**

**\$24,328**

Affordable Housing Trust  
Expenses

\$80,000

**Total Affordable Housing Trust:**

**\$80,000**

**Total Budget Amount for Committees & Commissions:**

**\$104,328**

Motion continued on next page

| <b>Article 3, Motion A: Department Budgets</b> |                     |
|------------------------------------------------|---------------------|
| <b><u>Public Safety</u></b>                    |                     |
| <b>Emergency Management</b>                    |                     |
| Salaries                                       | \$5,000             |
| Expenses                                       | \$40,820            |
| <b>Total Emergency Management:</b>             | <b>\$45,820</b>     |
| <b>Parking Enforcement</b>                     |                     |
| Salaries                                       | \$105,800           |
| Expenses                                       | \$82,700            |
| <b>Total Parking Enforcement:</b>              | <b>\$188,500</b>    |
| <b>Police</b>                                  |                     |
| Salaries                                       | \$8,463,414         |
| Expenses                                       | \$373,718           |
| <b>Total Police:</b>                           | <b>\$8,837,132</b>  |
| <b>Fire</b>                                    |                     |
| Salaries                                       | \$10,872,665        |
| Expenses                                       | \$375,588           |
| <b>Total Fire:</b>                             | <b>\$11,248,253</b> |
| <b>Total Budget Amount for Public Safety:</b>  | <b>\$20,319,705</b> |

## Article 3, Motion A: Department Budgets

### Health & Community Services

#### Community Services

Salaries

\$1,733,361

Expenses

\$495,613

**Total Community Services:**

**\$2,228,974**

#### Board of Health

Salaries

\$654,630

Expenses

\$78,050

**Total Board of Health:**

**\$732,680**

**Total Budget Amount for Health & Community Services:**

**\$2,961,654**

Motion continued on next page

## Article 3, Motion A: Department Budgets

### Public Works

#### Public Works

|                  |             |
|------------------|-------------|
| Salaries         | \$5,016,241 |
| Expenses         | \$3,657,370 |
| Municipal Energy | \$1,830,750 |
| Snow & Ice       | \$550,000   |

|                            |                     |
|----------------------------|---------------------|
| <b>Total Public Works:</b> | <b>\$11,054,362</b> |
|----------------------------|---------------------|

|                                              |                     |
|----------------------------------------------|---------------------|
| <b>Total Budget Amount for Public Works:</b> | <b>\$11,054,362</b> |
|----------------------------------------------|---------------------|

Motion continued on next page

## Article 3, Motion A: Department Budgets

### Shared Services

#### Employee Fringe

|                          |              |
|--------------------------|--------------|
| Other Personnel Services | \$22,688,052 |
| Merit / Performance      | \$421,506    |

|                               |                     |
|-------------------------------|---------------------|
| <b>Total Employee Fringe:</b> | <b>\$23,109,558</b> |
|-------------------------------|---------------------|

#### Property & Liability Insurance

|          |             |
|----------|-------------|
| Expenses | \$1,226,075 |
|----------|-------------|

|                                                  |                    |
|--------------------------------------------------|--------------------|
| <b>Total Property &amp; Liability Insurance:</b> | <b>\$1,226,075</b> |
|--------------------------------------------------|--------------------|

#### Contributory Retirement

|                    |              |
|--------------------|--------------|
| Pension Assessment | \$14,854,240 |
|--------------------|--------------|

|                                       |                     |
|---------------------------------------|---------------------|
| <b>Total Contributory Retirement:</b> | <b>\$14,854,240</b> |
|---------------------------------------|---------------------|

#### Non-Contributory Retirement

|          |          |
|----------|----------|
| Pensions | \$20,000 |
|----------|----------|

|                                           |                 |
|-------------------------------------------|-----------------|
| <b>Total Non-Contributory Retirement:</b> | <b>\$20,000</b> |
|-------------------------------------------|-----------------|

#### Debt Service

|          |              |
|----------|--------------|
| Expenses | \$14,406,527 |
|----------|--------------|

|                            |                     |
|----------------------------|---------------------|
| <b>Total Debt Service:</b> | <b>\$14,406,527</b> |
|----------------------------|---------------------|

#### Reserve Fund - Finance Committee

|          |           |
|----------|-----------|
| Expenses | \$200,000 |
|----------|-----------|

|                                                |                  |
|------------------------------------------------|------------------|
| <b>Total Reserve Fund - Finance Committee:</b> | <b>\$200,000</b> |
|------------------------------------------------|------------------|

#### Facilities Management

|          |             |
|----------|-------------|
| Salaries | \$3,820,494 |
|----------|-------------|

|          |           |
|----------|-----------|
| Expenses | \$922,380 |
|----------|-----------|

|                                     |                    |
|-------------------------------------|--------------------|
| <b>Total Facilities Management:</b> | <b>\$4,742,874</b> |
|-------------------------------------|--------------------|

|                                                 |                     |
|-------------------------------------------------|---------------------|
| <b>Total Budget Amount for Shared Services:</b> | <b>\$58,559,274</b> |
|-------------------------------------------------|---------------------|

|                                                |                      |
|------------------------------------------------|----------------------|
| <b>Grand Total Budget Amount for Motion A:</b> | <b>\$201,898,699</b> |
|------------------------------------------------|----------------------|

And that the above amount \$201,898,748 be raised from the following sources:

|                                       |               |
|---------------------------------------|---------------|
| Tax Levy for Fiscal Year 2026         | \$148,811,273 |
| Operational Override Fiscal Year 2026 | \$7,000,000   |
| State Aid                             | \$17,989,215  |
| Local Receipts                        | \$20,484,523  |
| Free Cash                             | \$2,962,707   |
| Overlay Surplus                       | \$500,000     |
| Golf Course Indirects                 | \$88,562      |
| Water Sewer Indirects                 | \$3,894,683   |
| Other Available Funds                 | \$167,736     |

## Article 3 Motion A Summary Table

| <b>Department Budgets</b>               |                      |
|-----------------------------------------|----------------------|
| Education                               | \$100,012,613        |
| Administrative Support                  | \$8,886,763          |
| Committees & Commissions                | \$104,328            |
| Public Safety                           | \$20,319,705         |
| Health & Community Services             | \$2,961,654          |
| Public Works                            | \$11,054,362         |
| Shared Services                         | \$58,559,274         |
| <b>Total Budget Amount for Motion A</b> | <b>\$201,898,699</b> |
|                                         |                      |
| <b>Funding Sources</b>                  |                      |
| Tax Levy for Fiscal Year 2026           | \$148,811,273        |
| Operational Override Fiscal Year 2026   | \$7,000,000          |
| State Aid                               | \$17,989,215         |
| Local Receipts                          | \$20,484,523         |
| Free Cash                               | \$2,962,707          |
| Overlay Surplus                         | \$500,000            |
| Golf Course Indirects                   | \$88,562             |
| Water Sewer Indirects                   | \$3,894,683          |
| Other Available Funds                   | \$167,736            |
| <b>Total Amount to be raised</b>        | <b>\$201,898,699</b> |

## FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION - Motion A

Members of the subcommittees responsible for each section of the budget reported their findings which included:

- Several members' opinion that the town as a whole was doing a good job keeping their budgets and any increases fiscally manageable.
- On the school side, some members are concerned about the rate of the budgets' increase while others feel the schools' trajectory is reasonable given cost pressures they have faced from changing student populations and inflation.
- The schools have made significant cuts, totaling about 2 million dollars, between this fiscal year and the previous.
- Our contribution to Keefe Tech has increased due to an increase in the number of students pursuing vocational education, which is not unique to Natick.
- Concerns by some members about the town's information technology budget. The Town Administrator noted that he believes that we are still playing "catch-up" on that in some ways but that the IT systems are on their way to being where they should be.
- Fully staffing the fire department remains an ongoing challenge as people rotate in and out. The Town Administrator noted that they are a civil service department which compounds these challenges and that they are currently talking to the union about possibly changing that in the future.

### *Motions & Debate*

A motion (the "main motion") was made and seconded to recommend favorable action on Article 3, Motion A, in the amounts described above from the sources described above.

Another motion (the "alternative motion") was made and seconded which would change the budget to appropriate \$199,121,141, with the source "operational override" being reduced from \$7,000,000 to \$4,222,442, with the Natick Public Schools appropriation being reduced to \$92,714,346.

The maker of the alternative motion clarified that, if this motion is successful, he would be offering a motion on a different article to appropriate the difference in funding (\$2,777,558) to the town's stabilization funds.

Several members spoke to both motions and the arguments can be summarized as follows:

### Arguments for Main Motion

- The issue of whether the schools needed this money was extensively debated during the election season in the runup to the override vote and the voters decisively chose to pass the override with this budget on the table. Voting for a different budget now would defy the will of the voters.
- On the merits, we've heard the damage it would do to cut 40 teachers from the schools. The loss of math and reading interventionists in the elementary schools would be particularly harmful. The schools have already made the budget for the "no override" scenario so we know exactly what would be cut.
- The rate of increase on the school's budget looks higher this year than it is in reality due to the reduced reliance on the circuit breaker and the folding in of the transportation subsidy. Moreover, the schools are committed to fiscal responsibility and have already made cuts—we should let the new Superintendent continue her work in this regard.

### Arguments for the Alternative Motion

- We are not on a fiscally sustainable path. If we keep increasing the school budget at too high of a rate, we will need another override very soon. Natick has benefited in the past from high levels of new growth which has made our practices seem more sustainable than they are or will be long-term.
- This is not anti-school, it is pro-school by setting aside money we can use later to support them when needed.
- The schools are still getting a substantial increase from FY 25 even under the Alternative Motion. The school administration is creative and can find ways where the cuts won't hurt students.

*The main motion passed by a vote of 9-5-0.*

## Article 3, Motion B: Enterprise Funds

### Motion B: Requires Majority Vote

Move that the Town vote to appropriate the Total Budget Amount for the Water and Sewer Enterprise Fund and The Sassamon Trace Golf Course Enterprise Fund shown below for the purpose of operating the Enterprise Funds shown under the associated categories and approve the Water Sewer Enterprise Fund and Sassamon Trace Golf Course Enterprise Fund indirect costs, said funds are to be expended under the direction of each Department Head or Director.

### Water & Sewer Fund

#### Water & Sanitary Sewer Operations

|          |             |
|----------|-------------|
| Salaries | \$2,833,670 |
| Expenses | \$9,369,965 |

|                                                     |                     |
|-----------------------------------------------------|---------------------|
| <b>Total Water &amp; Sanitary Sewer Operations:</b> | <b>\$12,203,635</b> |
|-----------------------------------------------------|---------------------|

#### Utility Billing

|          |           |
|----------|-----------|
| Salaries | \$126,457 |
| Expenses | \$69,000  |

|                               |                  |
|-------------------------------|------------------|
| <b>Total Utility Billing:</b> | <b>\$195,457</b> |
|-------------------------------|------------------|

#### Fringe Benefits

|          |             |
|----------|-------------|
| Expenses | \$1,148,472 |
|----------|-------------|

|                               |                    |
|-------------------------------|--------------------|
| <b>Total Fringe Benefits:</b> | <b>\$1,148,472</b> |
|-------------------------------|--------------------|

#### Water & Sewer Debt Service

|           |             |
|-----------|-------------|
| Principal | \$2,306,067 |
| Interest  | \$1,117,947 |

|                                              |                    |
|----------------------------------------------|--------------------|
| <b>Total Water &amp; Sewer Debt Service:</b> | <b>\$3,424,014</b> |
|----------------------------------------------|--------------------|

#### Water & Sewer Reserve Fund

|          |           |
|----------|-----------|
| Expenses | \$200,000 |
|----------|-----------|

|                                              |                  |
|----------------------------------------------|------------------|
| <b>Total Water &amp; Sewer Reserve Fund:</b> | <b>\$200,000</b> |
|----------------------------------------------|------------------|

|                                                        |                     |
|--------------------------------------------------------|---------------------|
| <b>Total Budget Amount for Water &amp; Sewer Fund:</b> | <b>\$17,171,578</b> |
|--------------------------------------------------------|---------------------|

And that the above amount \$17,171,578 be raised from the following sources: Water Sewer User Fees

|              |
|--------------|
| \$17,171,578 |
|--------------|

## Article 3, Motion B: Enterprise Funds - Water & Sewer Indirect Costs

### Water & Sewer Indirect Costs

#### Department Allocations

|                                |           |
|--------------------------------|-----------|
| Public Works Administration    | \$268,521 |
| Engineering                    | \$514,898 |
| Equipment Maintenance          | \$720,104 |
| Highway, Sanitation, Recycling | \$338,199 |
| Facilities                     | \$146,947 |
| Public Safety                  | \$232,966 |
| Finance                        | \$371,627 |
| Town Administration            | \$297,718 |
| Community Development          | \$150,969 |
| Information Technology         | \$195,340 |
| Procurement                    | \$69,390  |
| Human Resources                | \$11,535  |
| Legal Services                 | \$101,235 |
| Property & Liability Insurance | \$459,778 |
| Utilities                      | \$88,190  |
| Vehicle Fuel                   | \$171,268 |

|                   |                    |
|-------------------|--------------------|
| <b>Sub-Total:</b> | <b>\$4,138,685</b> |
|-------------------|--------------------|

#### Water Sewer Staff Performing General Fund Functions

|                              |            |
|------------------------------|------------|
| GIS Services                 | \$(68,491) |
| W/S Admin. Asst. - DPW       | \$(40,988) |
| W/S Admin. Asst. - Collector | \$(46,107) |
| Snow and Removal             | \$(73,491) |
| Software Servicing           | \$(14,925) |

|                   |                    |
|-------------------|--------------------|
| <b>Sub-Total:</b> | <b>(\$244,002)</b> |
|-------------------|--------------------|

|                                              |                    |
|----------------------------------------------|--------------------|
| <b>Total Water and Sewer Indirect Costs:</b> | <b>\$3,894,683</b> |
|----------------------------------------------|--------------------|

And that the sum of \$3,894,683 appropriated in the General Fund be raised from the following source:

|                       |             |
|-----------------------|-------------|
| Water Sewer User Fees | \$3,894,638 |
|-----------------------|-------------|

## Article 3, Motion B: Enterprise Funds

### Sassamon Trace Golf Enterprise

#### Sassamon Trace Golf Operations

|          |           |
|----------|-----------|
| Salaries | \$453,121 |
| Expenses | \$296,911 |

**Total Sassamon Trace Golf Operations: \$750,032**

#### Sassamon Trace Golf Fringe Benefits

|                          |          |
|--------------------------|----------|
| Other Personnel Services | \$79,986 |
|--------------------------|----------|

**Total Sassamon Trace Golf Fringe Benefits: \$79,986**

#### Sassamon Trace Golf Debt Service

|               |          |
|---------------|----------|
| Principal     | \$50,000 |
| Interest      | \$9,687  |
| Lease Payment | \$99,583 |

**Total Sassamon Trace Golf Debt Service: \$159,270**

#### Sassamon Trace Golf Reserve Fund

|          |          |
|----------|----------|
| Expenses | \$20,000 |
|----------|----------|

**Total Sassamon Trace Golf Reserve Fund: \$20,000**

**Total Budget Amount for Sassamon Trace Golf Enterprise: \$1,009,288**

And that the above amount \$1,009,288 be raised from the following sources: Golf User Fees

\$1,009,288

**Article 3, Motion B: Enterprise Funds - Sassamon Trace Golf Indirect Costs**

**Sassamon Trace Golf Indirect Costs**

**Department Allocations**

|                                       |          |
|---------------------------------------|----------|
| Public Works Administration           | \$1,344  |
| Equipment Maintenance                 | \$3,591  |
| Highway, Sanitation, Recycling        | \$9,019  |
| Community Services                    | \$24,137 |
| Land Facilities and Natural Resources | \$4,039  |
| Public Safety                         | \$4,660  |
| Finance                               | \$12,376 |
| Town Administration                   | \$3,971  |
| Procurement                           | \$398    |
| Human Resources                       | \$1,923  |
| Legal Services                        | \$1,688  |
| Property & Liability Insurance        | \$12,261 |
| Utilities                             | \$6,300  |
| Vehicle Fuel                          | \$2,855  |

|                                                  |                 |
|--------------------------------------------------|-----------------|
| <b>Total Sassamon Trace Golf Indirect Costs:</b> | <b>\$88,562</b> |
|--------------------------------------------------|-----------------|

And that the sum of \$88,562 appropriated in the General Fund be raised from the following source:

|                |          |
|----------------|----------|
| Golf User Fees | \$88,562 |
|----------------|----------|

## Article 3 Motion B Summary Table

| <b>Funds</b>                            |                     |
|-----------------------------------------|---------------------|
| Water & Sewer Enterprise Fund           | \$17,171,578        |
| Water & Sewer Indirects                 | \$3,894,683         |
| Sassamon Trace Golf Enterprise Fund     | \$1,009,288         |
| Sassamon Trace Golf Indirects           | \$88,562            |
| <b>Total Budget Amount for Motion B</b> | <b>\$22,164,111</b> |
|                                         |                     |
| <b>Funding Sources</b>                  |                     |
| Water & Sewer User Fees                 | \$21,066,261        |
| Golf User Fees                          | \$1,097,850         |
| <b>Total Amount to be raised</b>        | <b>\$22,164,111</b> |

### FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION - Motion B

The chair of the DPW subcommittee explained that the water and sewer budget is largely driven by MWRA assessments, which are out of our control, as well as PFAS regulation at the state and federal level which is also outside of our control.

Another member noted that the golf course is now self-sustaining and this is a great thing.

*The committee voted unanimously (14-0-0) to recommend favorable action on the subject matter of Article 3, Motion B in the amount of \$22,164,111, with \$21,066,261 sourced from Water & Sewer User Fees and \$1,097,850 sourced from golf user fees.*

**Motion C**  
(Requires Majority Vote)

Move that the Town vote to increase the appropriation voted by the 2024 Spring Annual Town Meeting under Article 3 by the sum of \$65,000 to supplement the Sassamon Golf Enterprise budget as voted under Article 3 Motion B of the 2024 Spring Annual Town Meeting by **adding \$65,000 to Sassamon Trace Golf Operations Expenses.**

With the above budget supplement to be raised from the following source: Golf Retained Earnings for Fiscal Year 2025 - \$65,000

**FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION - Motion C**

The Chair of the Finance Committee noted that this motion exists because of the need to move an item that was previously in the capital budget (a turf mower) into the golf operations budget for FY 25.

John Townsend, Deputy Town Administrator for Finance, explained that this was necessary because the mower had to be replaced more quickly than expected and they already bought it so they need to account for that by appropriating this funding into the FY 24 budget. He noted that there was a bit extra as well for supplementing credit card processing fees and watering costs, but the vast majority of this appropriation is for the mower.

*The committee voted unanimously (14-0-0) to recommend favorable action on the subject matter of Article 3, Motion C in the amount of \$65,000, sourced from Golf Retained Earnings.*

~~ END OF ARTICLE ~~

**Article 4  
Rescind Authorized, Unissued Debt  
(Town Administrator)**

**ARTICLE LANGUAGE**

To see if the Town will vote to rescind the authorization for unissued debt that has been determined is no longer needed for the completion of various projects; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To rescind the authorization for unissued debt that has been determined is no longer needed for the completion of various projects.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                       |
|-----------------------------------------------------|------------------|-----------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>No Action</b>      |
|                                                     | QUANTUM OF VOTE: | <b>12-0-0</b>         |
|                                                     | DATE VOTED:      | <b>March 11, 2025</b> |

**MOTION** (Requires a Majority Vote)

Move that the Town take NO ACTION on Article 4.

**FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

The Sponsor indicated that there was not anything being brought forward at this time, but that there would likely be a request for the fall.

***The committee voted 12-0-0 to recommend No Action on the subject matter of Article 4.***

~~ END OF ARTICLE ~~

**Article 5  
Unpaid Bills  
(Town Administrator)**

**ARTICLE LANGUAGE**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To raise and appropriate, transfer from available funds, or otherwise provide for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                      |
|-----------------------------------------------------|------------------|----------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>Favorable</b>     |
|                                                     | QUANTUM OF VOTE: | <b>13-0-0</b>        |
|                                                     | DATE VOTED:      | <b>April 1, 2025</b> |

**MOTION** (Requires a  $\frac{4}{5}$  Vote)

Move that the Town vote to appropriate from FY 2025 Certified Free Cash the sum of \$41,300.20 for the purpose of paying the following unpaid bills from prior fiscal years:

| Department            | Vendor                        | Period                    | Amount             |
|-----------------------|-------------------------------|---------------------------|--------------------|
| Facilities            | Woodard & Curran              | May 2024                  | \$7,813.50         |
| Natick Public Schools | Academic Therapy Publications | April 2022                | \$173.25           |
| Natick Public Schools | Academic Therapy Publications | August 2022               | \$1,259.00         |
| Natick Public Schools | Academic Therapy Publications | November 2022             | \$1,700.00         |
| Natick Public Schools | Primary Source                | April 2024                | \$1,000.00         |
| Natick Public Schools | Blue Hills                    | December 2023             | \$15,064.00        |
| Natick Public Schools | Kathryn Garcia                | July 2022 - December 2022 | \$249.75           |
| Natick Public Schools | Kathryn Garcia                | January 2023 - June 2023  | \$449.00           |
| Natick Public Schools | JFK Transportation, Inc.      | June 2024                 | \$1,050.00         |
| Natick Public Schools | League School                 | June 2024                 | \$550.00           |
| Natick Public Schools | Keys North Atlantic           | June 2024                 | \$845.00           |
| Natick Public Schools | Pearson                       | February 2022             | \$362.52           |
| Natick Public Schools | Pearson                       | May 2022                  | \$284.08           |
| Natick Public Schools | MSLA                          | March 2024                | \$150.00           |
| Natick Public Schools | Crystal Transport             | February 2024             | \$1,600.00         |
| Police                | T Mobile                      | May 2024                  | \$1,154.68         |
| Recreation & Parks    | John Turner                   | February 2024             | \$1,130.00         |
| Town Administrator    | J&R Graphics, Inc.            | June 2023                 | \$6,465.42         |
|                       |                               | <b>TOTAL</b>              | <b>\$41,300.20</b> |

**FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

The Deputy Town Administrator & Director of Finance presented Article 5. These invoices from closed prior fiscal periods have been examined by the Comptroller and validated as legitimate invoices for services that were provided. The invoices were missed for a variety of reasons - including changes in staff, vendor names, and contact info - and are not unusual for an organization of Natick’s size. The committee reviewed the funding cycle (Schools pay for this out of current year funding) and turn backs of unused appropriations. Copies of the individual invoices were provided for review.

*The committee voted 13-0-0 to recommend Favorable Action on the subject matter of Article 5.*

~~ END OF ARTICLE ~~

**Article 6  
Revolving Funds  
(Town Administrator)**

**ARTICLE LANGUAGE**

To see if the Town will vote on the limit on the total amount that may be expended from each revolving fund established pursuant to Chapter 44 section 53E 1/2 of the General Laws and Town by-law; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To establish the FY2026 limit on the total amount that may be expended from each revolving fund established pursuant to Chapter 44 section 53E 1/2 of the General Laws and Town by-law.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                       |
|-----------------------------------------------------|------------------|-----------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>Favorable</b>      |
|                                                     | QUANTUM OF VOTE: | <b>12-0-0</b>         |
|                                                     | DATE VOTED:      | <b>March 11, 2025</b> |

**MOTION** (Requires a Majority Vote)

MOTION: Move that the Town vote to authorize the following maximum expenditures for FY2026 for the listed revolving funds, established by the Town of Natick Bylaws, Article 41 A pursuant to Chapter 44, §53E 1/2 of the Massachusetts General Laws, as follows:

Section 4 - DPW Vehicles and Equipment, maximum expenditure \$350,000;

Section 5 - Morse Institute Library Materials Purchase of New Books and Related Materials, maximum expenditure \$85,000;

Section 6 - Morse Institute Library Maintenance and Repair of Library Facilities and Equipment, maximum expenditure \$25,000;

Section 7 - Community-Senior Center Rental, Maintenance and Improvement Projects, maximum expenditure \$75,000;

Section 8 - Flu Clinics, Immunization Programs, Pandemic and Emergency Preparedness, maximum expenditure \$60,000;

Section 9 - Community-Senior Center Programs and Activities, maximum expenditure \$120,000;

Section 10 - Tobacco Control Programs and Enforcement, maximum expenditure \$25,000;  
Section 11 - Energy Conservation and Renewable Energy Projects, maximum expenditure \$5,024;  
Section 12 - Tax Title Takings or Tax Title Foreclosures, maximum expenditure \$100,000;  
Section 13 - Curbside Compost Collection Program, maximum expenditure \$20,000;  
Section 14 - Community Gardens, maximum expenditure \$30,000;  
Section 15 – Energy Efficiency and Clean Capital Program, maximum expenditure \$300,000;  
Section 16 – Recreation and Parks Programs, maximum expenditure \$2,000,000;  
and,  
Section 17 - Cochituate Rail Trail Maintenance and Enhancements, maximum expenditure \$75,000.

### **FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

Deputy Town Administrator Marshall presented Article 6. The committee reviewed the general purpose and operation of Revolving Funds, and discussed the request and specific changes from prior years.

**Section 4** is a change to increase the amount for DPW equipment and vehicles from \$300,000 to \$350,000 - reflective of increasing vehicle pricing.

**Section 9** Community Senior Center increased from \$95,000 to \$120,000, to offer more programs and trips.

**Section 11** Energy Conservation and Renewable Energy Projects has a low balance, reflecting a future intent to close out this specific account in favor of a similar account for the same purpose.

**Section 15** Energy Efficiency and Clean Capital Program, increases the maximum expenditure from \$150,000 to \$300,000. The Town has received some great rebates and incentives.

**Section 16** Recreation and Parks Program increases to \$2,000,000 from \$1,300,000. The intent is to move from the existing 53D account to the 53E. This increases the 53E authorization to the combined total of the 53D and 53E. The Town plans to request to combine/transfer the funds entirely to the 53E account in the Fall.

**Section 17** Cochituate Rail Trail Maintenance and Enhancements - already authorized by Town Meeting, but this motion brings it onto the chart and sets the limit to \$75,000. The source of these funds is donations and fundraising by individual and community groups like the Friends of Natick Trails.

***The committee voted 12-0-0 to recommend Favorable Action on the subject matter of Article 6.***

**~~ END OF ARTICLE ~~**

**Article 7**  
**Stabilization Funds and OPEB**  
**(Town Administrator)**

**ARTICLE LANGUAGE**

**General Stabilization**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the purpose of supplementing the Stabilization Fund established under Article 22 of the warrant for Annual Town Meeting of 1961, as authorized by Chapter 40, Section 5B of the General Laws, as amended;

**Operational Stabilization**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the purpose of supplementing the Operational Stabilization Fund established by vote of the 2011 Spring Annual Town Meeting under Article 4, as authorized by Chapter 40, Section 5B of the General Laws, as amended;

**Capital Stabilization**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the purpose of supplementing the Capital Stabilization Fund established by vote of the 2010 Fall Annual Town Meeting under Article 2, as authorized by Chapter 40, Section 5B of the General Laws, as amended;

**OPEB**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for, the Other Post-Employment Benefits Liability Trust Fund established by vote of the 2017 Spring Annual Town Meeting under Article 15, pursuant to the provisions of Chapter 32B, Section 20 of the General Laws as amended by section 15 of Chapter 218 of the Acts of 2016; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To raise and appropriate, transfer from available funds or otherwise provide for the purpose of supplementing the Stabilization Fund, and/or the Operational Stabilization Fund, and/or the Capital Stabilization Fund, and/or the Other Post-Employment Benefits Liability Trust Fund.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                      |
|-----------------------------------------------------|------------------|----------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>Favorable</b>     |
|                                                     | QUANTUM OF VOTE: | <b>14-0-0</b>        |
|                                                     | DATE VOTED:      | <b>April 1, 2025</b> |

**MOTION** (Requires a Majority Vote)

Move that the Town vote to appropriate \$3,171,178 from FY 2025 Certified Free Cash for the purpose of supplementing the Town’s Capital Stabilization Fund and OPEB Trust Fund as follows:

- \$2,883,885 from Free Cash for the purpose of supplementing the Capital Stabilization Fund established by the vote of Article 2 of the 2010 Fall Annual Town Meeting, as authorized by Chapter 40, Section 5B of the General Laws, as amended.
- \$287,293 from Free Cash for the purpose of supplementing the OPEB Trust Fund established under Article 15 of the 2017 Spring Annual Town Meeting, as authorized by Chapter 32B, Section 20 of the General Laws, as amended by Section 15 of Chapter 218 of the Acts of 2016.

**FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

The Deputy Town Administrator / Finance Director presented this Article. This is a request to fund the Capital Stabilization account for future needs, including appropriation(s) at Fall Town Meeting. This Article also funds the trust fund for Other Post Employment Employee Benefits (OPEB). The current balance of the OPEB Trust fund is \$6,359,514, while the OPEB liability as of 03/21/2025 is \$141,317,446.

***The committee voted 14-0-0 to recommend Favorable Action on the subject matter of Article 7.***

~~ END OF ARTICLE ~~

**Article 8  
Transfer of Unexpended Bond Proceeds  
(Town Administrator)**

**ARTICLE LANGUAGE**

To see if the Town will authorize the transfer of unexpended proceeds from amounts previously borrowed to pay costs of various capital projects, which projects are now complete, and for which such funds are no longer needed, to pay costs of one or more capital projects; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To authorize the transfer of unexpended proceeds from amounts previously borrowed to pay costs of various capital projects, which projects are now complete, and for which such funds are no longer needed, to pay costs of one or more capital projects.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                      |
|-----------------------------------------------------|------------------|----------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>No Action</b>     |
|                                                     | QUANTUM OF VOTE: | <b>13-0-0</b>        |
|                                                     | DATE VOTED:      | <b>March 4, 2025</b> |

**MOTION** (Requires a Majority Vote)

**Move No Action**

**FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

The Administration does not have any items for reallocation at this time. An item originally considered for this Article is being funded as part of the Capital appropriation request (Elevator program). The committee discussed the general process of reallocation of bond proceeds for “like purposes”, and asked for the balance of the various pieces of unexpended proceeds. Mr. Errickson noted that all outstanding bond proceeds totals about \$478,000 (including both completed and uncompleted projects, but not including the Kennedy Middle School project).

***The committee voted 13-0-0 to recommend No Action on the subject matter of Article 8.***

~~ END OF ARTICLE ~~

**Article 9**  
**PEG Access and Cable Related Fund**  
**(Town Administrator)**

**ARTICLE LANGUAGE**

To see what sum of money the Town will vote to appropriate from the PEG Access and Cable Related Fund, established by vote of 2019 Special Town Meeting #1 under Article 1, as authorized by Chapter 44, Section 53F 3/4 of the General Laws, as amended, to fund PEG access programming, as well as certain other municipal cable related expenses; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To fund PEG access programming, as well as certain other municipal cable related expenses.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                      |
|-----------------------------------------------------|------------------|----------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>Favorable</b>     |
|                                                     | QUANTUM OF VOTE: | <b>14-0-0</b>        |
|                                                     | DATE VOTED:      | <b>April 1, 2025</b> |

**MOTION** (Requires a Majority Vote)

Move that the Town vote to appropriate from the PEG Access and Cable Related Fund, established by vote of the 2019 Special Town Meeting #1, Article 1, as authorized by Chapter 44, Section 53F 3/4 of the General Laws, as amended, the sum of \$340,067.73 to fund PEG access programming.

**FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

This recurring appropriation request transfers funds the Town has collected from the three licensed Cable providers doing business in town to Natick Pegasus - the separate legal entity providing community cable services and access. These funds are ultimately paid by the cable subscribers. It was again noted that the business model for community cable services is changing as the number of cable subscribers decreases - and that a plan needs to be developed to continue services as the current revenue source decreases.

***The committee voted 14-0-0 to recommend Favorable Action on the subject matter of Article 9.***

~~ END OF ARTICLE ~~

**Article 10**  
**School Bus Transportation Subsidy**  
**(Superintendent of Schools)**

**ARTICLE LANGUAGE**

To see if the Town will vote to appropriate and raise, or transfer from available funds, a sum of money for the purpose of operation and administration of the school bus transportation system, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school, for Fiscal Year 2026 (July 1, 2025 through June 30, 2026); or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To appropriate and raise, or transfer from available funds, a sum of money for the purpose of operation and administration of the school bus transportation system, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school, for Fiscal Year 2026 (July 1, 2025 through June 30, 2026)

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                      |
|-----------------------------------------------------|------------------|----------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>No Action</b>     |
|                                                     | QUANTUM OF VOTE: | <b>11-2-1</b>        |
|                                                     | DATE VOTED:      | <b>April 1, 2025</b> |

**MOTION** (Requires a Majority Vote)

Move No Action

**FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

The Chair of the Finance Committee explained that the administration had requested no action on this as both administrations (town and schools) felt it was no longer necessary and that this would be better to fold into the schools' budget.

In response to questions from committee members, the administration clarified that the funding that has been provided under this article provides a very small proportion of the costs of transportation for the schools (approximately 1-2 months worth). In response to another

question, the administration confirmed that any money appropriated under this article could only be used for transportation purposes.

### *Motions & Debate*

Some members opposed eliminating the bus subsidy. One member argued that doing so is a big mistake and that without this subsidy, the School Committee will always choose to raise fees rather than cut classroom positions, thereby making it more difficult for students to access bus transportation. This will have negative effects on our town by increasing traffic and also creating undesirable areas where people will know they have to pay high bus fees if they live there.

Other members supported no action. Although many expressed agreement with spending money to keep bus fees low, members argued that this article doesn't necessarily accomplish that goal because it doesn't impact what the schools can choose to charge for the bus fees. Even though the money can only be spent for transportation, the schools can still raise the fees and use the extra money to fund other priorities. The place to advocate for reduced bus fees is in the School Committee, not through the appropriations process.

***The committee voted 11-2-1 to recommend No Action on the subject matter of Article 10.***

**~~ END OF ARTICLE**

**Article 11  
Capital Equipment and Improvement  
(Town Administrator)**

**ARTICLE LANGUAGE**

To see what sum of money the Town will vote to raise and appropriate, borrow, transfer from available funds or otherwise provide to implement a Capital Improvement Program as may be required for capital equipment for the various departments of the Town of Natick; to protect the physical infrastructure of the Town of Natick, to add new physical infrastructure, or to improve community assets; and further to determine whether this appropriation shall be raised by borrowing or otherwise; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To raise and appropriate, borrow, transfer from available funds or otherwise provide to implement a Capital Improvement Program as may be required for capital equipment for the various departments of the Town of Natick; to protect the physical infrastructure of the Town of Natick, to add new physical infrastructure, or to improve community assets; and further to determine whether this appropriation shall be raised by borrowing or otherwise.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                  |                  |                                 |
|--------------------------------------------------|------------------|---------------------------------|
| The Finance Committee took the following action: | RECOMMENDATION:  | <b>Favorable</b>                |
|                                                  | QUANTUM OF VOTE: | <b>12-0-0 (A, B, C)</b>         |
|                                                  |                  | <b>14-0-0 (D)</b>               |
|                                                  | DATE VOTED:      | <b>March 11, 2025 (A, B, C)</b> |
| <b>April 1, 2025 (D)</b>                         |                  |                                 |

**MOTION (Requires Various Votes)**

**Motion A:** (Requires 2/3rds Vote)

Move that the Town vote to appropriate the sum of \$550,000 to be expended as follows:

- Under the direction of the Fire Department for the purpose of:
- Ambulance Replacement

shown as item 1 in Table A below, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow \$550,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds

or notes of the Town therefore aggregating not more than \$550,000 in principal amount and that the Town Administrator with the approval of the Select Board is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

**Motion A (Table A)**

| Item # | Department      | Request Title         | Amount    | Funding Source     |
|--------|-----------------|-----------------------|-----------|--------------------|
| 1      | Fire Department | Ambulance Replacement | \$550,000 | Tax Levy Borrowing |

**Motion B: (Requires Majority Vote)**

Move that the Town vote to appropriate the sum of \$544,000 to be expended as follows:

- Under the direction of the Facilities Management Department for the purpose of:
  - Space Renewal
  - Building Mechanical, Electrical & Plumbing (MEP) Upgrades
- Under the direction of the Public Works Department for the purpose of:
  - Vehicle and Equipment Replacement Program

all individually shown as items 1 through 3 in Table B below, and that to meet this appropriation the sum of \$544,000 be raised from Free Cash.

**Motion B (Table B)**

| Item #       | Department            | Request Title                                                 | Amount           | Funding Source   |
|--------------|-----------------------|---------------------------------------------------------------|------------------|------------------|
| 1            | Facilities Management | Space Renewal                                                 | \$200,000        | Free Cash        |
| 2            | Facilities Management | Building Mechanical , Electrical, and Plumbing (MEP) Upgrades | \$100,000        | Free Cash        |
| 3            | Public Works          | Vehicle and Equipment Replacement Program                     | \$244,000        | Free Cash        |
| <b>Total</b> |                       |                                                               | <b>\$544,000</b> | <b>Free Cash</b> |

**Motion C:** (Requires Majority Vote)

Move that the sum of \$150,000 be transferred from amounts previously appropriated or borrowed under the following warrant articles and for the purposes set forth below:

| Warrant Article               | Meeting Date | Original Purpose                                                 | Amount to be Transferred |
|-------------------------------|--------------|------------------------------------------------------------------|--------------------------|
| Article 13, Motion A Item # 5 | 10/22/2020   | Police/Fire Station - Engineering for HVAC Controls Upgrades     | \$50,000                 |
| Article 13, Motion A Item # 6 | 10/22/2020   | Wilson Middle School - Engineering for RoofTop Units Replacement | \$50,000                 |
| Article 14, Motion A Item # 6 | 10/22/2020   | Replacement "Pine Grove Park" Retaining Wall - design work       | \$50,000                 |
| <b>Total</b>                  |              |                                                                  | <b>\$150,000</b>         |

which amounts are no longer needed to complete the projects for which they were initially appropriated or borrowed, to pay costs of the following project:

- Under the direction of the Facilities Management Department for the purpose of:
- Elevator Stewardship

**Motion D:** (Requires Majority Vote)

Move that the Town vote to appropriate the sum of \$497,000 to be expended as follows:

- Under the direction of the Public Works (Water/Sewer) Department for the purpose of:
- SCADA Equipment Replacement
- Water Distribution System Enhancements
- Vehicle & Equipment Replacement Program
- Under the direction of Sassamon Trace Golf Course for the purpose of:
- Lightweight Utility Vehicle
- Aerator
- Driveway Expansion & Cart Path Repair

all individually shown as items 1 through 6 in Table D below, and that to meet this appropriation the sum of \$370,000 be raised from

Water/Sewer Retained Earnings and \$127,000 be raised from Sassamon Trace Golf Course Retained Earnings.

**Motion D (Table D)**

| Item #       | Department                 | Request Title                           | Amount           | Funding Source                       |
|--------------|----------------------------|-----------------------------------------|------------------|--------------------------------------|
| 1            | Public Works (Water/Sewer) | SCADA Equipment Replacement/Upgrade     | \$80,000         | Water/Sewer Retained Earnings        |
| 2            | Public Works (Water/Sewer) | Water Distribution System Enhancements  | \$150,000        | Water/Sewer Retained Earnings        |
| 3            | Public Works (Water/Sewer) | Vehicle & Equipment Replacement Program | \$140,000        | Water/Sewer Retained Earnings        |
| 4            | Golf Operations            | Lightweight Utility Vehicle             | \$12,000         | Golf Retained Earnings               |
| 5            | Golf Operations            | Aerator                                 | \$35,000         | Golf Retained Earnings               |
| 6            | Golf Operations            | Driveway Expansion and Cart Path Repair | \$80,000         | Golf Retained Earnings               |
| <b>Total</b> |                            |                                         | <b>\$370,000</b> | <b>Water/Sewer Retained Earnings</b> |
| <b>Total</b> |                            |                                         | <b>\$127,000</b> | <b>Golf Retained Earnings</b>        |

**FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

Jon Marshall, Deputy Town Administrator for Operations, presented the capital plan. He noted that usually about 1/3 of Capital Projects are funded in the Spring and 2/3 in the Fall, this is due to the timeframe of procurement and construction. The Spring 2025 capital request is particularly light, due to the lingering override and budget questions. [Although the override did pass, Mr. Marshall explained at the time that due to the nature of planning required for these projects, they could not create a capital request list for spring contingent on the override’s passage.] He had discussions with department heads about what projects were truly necessary. The ambulance request has a lead time of up to two years for delivery.

At the subcommittee meeting, Mr. Marshall reviewed some highlights regarding individual items on the plan including:

- Elevator stewardship. Many of our elevators are older and so we came up with a plan to modernize our elevators. This is 150,000 dollars for modernization of two elevators (not a replacement but an upgrade).

- Space renewal. This is also an ongoing stewardship program. This year we are trying to do painting at the high school and Wilson Middle School as well as accessibility upgrades.
- Mechanical electrical and plumbing stewardship plan. This is a 100,000 dollar request for controls engineering at the public safety building for the HVAC system at that building.
- Water distribution systems. These are parts and pieces that we use for maintaining our water systems.
- Vehicle Replacement Program:
  - Field Groomer. This maintains our fields which we have 27 of in town. We will keep the old one as a spare. This is a 60k request.
  - Pickup Truck for the Water Department. This is a 2016 truck that is being replaced but we have a 2-3 year lead time to actually get it.
  - Ambulance. It is a 2016 ambulance that we are looking to replace. We have a total of four so that we have a backup. We have seen increased mileage because of the loss of the emergency room and Leonard Morse hospital. The lead time is long—we ordered one two years ago and we won't see it until at least December.
  - Police Cruiser Replacement. This would replace two cruisers. They are at over 100,000 miles at replacement. Mr. Marshall noted that the cruisers are still often used by the department after “replacement” they are just no longer used for “front line” work.
  - Utility trailer. It is from 2006 and needs to be replaced.
  - Utility vehicle for the golf course that replaces a 2020 that has a number of mechanical issues—this also has a long lead time.
  - Aerator. Also for the golf course, it replaces a 2016 and is an important component that prevents disease in the grass.

***The committee voted unanimously (12-0-0) to recommend favorable action on the subject matter of Article 11, Motions A-C in the amounts listed above and also voted unanimously (14-0-0) to recommend favorable action on the subject matter of Article 11, Motion D\* in the amounts listed above.***

*\*Motion D was subject to a reconsideration vote after it was initially heard because the administration removed an item from that motion (a greens mower for the golf course) that is now being funded through a motion under Article 3 to supplement the FY 2024 operating budget.*

## Motion A (Tax Levy Borrowing)

# Ambulance

- Replace 2016 Ambulance
- Over 145,000 miles and 10,000 engine hours at time of replacement
- Used daily by Fire Prevention – increased miles with loss of MWMC



Appropriation Request \$550,000

16

## Motion B (Free Cash)

### Space Renewal

- Address projects in buildings that are required as items wear down
- Projects include replace carpeting, painting, outfitting for accessibility, and bathroom partitions
- Space renewal funding will be focused on Wilson Middle School and NHS.
- Project will cover only a portion of the years request



Appropriation Request \$200,000

11

### Building Mechanical, Electrical & Plumbing (MEP) Upgrades

- HVAC systems have a typical lifespan of 25-30 years
- Projects enable systems to be designed, rebuilt and replaced
- Design work for Public Safety Building
- Project will cover only a portion of the years request

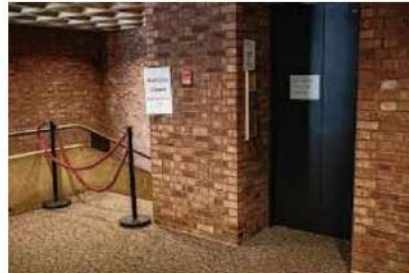


Appropriation Request \$100,000

12

## Elevator Stewardship

- Program for elevator modernization and system upgrades
- Funding will address 1 - 2 elevators per year.
- The location planned for this year is the rear elevator at MIL



Appropriation Request \$150,000

10

## Field Groomer

- Currently there is only one machine to do 20 ballfields
- Current machine would remain - better efficiency in operations
- Current machine is being repaired and was down in the fall



Appropriation Request \$60,000

14

## Police Cruiser Replacement

- Over 100,000 miles at replacement
- Two Police Interceptors will be replaced
- Vehicles are used by 3 shifts – 7 days a week



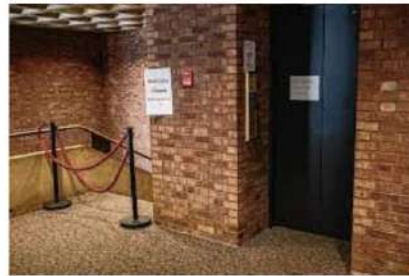
Appropriation Request \$184,000

17

**Motion C (Reappropriation of Previously Borrowed and/or Appropriated Funds)**

## Elevator Stewardship

- Program for elevator modernization and system upgrades
- Funding will address 1 - 2 elevators per year.
- The location planned for this year is the rear elevator at MIL



Appropriation Request \$150,000

10

**Motion D (Water/Sewer & Golf Retained Earnings)**

## Pickup Truck w/ Plow

- Vehicle is primarily used for water treatment plant operations - responding to service calls
- Vehicle is used to plow during winter operations



Appropriation Request \$105,000

15

## Utility Trailer

- Used by the water department for transporting heavy equipment, machinery, materials and road plates
- Trailer is rusted, multiple welds are failing
- Replaces a 2006



Appropriation Request \$35,000

18

## SCADA Equipment Replacement

- This is the next phase of the upgrade that has spanned several years
- This will allow the water treatment network (all sites) to properly communicate and ensure there is no disruption in the system



Appropriation Request \$80,000

19

## Water Distribution System Enhancements

- Funds repair structural and capacity deficiencies in the distribution system



Appropriation Request \$150,000

20

## Sanitary Sewer Collection Systems

- Repair structural deficiencies in the sewer collection system
- Examples include sewer main relining and replacement, manhole sealing



Appropriation Request \$150,000

21

## Utility Vehicle

- Replacement for 2020 unit - has mechanical issues and is out of warranty
- Long lead time, when vehicle is down using player cart, impacting carts available for golfers



Appropriation Request \$12,000

22

## Aerator

- Replaces equipment that is nearing the end of useful life - 2016 original purchase
- Aerator is used throughout the golf season
- Anticipated long lead time



Appropriation Request \$35,000

23

## Driveway Expansion & Cart Path Repair

- Parking lot is full most days and overflow parking is on grass/dirt
- Repairs are needed on cart paths
- Opportunity to address both at the same time.



Appropriation Request \$80,000

25

~~ END OF ARTICLE ~~

**Article 12  
Collective Bargaining  
(Town Administrator)**

**ARTICLE LANGUAGE**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide, to implement any Collective Bargaining Agreements between the Town of Natick and any recognized bargaining units of the Town; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To raise and appropriate, transfer from available funds, or otherwise provide, to implement any Collective Bargaining Agreements between the Town of Natick and any recognized bargaining units of the Town.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                      |
|-----------------------------------------------------|------------------|----------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>Favorable</b>     |
|                                                     | QUANTUM OF VOTE: | <b>14-0-0</b>        |
|                                                     | DATE VOTED:      | <b>April 1, 2025</b> |

**MOTION** (Requires a Majority Vote)

Move that the Town vote to ratify and appropriate the total sum of \$77,693 from the Select Board Expenses, as approved by vote of the 2025 Spring Annual Town Meeting under Article 3, for the implementation of the Terms of the Agreements reached between the Town and the following collective bargaining units:

a) Massachusetts Laborers' District Council Public Employees Local Union 1116 of the Laborers International Union of North America -- AFL CIO Maintenance and Custodians.

For payment of wages effective July 1, 2025, through June 30, 2026.

The total sum of \$77,693 shall be transferred to the following departmental budget line items as indicated below:

Facilities Management – Salaries - \$77,693

## FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION

Mr. Errickson explained that this request is for our Facilities team - specifically our Custodian and Maintenance workers. The appropriation of approximately \$77k would cover the net increase created by the contract. At time of discussion, the MOUs were under signature and already voted by the Select Board.

Mr. Errickson said there were no major changes from the previous contract but there are things like more consistent timelines for grievance steps and other cleanups. Another example is making holidays consistent between the schools and town.

### *Motions & Debate*

A member asked if the leave provided under “forced leave” is in addition to other kinds of leave. Mr. Errickson said forced leave is more about giving them the ability to protect their job, it’s separate from their leave under FMLA and other provisions of law.

***The committee voted 14-0-0 to recommend Favorable Action on the subject matter of Article 12.***

~~ END OF ARTICLE ~~

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

**ARTICLE LANGUAGE**

To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will vote to amend Article 24 of the Natick Town By-Laws, specifically the Classification and Pay Plan referenced in Section 3, paragraph 3.10 therein, by adding, deleting or amending position titles; re-classifying positions to a different Grade; and/or effecting changes in the salary ranges as presently established; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To amend Article 24 of the Natick Town By-Laws, specifically the Classification and Pay Plan referenced in Section 3, paragraph 3.10 therein, by adding, deleting or amending position titles; re-classifying positions to a different Grade; and/or effecting changes in the salary ranges as presently established.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                      |
|-----------------------------------------------------|------------------|----------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>Favorable</b>     |
|                                                     | QUANTUM OF VOTE: | <b>13-0-0</b>        |
|                                                     | DATE VOTED:      | <b>March 4, 2025</b> |

**MOTION** (Requires a Majority Vote)

Move that the Town vote to amend the By-Laws by changing in its entirety the table entitled Classification and Pay Plan that is incorporated by reference into Article 24, Section 3, Paragraph 3.10 with the new Classification and Pay Plan as follows:

**Town of Natick**  
**Classification and Pay Plan**

Effective July 1, 2025

Classification changes are effective upon the vote of the Personnel Board

| Grade | Minimum | Point 1 | Point 2 | Maximum |
|-------|---------|---------|---------|---------|
| 1     | \$15.00 | \$19.00 | \$21.25 | \$23.50 |
| 2     | \$17.50 | \$27.75 | \$31.00 | \$34.50 |
| 3     | \$28.00 | \$36.50 | \$40.50 | \$45.00 |

| GRADE 1                          | GRADE 2                           | GRADE 3                      |
|----------------------------------|-----------------------------------|------------------------------|
| Adaptive Program Leader          | Adaptive Program Assistant        | Adult Contractor             |
| Adaptive Program Specialist      | Administrative Support            | Beach Manager                |
| Assistant Leader (Rec)           | Assistant Director (Rec)          | Building Inspector           |
| Assistant Swim Coach             | Bookkeeper                        | Camp Arrowhead Nurse         |
| Attendant (Rec)                  | Building Monitor II               | Certified Sports Official    |
| Building Monitor I (Rec)         | Camp Arrowhead Program Supervisor | Health Care Supervisor       |
| Bus Dispatcher                   | Camp Director                     | Instructor III               |
| Bus Driver                       | Community Garden Coordinator      | Laborer III                  |
| Camp Arrowhead Counselor         | Conservation Agent                | Nurse (RN)                   |
| Camp Arrowhead Head Counselor    | Election Warden                   | Per Diem Public Health Nurse |
| Cart Attendant (Golf)            | Golf Course Mechanic              |                              |
| Clerical Assistant               | Head Lifeguard                    |                              |
| Club House Attendant (Golf)      | Instructor II                     |                              |
| Club House Supervisor (Golf)     | Intern Cooperative                |                              |
| Concession Manager               | Labor II                          |                              |
| Custodian                        | Library Assistant (Bacon)         |                              |
| Deputy Animal Control Officer    | Lifeguard                         |                              |
| Election Clerk                   | Parking Enforcement Officer       |                              |
| Electrician Inspector            | Plumbing & Wiring Inspector       |                              |
| Equipment Operator (Golf)        | Police Matron                     |                              |
| Instructor                       | Program Assistant                 |                              |
| Laborer I                        | Program Supervisor (Rec)          |                              |
| Leader/Counselor Certified (Rec) | Recycling Attendant               |                              |
| Library Page (Morse)             | School Crossing Guard             |                              |
| Parking Clerk                    | Social Worker                     |                              |
| Ranger/Starter (Golf)            | Substitute Library Assistant      |                              |
| Receptionist                     | Swim Coach                        |                              |
| Senior Counselor Certified (Rec) | Transportation Coordinator        |                              |
| Specialist (Rec)                 |                                   |                              |
| Parking Clerk                    |                                   |                              |

| Postion              | Annual Rate      |
|----------------------|------------------|
| Inspector of Animals | \$3,750.00       |
| Registrar of Voters  | \$966.00         |
| Town Meeting Page    | \$100.00/session |

| Premium (up to a max of \$85/per hr) |
|--------------------------------------|
| Golf Instructor                      |
| Recreation Professional              |
| Special Assignment Nurse             |
| Subject Area Expert                  |
| Traffic Constable                    |

**Town of Natick**  
**Part-Time Classification and Pay Plan**  
**Effective July 1, 2024/2025**

| Grade | Minimum  | Point 1  | Point 2  | Maximum  |
|-------|----------|----------|----------|----------|
| 1     | \$ 15.00 | \$ 19.00 | \$ 21.25 | \$ 23.50 |
| 2     | \$ 17.50 | \$ 27.75 | \$ 31.00 | \$ 34.50 |
| 3     | \$ 28.00 | \$ 36.50 | \$ 40.50 | \$ 45.00 |

**GRADE 1**

Adaptive Program Leader  
Adaptive Program Specialist  
Assistant Leader (Rec)  
Assistant Swim Coach  
Attendant (Rec)  
Building Monitor I (Rec)  
Bus Dispatcher  
Bus Driver  
Camp Arrowhead Counselor  
Camp Arrowhead Head Counselor  
Cart Attendant (Golf)  
Clerical Assistant  
Club House Attendant (Golf)  
Club House Supervisor (Golf)  
Concession Manager  
Custodian  
Deputy Animal Control Officer  
Election Clerk  
Election Inspector  
Equipment Operator (Golf)  
Instructor  
Laborer I  
Leader/Counselor (Rec)  
Library Page (Morse)  
Parking Clerk  
Ranger/Starter (Golf)  
Senior Counselor Certified-(Rec)  
Specialist (Rec)

**GRADE 2**

Adaptive Program Assistant  
Administrative Support  
Assistant Director (Rec)  
Bookkeeper  
Building Monitor II  
Camp Arrowhead Program Supervisor  
Camp Director  
Community Garden Coordinator  
Conservation Agent  
Election Warden  
Golf Course Mechanic  
Head Lifeguard  
Instructor II  
Intern Cooperative  
Laborer II  
Library Assistant (Bacon)  
Lifeguard  
Parking Enforcement Officer  
Plumbing & Wiring Inspector  
Police Matron  
Program Assistant  
Program Supervisor (Rec)  
Recycling Attendant  
School Crossing Guard  
Social Worker  
Substitute Library Assistant  
Swim Coach  
Transportation Coordinator

**GRADE 3**

Adult Contractor  
Beach Manager  
Building Inspector  
Camp Arrowhead Nurse  
Certified Sports Official  
Health Care Supervisor  
Instructor III  
Laborer III  
Nurse (RN)  
Per Diem Public Health Nurse

| Position             | Annual Rate       |
|----------------------|-------------------|
| Inspector of Animals | \$ 3,750.00       |
| Registrar of Voters  | \$ 966.00         |
| Town Meeting Page    | \$ 100.00/Session |

| Premium (Up to a Max of \$85/Hr.) |
|-----------------------------------|
| Golf Instructor                   |
| Recreation Professional           |
| Special Assignment Nurse          |
| Subject Area Expert               |
| Traffic Constable                 |

## **FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

Mr. Errickson presented this Article and explained that these are minor changes. In Grade 2, there are three job titles that are being modified. In grade 3, there were minor adjustments to better reflect actual duties. Finally, in grade 4, there was an adjustment to the Director of the Council on Aging and Human Services title (essentially reverting to the previous title). There also is a new position for "Substitute Library Assistant" in the part time pay plan (Grade 2).

A committee member observed that for some of the technology based positions, the grade and upper range appears over-stated. This is a recurring question. Mr. Errickson indicated that it will be reviewed with the IT Director, but that the chart reflects rather broad ranges and that employees are at various points within the ranges.

A member sought information about FTEs/Headcounts over time. That question was beyond the scope of the general Pay Plan, and would be more appropriately answered by an analysis by the Payroll Department, which would be forwarded the question.

***The committee voted 13-0-0 to recommend Favorable Action on the subject matter of Article 13.***

**~~ END OF ARTICLE ~~**

**Article 14**  
**Increase Amount to be Credited Under Senior/Veteran’s Work Program, Ch.59, 5K**  
**(Board of Assessors/Council on Aging)**

**ARTICLE LANGUAGE**

To see if the Town will vote to adjust the PROPERTY TAX LIABILITY REDUCED IN EXCHANGE FOR VOLUNTEER SERVICES; PERSONS OVER AGE 60 Ch 59 § 5K and REDUCTION OF PROPERTY TAX OBLIGATION OF VETERAN IN EXCHANGE FOR VOLUNTEER SERVICES, Ch 59 §5N by allowing the maximum reduction of the real property tax bill to be based on 125 volunteer service hours in a given tax year, rather than \$1,500; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To adjust the PROPERTY TAX LIABILITY REDUCED IN EXCHANGE FOR VOLUNTEER SERVICES; PERSONS OVER AGE 60 Ch 59 § 5K and REDUCTION OF PROPERTY TAX OBLIGATION OF VETERAN IN EXCHANGE FOR VOLUNTEER SERVICES, Ch 59 §5N by allowing the maximum reduction of the real property tax bill to be based on 125 volunteer service hours in a given tax year, rather than \$1,500.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                      |
|-----------------------------------------------------|------------------|----------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>No Action</b>     |
|                                                     | QUANTUM OF VOTE: | <b>13-0-1</b>        |
|                                                     | DATE VOTED:      | <b>March 4, 2025</b> |

**MOTION** (Requires a Majority Vote)

Move No Action.

**FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

This article was originally intended to sync up our requirements for the Senior and Veteran tax work off program with State law. Research has since indicated that all we’ve ever done is accept Mass. General Law. Since the law changed and that’s what we adopted, we are still in sync and No Action is necessary.

***The committee voted 13-0-1 to recommend No Action on the subject matter of Article 14.***

~~ END OF ARTICLE ~~

**Article 15  
Community Preservation Act (CPA) Administrative Funds  
(Community Preservation Committee)**

**ARTICLE LANGUAGE**

To see if the Town will vote to appropriate the five (5) percent Administrative Funds from the Community Preservation Fund for use by the Community Preservation Committee (CPC) for administrative expenses in the Fiscal Year 2026, in accordance with M.G.L. Chapter 44B, Section 6, or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To appropriate the five (5) percent Administrative Funds from the Community Preservation Fund for use by the Community Preservation Committee (CPC) for administrative expenses in the Fiscal Year 2026, in accordance with M.G.L. Chapter 44B, Section 6

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                      |
|-----------------------------------------------------|------------------|----------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>Favorable</b>     |
|                                                     | QUANTUM OF VOTE: | <b>13-1-0</b>        |
|                                                     | DATE VOTED:      | <b>March 4, 2025</b> |

**MOTION** (Requires a Majority Vote)

Move that the Town vote to appropriate administrative funds from the Community Preservation Fund for use by the Community Preservation Committee (CPC) for administrative expenses in the Fiscal Year 2026, in the amount of \$73,709.15, as recommended by the Community Preservation Committee.

**FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

Mr. Errickson explained that this motion appropriates Community Preservation Act (CPA) funding for administrative funding. This is the amount that is allowed to be appropriated for that purpose under the law. We have done similar actions in the past. He clarified that this does include the state match in the CPA fund.

*Motions & Debate*

A member asked what the money would be used for. Mr. Errickson said a portion of it would be used for staff support in the CED office. The remainder is for consultant services and legal guidance.

A member asked if this represented a “double” appropriation for the CED position(s). Mr. Gillenwater noted that it is already built in because the full FTE is not appropriated in the budget so we aren’t double appropriating—essentially, it is two half FTEs from different funding sources.

A member asked if Town Meeting would see this twice—to authorize the use of these funds and then to appropriate it for a position. Mr. Errickson said that he believes that this one action is sufficient and they are following examples from other communities.

A member asked if this would be considered revenue of the town. Mr. Errickson said no, it is a separate fund.

A member asked, if you look at the payroll, this person will be on it, but you won’t be able to completely rectify it with the tax levy. Mr. Errickson said that was correct. And that’s not just true here but also of other positions like summer positions funded by revolving funds.

A member noted that the split position came up at the General Government subcommittee meetings, is noted in the Town’s budget book and is a very common practice.

A member noted that this did not say under whose authority the money will be expended. Mr. Errickson said it would be the Community Preservation Committee (CPC). Discussion occurred as to whether we needed Town Counsel’s guidance on making the authority clear in the motion. It was agreed the Committee would vote with the understanding that Town Counsel would review.

***The committee voted 13-1-0 to recommend Favorable Action on the subject matter of Article.***

**~~ END OF ARTICLE ~~**

**Article 16**  
**Amend Zoning Bylaw: Section 326.1 Height**  
**(Planning Board)**

**ARTICLE LANGUAGE**

To see if the Town will vote to amend the Natick Zoning Bylaws by amending Section 326.1 Height; and further amend any other associated sections of the Natick Zoning Bylaws, where applicable; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To amend the Natick Zoning Bylaws by amending Section 326.1 Height; and further amend any other associated sections of the Natick Zoning Bylaws, where applicable.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                       |
|-----------------------------------------------------|------------------|-----------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>Favorable</b>      |
|                                                     | QUANTUM OF VOTE: | <b>12-0-0</b>         |
|                                                     | DATE VOTED:      | <b>March 20, 2025</b> |

**MOTION** (Requires a  $\frac{2}{3}$  Vote)

**Move that the Town vote to**

***amend Section 326.11 by deleting the acronym “HOD” after the words “Height limitations in the” and before the words “shall be as specified for...” and replace with the title “Highway Overlay Districts” to read as follows:***

326.11 Height limitations in the Highway Overlay Districts shall be as specified for the underlying zoning district(s), except as modified below.

***And amend Section 326.12 by deleting Section 326.12 in its entirety; and a new Section 326.12 to read as follows***

326.12 Structures in the Highway Overlay Districts located adjacent to residential zoning districts or residential uses shall have a maximum height as follows:

| <u>Distance from Residential Use/District Building Height</u> | <u>Maximum</u> |
|---------------------------------------------------------------|----------------|
| less than 50 feet                                             | 30 feet        |
| equal to or greater than 50 but less than 200 feet            | 40 feet        |
| equal to or greater than 200 but less than 300 feet           | 50 feet        |

equal to or greater than 300 but less than 400 feet  
equal to or greater than 400 feet

60 feet  
75 feet

**Amend Section 326.13 by deleting “Development” after the words “For a Regional Center Mixed-Use” and before the words “, the height limitation for shopping mall...” and replacing with “(RCP) Overlay District; deleting the words “Regional Center Mixed-Use Development” after the words “The residential buildings in a” and before the words “shall conform to the following limitations:...” and replace with the words “RCP Overlay District” to read as follows:**

326.13 For a Regional Center Mixed-Use (RCP) Overlay District , the height limitation for shopping mall buildings shall be 80 feet measured from the adjacent average finished grade. The residential buildings in a RCP Overlay District shall conform to the following limitations: Any building or portion thereof located less than 400 feet from a public way shall not exceed more than eighty (80) feet in height measured from the adjacent averaged finished grade. For buildings located more than 400 feet from a public way:

(Art. 1, Fall S.T. M. #1, 10/18/2005)

|                                                                                                                     |                                                                                                                                                                                                                                                       |
|---------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| No more than 40% of the roof area of the building shall exceed:                                                     | 85 feet measured from the center line of the adjacent public way and 105 feet measured from the averaged finished grade adjacent to the building                                                                                                      |
| No more than 20% of the roof area of such a building shall exceed:                                                  | 100 feet measured from the center line of the adjacent public way and 120 feet measured from the averaged finished grade adjacent to the building and provided the roof area within such height limit is set back at least 600 feet from a public way |
| Other than as authorized under Section IV-A.5 of the General Requirements, no portion of the building shall exceed: | 120 feet measured from the center line of the adjacent public way and 140 feet measured from the averaged finished grade adjacent to the building                                                                                                     |

**And amend Section 326.14 by inserting the words “Mall Center” after the words “In an” and before the words “MC Overlay District...”; add “( )” around the acronym “MC” in the first sentence of Section 326.14; and delete the word “Development” after the words “(except in the case of a Regional Center Mixed-Use” and before the words “), no building or portion...” and replace with “(RCP) Overlay District” to read as follows:**

326.14 In an Mall Center (MC) Overlay District (except in the case of a Regional Center Mixed-Use (RCP) Overlay District), no building or portion thereof shall exceed more than eighty (80) feet in height.

(Art. 1, Fall S.T.M. #1, 10/18/2005)

***And further amend Section 326.14, by deleting the table with the top row in its entirety that reads “Distance from Residential Use/District Maximum Building Height”***

#### **FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

Amanda Loomis, Director of Community and Economic Development, presented this Article and explained that Article 16 is intended to clarify the height regulations on certain projects. The purpose is to update the language and titles to simplify things and make it easier to see what height requirements apply to which projects. Members confirmed that there are no substantive changes to the regulations or limits.

***The committee voted 12-0-0 to recommend Favorable Action on the subject matter of Article 16.***

**~~ END OF ARTICLE ~~**

**Article 17**  
**Amend Zoning Bylaws: Flood Plain District**  
**(Town Administrator)**

**ARTICLE LANGUAGE**

To see if the Town will vote to amend the Natick Zoning Bylaws by amending § III-A.3 Flood Plain District; amend Section 200 – Definitions; and further amend any other associated sections of the Natick Zoning Bylaws, where applicable; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To amend the Natick Zoning Bylaws by amending § III-A.3 Flood Plain District; amend Section 200 – Definitions; and further amend any other associated sections of the Natick Zoning Bylaws, where applicable.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                          |
|-----------------------------------------------------|------------------|--------------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>No Recommendation</b> |
|                                                     | QUANTUM OF VOTE: | <b>6-3-1</b>             |
|                                                     | DATE VOTED:      | <b>March 18, 2025</b>    |

**MOTION** (Requires a 2/3 Vote)

**Part 1: Move that the Town vote to delete § III-A.3 Floodplain District, in its entirety; add a new § III-A.3 Floodplain District, to read as follows:**

**III-A.3 FLOODPLAIN DISTRICT**

**1. Purpose**

The purpose of the Floodplain District is to insure public safety through reducing the threats to life and personal injury; eliminate new hazards to emergency response officials; prevent the occurrence of public emergencies resulting from water quality, contamination, and pollution due to flooding; avoid the loss of utility services which if damaged by flooding would disrupt or shut down the utility network and impact regions of the community beyond the site of flooding; eliminate costs associated with the response and cleanup of flooding conditions, and reduce damage to public and private property resulting from flooding waters.

**2. Location of Floodplain District**

The Floodplain District is herein established as an overlay district for all areas identified in § III-A.3.2 of this Bylaw.

- a. All areas shown as being within the 100-year floodplain on the TOWN OF NATICK

DRAINAGE STUDY, 100-YEAR FLOOD PLAIN MAP, 1" equals 100', September 1979 by Coffin & Richardson, Inc., Engineers, Boston, Massachusetts. As further described in the Drainage Report, Natick Massachusetts, September 1979 prepared by Coffin & Richardson.

- b. The Floodplain District includes all special flood hazard areas designated on the Middlesex County's Flood Insurance Rate Map (FIRM) issued by the Federal Emergency Management Agency (FEMA) for the administration of the National Flood Insurance Program (NFIP). The map panels of the Middlesex County FIRM that are wholly or partially within the Town are panel numbers 25017C0509F, 25017C0517F, 25017C0519F, dated July 7, 2014; and panel numbers 25017C0528G, 25017C0529G, 25017C0536G, 25017C0537F, 25017C0538G, 25017C0539F, 25017C0543F, and 25017C0652F, effective dated July 8, 2025.
- c. The exact boundaries of the Floodplain District shall be defined by the 1 percent chance base flood elevations shown on the FIRM and further defined by the Middlesex County Flood Insurance Study (FIS) reports, dated effective date July 8, 2025. The effective FIRM and FIS reports are incorporated herein by reference and are on file with the Town Clerk, Planning Board, Building Commissioner, Conservation Commission and the Department of Public Works, and available on the Town website.
- d. In the event of any discrepancy between the above delineations of the 100-year flood plain, the Building Inspector, after consultation with the Natick Conservation Commission, shall determine which map will apply. The Natick Drainage Study can only be used in areas where the Base Flood Elevations are equal to or more restrictive than the FIRM and FIS.

### 3. Community Flood Plain Administrator

The Town Administrator shall designate an official Floodplain Administrator and a deputy Floodplain Administrator for the Town of Natick hereby.

### 4. Permitting Requirements

- a. The Town requires permits for all construction or development within the Floodplain District, including New Construction or changes to existing Buildings, placement of manufactured Structures, placement of agricultural facilities, fences, sheds, storage facilities or drilling, mining, paving and any other development that might increase flooding or adversely impact flood risks to other properties.
- b. All constriction and developments in the Floodplain District, including structural and non-structural activities, whether permitted As of Right or by Special Permit, must comply with MGL c 131, § 40 and with the following:
  - i. Massachusetts State Building Code which addresses floodplain and coastal high hazard areas (780 CMR, as amended);
  - ii. Wetlands Protection Regulations, Department of Environmental Protection (DEP) (310 CRM 10.00, as amended);
  - iii. Inland Wetlands Restriction, DEP (310 CMR 13.00, as amended); and
  - iv. Minimum Requirements for the Subsurface Disposal of Sanitary Sewage, DEP (310 CMR 15, Title 5, as amended).
- c. The Town's permit review process includes the requirement that the proponent obtain all Federal, State, and local permits that will be necessary to carry out the proposed development in the Floodplain District. The proponent must acquire all necessary permits and must demonstrate that all necessary permits have been acquired prior to the issuance of a Building Permit.

## 5. Floodway Encroachment

In Zones A, A1-30, and AE, along watercourses that have not had a regulatory floodway designated, the best available Federal, State, local, or other floodway data shall be used to prohibit encroachments in floodways which would result in any increase in flood levels within the community during the occurrence of the base flood discharge.

In Zones A1-30 and AE, along watercourses that have a regulatory floodway designated on the Town's FIRM encroachments are prohibited, including fill, New Construction, substantial improvements, and other development within the adopted regulatory floodway unless it has been demonstrated through hydrologic and hydraulic analyses performed in accordance with standard engineering practice that the proposed encroachment would not result in any increase in flood levels within the community during the occurrence of the base flood discharge.

## 6. Unnumbered A Zones

In A Zones, in the absence of FEMA Base Flood Elevation ("BFE") data and floodway data, the Town will obtain, review, and reasonably utilize base flood elevation and floodway data available from a Federal, State, or other source as criteria for requiring New Construction, substantial improvements, or other development in Zone A and as the basis for elevating residential structures to or above base flood level, for floodproofing, or elevating nonresidential structures to or above base flood level, and for prohibiting encroachments in floodways.

The Town may require a Peer Review Consultant to deem necessary to determine base flood elevation.

## 7. AO and AH Zones Drainage Requirements

Within Zones AO and AH on the FIRM, adequate drainage paths must be provided around Structures on slopes, to guide floodwater around and away from Buildings and Structures.

## 8. Subdivision Proposals and Base Flood Elevation

- a. All subdivision proposals and development proposals in the Floodplain District shall be reviewed to assure that:
  - i. Such proposals minimize flood damage.
  - ii. Public utilities and facilities are located & constructed to minimize flood damage.
  - iii. Adequate drainage is provided.
- b. When proposing subdivisions or other developments greater than 50 lots or 5 acres (whichever is less), the proponent must provide technical data to determine base flood elevations for each developable parcel shown on the design plans.

## 9. Recreational Vehicles

In A, A1-30, AH, AO, AE Zones, all Recreational Vehicles to be placed on a site must be elevated and anchored in accordance with the zone's regulations for foundation and elevation requirements or be on the site for less than 180 consecutive days or be fully licensed and highway ready.

## 10. Watercourse Alterations or Relocations in Riverine Areas

In a riverine situation, the Conservation Agent shall notify the following groups or individuals of any alteration or relocation of a watercourse:

- Adjacent Communities, especially upstream and downstream
- Bordering States, if affected

- NFIP State Coordinator, Massachusetts Department of Conservation and Recreation
- NFIP Program Specialist, Federal Emergency Management Agency, Region I

#### 11. Requirement to Submit New Technical Data

If the Town acquires data that changes the base flood elevation in the FEMA mapped Special Flood Hazard Areas, the Town will, within 6 months, notify FEMA of these changes by submitting the technical or scientific data that supports the change(s.) Notification shall be submitted to:

- NFIP State Coordinator, Massachusetts Department of Conservation and Recreation
- NFIP Program Specialist, Federal Emergency Management Agency, Region I

#### 12. Variances to Building Code Floodplain Standards

The Town will request from the State Building Code Appeals Board a written copy of the portion of the hearing related to the variance and will maintain this record in the community's files.

The Town shall also issue a letter to the property owner regarding potential impacts to the annual premiums for the flood insurance policy covering that property, in writing over the signature of a community official that

- a. the issuance of a variance to construct a structure below the base flood level will result in increased premium rates for flood insurance up to amounts as high as \$25 for \$100 of insurance coverage; and
- b. such construction below the base flood level increases risks to life and property.

Such notification shall be maintained with the record of all variance actions for the referenced development in the Floodplain District.

#### 13. Variance of the Natick Zoning Bylaws

As related to community compliance with the National Flood Insurance Program (NFIP), a variance from these floodplain bylaws must meet the requirements set out by State law, and may only be granted if:

- a. Good and sufficient cause and exceptional non-financial hardship exist;
- b. the variance will not result in additional threats to public safety, extraordinary public expense, or fraud or victimization of the public; and
- c. the variance is the minimum action necessary to afford relief.

#### 14. Abrogation and Greater Restriction

The floodplain management regulations found in this Floodplain Overlay District section shall take precedence over any less restrictive conflicting local laws, ordinances or codes.

#### 15. Local Enforcement

Enforcement of the Floodplain District Bylaw follows enforcement procedures for the Massachusetts Wetlands Protection Act (310 CMR 10.00).

The Natick Conservation Commission shall issue an Enforcement Order per 310 CMR 10.08 for Floodplain District violations requiring appropriate mitigation to rectify the violation. Notice of the Enforcement Order shall also be provided to the Building Commissioner and any other permitting authorities on the subject Lot and/or project.

16. DISCLAIMER OF LIABILITY

The degree of flood protection required by this bylaw [ordinance] is considered reasonable but does not imply total flood protection.

17. Severability

If any section, provision or portion of this bylaw is deemed to be unconstitutional or invalid by a court, the remainder of the ordinance shall be effective.

**Part 2: And further to amend Section 200 – Definitions by amending the definition for “Peer Review Consultant” and adding new definitions for “Development” “Flood Boundary and Floodway Map” “Flood Hazard Boundary Map (FHBM)” “Floodway” “Functionally Dependent Use” “Highest Adjacent Grade” “Historic Structure” “New Construction” “Recreational Vehicle” “Special Flood Hazard Area” “Start of Construction” “Structure” “Substantial Repair of a Foundation” “Variance” “Violation” (to be placed into Section 200 – Definitions in alphabetical order), to read as follows:**

**PEER REVIEW CONSULTANT:** A professional consultant hired by the Planning Board, Zoning Board of Appeals (ZBA), or other reviewing authority of the Town, pursuant to MGL c. 44, § 53G. (Art. 23, 2024 Spring ATM, 05/09/2024)

**DEVELOPMENT** means any man-made change to improved or unimproved real estate, including but not limited to building or other structures, mining, dredging, filling, grading, paving, excavation or drilling operations or storage of equipment or materials. [US Code of Federal Regulations, Title 44, Part 59]

**FLOOD BOUNDARY AND FLOODWAY MAP** means an official map of a community issued by FEMA that depicts, based on detailed analyses, the boundaries of the 100-year and 500-year floods and the 100-year floodway. (For maps done in 1987 and later, the floodway designation is included on the FIRM.)

**FLOOD HAZARD BOUNDARY MAP (FHBM.)** An official map of a community issued by the Federal Insurance Administrator, where the boundaries of the flood and related erosion areas having special hazards have been designated as Zone A or E. [US Code of Federal Regulations, Title 44, Part 59]

**FLOODWAY.** The channel of the river, creek or other watercourse and the adjacent land areas that must be reserved in order to discharge the base flood without cumulatively increasing the water surface elevation more than a designated height. [Base Code, Chapter 2, Section 202]

**FUNCTIONALLY DEPENDENT USE** means a use which cannot perform its intended purpose unless it is located or carried out in close proximity to water. The term includes only docking facilities, port facilities that are necessary for the loading and unloading of cargo or passengers, and ship building and ship repair facilities, but does not include long-term storage or related manufacturing facilities. [US Code of Federal Regulations, Title 44, Part 59] Also [Referenced Standard ASCE 24-14]

HIGHEST ADJACENT GRADE means the highest natural elevation of the ground surface prior to construction next to the proposed walls of a structure. [US Code of Federal Regulations, Title 44, Part 59]

HISTORIC STRUCTURE means any structure that is:

- a. Listed individually in the National Register of Historic Places (a listing maintained by the Department of Interior) or preliminarily determined by the Secretary of the Interior as meeting the requirements for individual listing on the National Register;
- b. Certified or preliminarily determined by the Secretary of the Interior as contributing to the historical significance of a registered historic district or a district preliminarily determined by the Secretary to qualify as a registered historic district;
- c. Individually listed on a state inventory of historic places in states with historic preservation programs which have been approved by the Secretary of the Interior;  
or
- d. Individually listed on a local inventory of historic places in communities with historic preservation programs that have been certified either:
  - (1) By an approved state program as determined by the Secretary of the Interior or
  - (2) Directly by the Secretary of the Interior in states without approved programs. [US Code of Federal Regulations, Title 44, Part 59]

NEW CONSTRUCTION. Structures for which the start of construction commenced on or after the effective date of the first floodplain management code, regulation, ordinance, or standard adopted by the authority having jurisdiction, including any subsequent improvements to such structures. *New construction includes work determined to be substantial improvement.* [Referenced Standard ASCE 24-14]

RECREATIONAL VEHICLE means a vehicle which is:

- Built on a single chassis;
- 400 square feet or less when measured at the largest horizontal projection;
- Designed to be self-propelled or permanently towable by a light duty truck;  
and
- Designed primarily not for use as a permanent dwelling but as temporary living quarters for recreational, camping, travel, or seasonal use.

[US Code of Federal Regulations, Title 44, Part 59]

REGULATORY FLOODWAY - see FLOODWAY.

SPECIAL FLOOD HAZARD AREA. The land area subject to flood hazards and shown on a Flood Insurance Rate Map or other flood hazard map as Zone A, AE, A1-30, A99, AR, AO, AH. [Base Code, Chapter 2, Section 202]

**START OF CONSTRUCTION.** The date of issuance for new construction and substantial improvements to existing structures, provided the actual start of construction, repair, reconstruction, rehabilitation, addition, placement or other improvement is within 180 days after the date of issuance. The actual start of construction means the first placement of permanent construction of a building (including a manufactured home) on a site, such as the pouring of a slab or footings, installation of pilings or construction of columns.

Permanent construction does not include land preparation (such as clearing, excavation, grading or filling), the installation of streets or walkways, excavation for a basement, footings, piers or foundations, the erection of temporary forms or the installation of accessory buildings such as garages or sheds not occupied as dwelling units or not part of the main building. For a substantial improvement, the actual "start of construction" means the first alteration of any wall, ceiling, floor or other structural part of a building, whether or not that alteration affects the external dimensions of the building. [Base Code, Chapter 2, Section 202]

**STRUCTURE** Per § III-A.3 of these Zoning Bylaws for the purposes of floodplain management, a Structure shall be a walled and roofed building, including a gas or liquid storage tank, that is principally above ground, as well as a manufactured home. [US Code of Federal Regulations, Title 44, Part 59]

**SUBSTANTIAL REPAIR OF A FOUNDATION.** When work to repair or replace a foundation results in the repair or replacement of a portion of the foundation with a perimeter along the base of the foundation that equals or exceeds 50% of the perimeter of the base of the foundation measured in linear feet, or repair or replacement of 50% of the piles, columns or piers of a pile, column or pier supported foundation, the building official shall determine it to be substantial repair of a foundation. Applications determined by the building official to constitute substantial repair of a foundation shall require all existing portions of the entire building or structure to meet the requirements of 780 CMR. [As amended by MA in 9th Edition BC]

**VARIANCE** Per § III-A.3 of these Zoning Bylaws for the purposes of floodplain management, a Variance shall mean a grant of relief by a community from the terms of a flood plain management regulation. [US Code of Federal Regulations, Title 44, Part 59]

**VIOLATION** Per § III-A.3 of these Zoning Bylaws for the purposes of floodplain management, Violation shall mean the failure of a structure or other development to be fully compliant with the community's flood plain management regulations. A structure or other development without the elevation certificate, other certifications, or other evidence of compliance required in §60.3 is presumed to be in violation until such time as that documentation is provided. [US Code of Federal Regulations, Title 44, Part 59]

## FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION

Ms. Claire Rundelli, Environmental Planner and Conservation Agent, presented the article and explained that it would amend the Floodplain overlay by-law. This is proposed for adoption to be in the National Flood Insurance program so that residents in those zones can be eligible. The flood plain areas are all closely tied to our water bodies in town.

This update would bring our by-law back into compliance with FEMA's updated maps. The state also has a model by-law that has been updated recently and this update will also bring Natick's by-law into compliance with that. The proposal in the motion has been approved by all the appropriate agencies.

A committee member asked if there had been a Planning Board hearing on this. Ms. Rundelli confirmed that there was such a hearing on February 26. They voted to recommend it to Town Meeting. The member noted that he had difficulty finding definitions for the term "Community Flood Plain Administrator." Ms. Rundelli said that was not in the by-law but she thinks it is in Mass General Law. She said the Town Administrator has been identified as the person in that role, though it can be delegated. The member further asked whether the person in this role would have an "Implied Right of Trespass" and whether there are limitations on this person's enforcement authority. Ms. Rundelli noted that the model by-law recommends using existing enforcement procedures. Ms. Rundelli thought the Wetlands Protection Act procedures made the most sense to mimic in this situation because any violations of this by-law would also be Wetlands Protection Act violations.

The member asked if it was possible to add a definition to the by-law given how important this position is. Ms. Rundelli said she would reach out to the state about that. [Note: after the meeting, Ms. Rundelli supplied the definition appearing in the National Flood Insurance Program - below]

FEMA does not define the term but the contact from the National Flood Insurance Program provided the following description of duties:

*"Designate the official responsible to submit a report to the Federal Insurance Administrator concerning the community participation in the Program, including, but not limited to the development and implementation of floodplain management regulations. [44CFR 59.22 (b)]*

*The community must designate by title one person to act as the community's floodplain administrator (sometimes referred to as the FPA.). This is so that FEMA can use this information in their local contacts database, and so that this person can act on behalf of the community when implementing certain tasks under the National Flood Insurance Program. For example, the local FPA would sign the Community Acknowledgement Form when a property owner wishes to file for a Letter of Map Revision (LOMR).*

*The designation refers to a local staff position and can be anyone with the local authority to assure that the community is meeting its obligations as a participant in the National Flood Insurance Program. The FPA does not need to be someone who is directly involved in local development, but it should be someone who has at least a general concept of NFIP requirements and of the community's obligations under the Program.*

*Typically, across the nation the FPA can be a building commissioner, town manager, town engineer, director of planning, environmental planner, etc.*

*Typical duties of an FPA include but are not limited to:*

- a) Understanding the regulations for development in the floodplain overlay district*
- b) Ensuring that permits are applied for when development of any kind is proposed in the floodplain overlay district*
- c) Involvement with the permit process and/or permit application review for development in the floodplain overlay district*
- d) Coordinating with other local departments such as public works, stormwater/ engineering, planning & zoning, conservation commission, or housing*
- e) Notifying adjacent communities prior to alteration of a watercourse*
- f) Dealing with compliance issues and enforcement actions such as correcting violations, or working with the appropriate local staff to correct violations*
- g) Maintaining records of floodplain development, and keeping FEMA current and historic maps available for public inspection"*

## WHERE IS THE FLOODPLAIN?

- Blue crosshatching represents the 1% Annual Chance Flood Hazard, or 100-year flood zone
- Orange striping represents the 0.2% Annual Chance Flood Hazard, or 500-year flood zone
  - Usually not regulated!

Generally, properties within the 100-year flood zone are required to have flood insurance.

The 100-year flood zone is also the area which falls under the Wetlands Protection Act jurisdiction as Bordering Land Subject to Flooding.

Any work in the 100-year flood zone is required to comply with wetland performance standards and the state building code.



## WHAT DOES THE UPDATE MEAN FOR NATICK?

- Brings current bylaw and definitions into compliance with Model Bylaw which allows Natick to meet requirements of the National Flood Insurance Program.
- Updates FIRM Panels and FIS Reports effective dates to reflect newly approved maps and panels. When implementing the Wetlands Protection Act Regulations (310 CMR), generally the most recent data is used for determining resource area limits, so the Conservation Commission has been using the Preliminary Data since it became available in 2023.
- That is it! There are no changes to the processes or permits required for projects proposed within the regulatory floodplains.

***The committee voted 6-3-1 to support the article. However, since Natick by-laws require a minimum of 8 votes to make a recommendation, the Finance Committee has No Recommendation on the subject matter of Article 17.***

~~ END OF ARTICLE ~~

**Article 18**  
**Amend Zoning Bylaws: Accessory Dwelling (ADU), Gross Floor Area**  
**(Town Administrator)**

**ARTICLE LANGUAGE**

To see if the Town will vote to amend the Natick Zoning Bylaws by amending Section 200 – Definitions, Gross Floor Area and Accessory Dwelling Units Gross Floor Area; amending § III-M Accessory Dwelling Unit regarding Gross Floor Area; and further amend any other associated sections of the Natick Zoning Bylaws, where applicable; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To amend the Natick Zoning Bylaws by amending Section 200 – Definitions, Gross Floor Area and Accessory Dwelling Units Gross Floor Area; amending § III-M Accessory Dwelling Unit regarding Gross Floor Area; and further amend any other associated sections of the Natick Zoning Bylaws.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                          |
|-----------------------------------------------------|------------------|--------------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>No Recommendation</b> |
|                                                     | QUANTUM OF VOTE: | <b>7-5-0</b>             |
|                                                     | DATE VOTED:      | <b>March 20, 2025</b>    |

**MOTION** (Requires a  $\frac{2}{3}$  Vote)

***Move to amend the Natick Zoning Bylaws, by amending Section 200 - Definitions, by amending the definition for “Gross Floor Area” by adding a new sentence “The Gross Floor Area of a Principal One-Family Dwelling or an Accessory Dwelling Unit (ADU), shall be calculated per 760 CMR 71.00, as amended.” to the end of the existing definition; and by deleting the definition Gross Floor Area, Accessory Dwelling Unit, to read as follows***

**Gross Floor Area:** The sum of the areas of all stories of a building measured from the exterior faces of the exterior walls or from the centerline of walls separating two buildings, including any floor area below grade when usable for residential, office, business, storage, industrial, or other purposes, but excluding any area used exclusively for heating, air conditioning or other mechanical equipment which services the building, and excluding floor area intended or designed for off-street parking. The Gross Floor Area of a Principal One-Family Dwelling or an Accessory Dwelling Unit (ADU), shall be calculated per 760 CMR 71.00, as amended. ~

***and amend § III-M Accessory Dwelling Unit of the Natick Zoning Bylaws, by adding a new §III-M.2.d. “The gross floor area of the Principal One-Family Dwelling or the ADU outlined in § III-M of these Zoning Bylaws shall be calculated per 760 CMR 71.00, as amended” to read as follows***

2. Massachusetts General Law (MGL)
  - a. ADUs are permitted As of Right per Massachusetts General Laws (MGL), Chapter (c) 40A, § 3.
  - b. The Town has established §III-M of these Zoning Bylaws to provide guidance and to reasonably regulate the construction of ADUs within single-family zoning districts.
  - c. No ADU unit may be utilized as Short-term Rental.
  - d. The gross floor area of the Principal One-Family Dwelling or the ADU outlined in § III-M of these Zoning Bylaws shall be calculated per 760 CMR 71.00, as amended.

## **FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

CED Director Loomis presented, and noted that Article 18 had not had its Planning Board public hearing. At the Fall 2024 Town Meeting, Natick created its own accessory dwelling unit By-law to regulate within the new state As-of-Right allowance of Accessory Dwelling Units (ADUs). However, the state has changed the definition of gross floor area in its regulations. This definition is different from the By-law Natick adopted. This article will change the By-law to adopt the state’s regulatory definition of gross floor area. Essentially, the difference is that our current By-law measures gross floor area to the edge of the exterior of the wall, while the state regulation requires the measurement to go to the edge of the interior of the wall. The method of measuring gross floor area is the only modification proposed.

A committee member asked if the area calculations in the state regulation are being broadly changed, or if the scope of the state’s changes are limited to ADUs. Director Loomis indicated that the change is limited to ADUs. A member asked if this would impact whether projects get built. Ms. Loomis said probably not, and, in fact, this change would allow slightly larger ADUs because the wall no longer counts in calculating the maximum gross floor area.

A committee member expressed his general objections. He noted that zoning was created to protect mutual interests of the community. The concept from the state that they have decided that single family zoning essentially no longer exists is not good, in his view. He feels that this is a further step in the wrong direction by defining this term completely separate from the building code. He said he wants to know where our local delegation is in preventing this from happening - and feels that Town Meeting should express that this should not be happening.

The motion failed by a vote of 7-5-0.



## ARTICLE 18 ACCESSORY DWELLING UNIT (ADU)

### **Warrant Language**

To see if the Town will vote to amend the Natick Zoning Bylaws by amending Section 200 – Definitions, Gross Floor Area and Accessory Dwelling Units Gross Floor Area; amending § III-M Accessory Dwelling Unit regarding Gross Floor Area; and further amend any other associated sections, where applicable; or act in any other manner in relation thereto.

### **Goal of Article 18**

Align ADU regulation in Natick with required ADU Regulations adopted by the State (760 CMR 71.00)

### **Accessory Dwelling Unit (ADU) Amendments**

Article 20, at the Fall Annual Town Meeting – October 24, 2024

### **Breakdown of Article 18**

1. Amend definition "Gross Floor Area" and delete definition "Gross Floor Area, Accessory Dwelling Unit"
2. Add a new Sub-section d. to Section III-M.2

***The committee voted 7-5-0 in favor of a recommendation. However, the Finance Committee requires 8 votes for any recommendation. Therefore, the committee has No Recommendation on the subject matter of Article 18.***

**~~ END OF ARTICLE ~~**

**Article 19**  
**Amend Zoning Bylaws and Zoning Map: Indoor Recreational Overlay District**  
**(Planning Board)**

**ARTICLE LANGUAGE**

To see if the Town will vote to amend the Natick Zoning Bylaws by amending Section III-L Indoor Recreational Overlay District, and amend any other associated sections of the Natick Zoning Bylaws, where applicable; and further amend the Natick Zoning Map by deleting the Indoor Recreational Overlay District; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To amend the Natick Zoning Bylaws by amending Section III-L Indoor Recreational Overlay District, and amend any other associated sections of the Natick Zoning Bylaws, where applicable; and further amend the Natick Zoning Map by deleting the Indoor Recreational Overlay District

**FINANCE COMMITTEE RECOMMENDATION**

|                                                  |                  |                          |
|--------------------------------------------------|------------------|--------------------------|
| The Finance Committee took the following action: | RECOMMENDATION:  | <b>No Recommendation</b> |
|                                                  | QUANTUM OF VOTE: | <b>7-5-0</b>             |
|                                                  | DATE VOTED:      | <b>March 20, 2025</b>    |

**MOTION** (Requires a  $\frac{2}{3}$  Vote)

**Move to:**

***delete Section III-L Indoor Recreational Overlay District in its entirety and replace with the words "Section III-L RESERVED" to read as follows:***

**Section III-L RESERVED**

***And amend the Natick Zoning Map by deleting the Indoor Recreational Overlay District in its entirety from the Natick Zoning Map as presented on the attached Natick Zoning Map.***

**FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

CED Director Loomis presented Article 19, and indicated that it is a “cleanup” article. When amending the Use Tables last year, we allowed Indoor Recreational uses to be located within various commercial and industrial districts. This Article would eliminate the Indoor Recreational Overlay district because that is no longer necessary, now that it has been added to the Use Table. The only place this applies is a portion of the East Natick Tech Park - but that Indoor Recreational uses would still be allowed under the prior amendments to the Use Tables made in the fall of 2024.

A committee member objected to the change on the general belief that the use should not be allowed in the Industrial Zone(s). He feels that the best, highest use for properties in those zones should be Industrial, which represents a stronger job and tax base. Other members pointed out that this article doesn’t add uses, but is removing a duplicative zoning overlay. A different member expressed an objection based on area traffic concerns - which also falls outside the scope of removing the zoning overlay.

## ARTICLE 19 INDOOR RECREATIONAL OVERLAY DISTRICT



**Warrant Language**  
To see if the Town will vote to amend the Natick Zoning Bylaws by amending Section III-L Indoor Recreational Overlay District, and amend any other associated sections of the Natick Zoning Bylaws, where applicable; and further amend the Natick Zoning Map by deleting the Indoor Recreational Overlay District; or act in any other manner in relation thereto.

**Goal of Article 19**

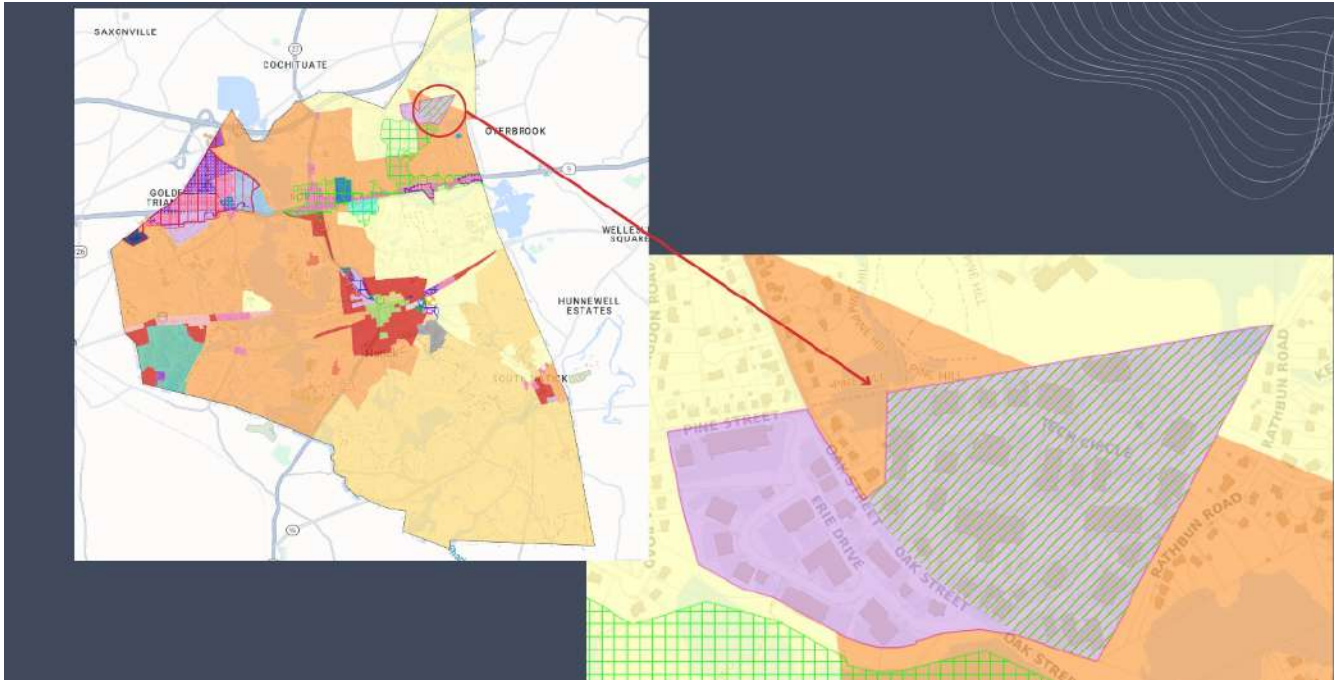
- Update Zoning Bylaws and Map to reflect work associated with the Use Regulation Schedule
- Reduce redundancy and conflict when possible

**Indoor Recreational Overlay District**

- Article 28 of the Fall Town Meeting - October 16, 2028

**Breakdown of Article 19**

1. Delete Section III-L Indoor Recreational Overlay District from the Zoning Bylaws
  - a. Replace with "Section III-L RESERVED"
2. Delete Indoor Recreational Overlay District from the Zoning Map



**For Reference - existing Zoning Bylaws**

**Section 200 - Definitions**

**Indoor Recreational Facility:** A facility designed and equipped for the conduct and instruction of sports and recreation such as ice skating, roller skating, racquet ball, tennis, swimming, golfing, body building, fitness training, swimming pools, field sports (soccer, lacrosse, field hockey, football) and court sports (basketball, tennis, volleyball), boxing, aerobics, yoga, dancing, martial arts, bowling, ball games, miniature golf, or similar customary and usual sports and recreational activities, where all activities are entirely within a structure. Such facility may include the sales of food and drink, which may be located inside or outside of the structure. (Art. 22, Fall ATM, 10/17/2024)

**Section III-A.2, D. Recreational, Amusement, Entertainment Uses**

|                                                                                       |                                   | RG | RM | RS | PCD | AP | DM | CII | INI | INII | H  | CG | HMI <sup>A</sup> | HMI <sup>B</sup> | LC |
|---------------------------------------------------------------------------------------|-----------------------------------|----|----|----|-----|----|----|-----|-----|------|----|----|------------------|------------------|----|
| <b>D. RECREATIONAL, AMUSEMENT, ENTERTAINMENT USES (Art. 22, Fall ATM, 10/17/2024)</b> |                                   |    |    |    |     |    |    |     |     |      |    |    |                  |                  |    |
| D1.                                                                                   | Indoor Recreational Facility      | SP | SP | N  | N   | N  | Y  | Y   | Y   | Y    | N  | Y  | SP               | SP               | Y  |
| D2.                                                                                   | Outdoor Recreational Facility     | SP | SP | SP | N   | N  | SP | SP  | Y   | Y    | SP | SP | SP               | SP               | SP |
| D3.                                                                                   | Indoor Amusement Facility         | N  | N  | N  | N   | N  | Y  | Y   | Y   | Y    | N  | Y  | N                | SP               | Y  |
| D4.                                                                                   | Outdoor Amusement Facility        | N  | N  | N  | N   | N  | N  | SP  | SP  | SP   | N  | SP | N                | SP               | SP |
| D5.                                                                                   | Golf Course                       | SP | SP | SP | N   | N  | N  | SP  | SP  | SP   | N  | N  | SP               | SP               | Y  |
| D6.                                                                                   | Outdoor Driving Range             | N  | N  | SP | N   | N  | N  | SP  | SP  | SP   | N  | N  | SP               | SP               | N  |
| D7.                                                                                   | Theater or Performing Arts Center | N  | N  | N  | N   | N  | N  | SP  | SP  | SP   | N  | SP | N                | N                | N  |
| D8.                                                                                   | Event or Conference Center        | N  | N  | N  | N   | SP | SP | SP  | SP  | SP   | SP | SP | SP <sup>2</sup>  | SP <sup>1</sup>  | SP |
| D9.                                                                                   | Community Center                  | Y  | Y  | Y  | Y   | Y  | Y  | Y   | Y   | Y    | Y  | Y  | Y                | Y                | Y  |
| D10.                                                                                  | Club, Clubhouse, or Lodge         | Y  | N  | SP | SP  | N  | Y  | N   | N   | N    | N  | Y  | N                | N                | Y  |
| D11.                                                                                  | Adult Day Care Facility           | N  | N  | N  | N   | SP | SP | Y   | SP  | SP   | Y  | SP | SP               | SP               | SP |



**The committee voted 7-5-0 in favor of a favorable recommendation. However, the Finance Committee requires a minimum of 8 votes to make any recommendation. Therefore, the committee has NO Recommendation on the subject matter of Article 19.**

**~~ END OF ARTICLE ~~**

**Article 20**  
**Amend Zoning Bylaws: Body Art Establishment**  
**(Planning Board)**

**ARTICLE LANGUAGE**

To see if the Town will vote to amend the Natick Zoning Bylaws by amending Section III-A.2.F9. Body Art Establishment; amend Section 200 – Definitions for Body Art and Personal Services Establishment; and further amend any other associated sections of the Natick Zoning Bylaws, where applicable; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To amend the Natick Zoning Bylaws by amending Section III-A.2.F9. Body Art Establishment; amend Section 200 – Definitions for Body Art and Personal Services Establishment; and further amend any other associated sections of the Natick Zoning Bylaws, where applicable.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                       |
|-----------------------------------------------------|------------------|-----------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>Favorable</b>      |
|                                                     | QUANTUM OF VOTE: | <b>12-0-0</b>         |
|                                                     | DATE VOTED:      | <b>March 20, 2025</b> |

**MOTION** (Requires a  $\frac{2}{3}$  Vote)

**Move to**

***Amend Section 200 - Definition by deleting the existing definition “Body Art” and replacing with a new definition “Body Art” to read as follows:***

**Body Art:** The practice of physical body adornment by permitted establishments and practitioners using, but not limited to, the following techniques: body piercing, tattooing, cosmetic tattooing, permanent cosmetics, branding and/or scarification. This definition shall not include practices that are considered medical procedures by the Board of Registration in Medicine in the Commonwealth, such as implants under the skin, which shall be performed in a Body Art Establishment.

***and amend the Use Regulation Schedule, § III-A.2.F9 Body Art Establishments by***

- ***deleting “SP” for the DM Zoning District and replacing with “Y”***
- ***deleting “N” for the C-II, CG, LC Zoning Districts and replacing with “Y”***
- ***deleting “N” for the IN-I and IN-II Zoning Districts and replacing with “SP”***
- ***deleting “N” for the HMI<sup>a</sup> and HMI<sup>b</sup> and replacing with “SP<sup>2</sup>”***

**to read as follows:**

| <b>F. RETAIL OR CONSUMER SERVICE ESTABLISHMENT USES (Art. 22, Fall ATM, 10/17/2024)</b> |                                                                              |           |           |           |            |           |                |            |            |                  |          |           |                        |                        |                |
|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------|-----------|-----------|-----------|------------|-----------|----------------|------------|------------|------------------|----------|-----------|------------------------|------------------------|----------------|
|                                                                                         |                                                                              | <b>RG</b> | <b>RM</b> | <b>RS</b> | <b>PCD</b> | <b>AP</b> | <b>D<br/>M</b> | <b>CII</b> | <b>INI</b> | <b>INI<br/>I</b> | <b>H</b> | <b>CG</b> | <b>HMI<sup>a</sup></b> | <b>HMI<sup>b</sup></b> | <b>L<br/>C</b> |
| F9.                                                                                     | Body Art Establishments <sup>4</sup><br>(Art. 37, Spring A.T.M.,<br>4/24/01) | N         | N         | N         | N          | N         | Y              | Y          | SP         | SP               | N        | Y         | SP <sup>2</sup>        | SP <sup>2</sup>        | Y              |

4 Body Art Establishments: Body Art Establishments shall be allowable only on parcels of land situated within the Regional Corridor (RC) Overlay District and the Downtown Mixed Use (DM) Zoning District upon the grant of a special permit by the Planning Board acting as a Special Permit Granting Authority (SPGA). This use is prohibited on all parcels which are not located totally within the RC overlay district or the DM district and specifically prohibited on any premises zoned Highway Mixed Use III (HM-III), even if said HM-III premises are overlaid by the RC zoning district. (Art. 22, Fall ATM, 10/17/2024)

**and amend the Use Regulation Schedule, §III-A.2 by deleting the “4” endnote reference from §III-A.2.F9 Body Art Establishment, and further deleting endnote “4 Body Art Establishments: Body Art Establishments shall be allowable only on parcels of land situated within the Regional Corridor (RC) Overlay District and the Downtown Mixed Use (DM) Zoning District upon the grant of a special permit by the Planning Board acting as a Special Permit Granting Authority (SPGA). This use is prohibited on all parcels which are not located totally within the RC overlay district or the DM district and specifically prohibited on any premises zoned Highway Mixed Use III (HM-III), even if said HM-III premises are overlaid by the RC zoning district. (Art. 22, Fall ATM, 10/17/2024)” in its entirety to read as follows:**

| <b>F. RETAIL OR CONSUMER SERVICE ESTABLISHMENT USES (Art. 22, Fall ATM, 10/17/2024)</b> |                                                                 |           |           |           |            |                |                |                 |            |                  |          |           |                        |                        |                |
|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------|-----------|-----------|-----------|------------|----------------|----------------|-----------------|------------|------------------|----------|-----------|------------------------|------------------------|----------------|
|                                                                                         |                                                                 | <b>RG</b> | <b>RM</b> | <b>RS</b> | <b>PCD</b> | <b>A<br/>P</b> | <b>D<br/>M</b> | <b>CI<br/>I</b> | <b>INI</b> | <b>INI<br/>I</b> | <b>H</b> | <b>CG</b> | <b>HMI<sup>a</sup></b> | <b>HMI<sup>b</sup></b> | <b>L<br/>C</b> |
| F9.                                                                                     | Body Art Establishments<br>(Art. 37, Spring A.T.M.,<br>4/24/01) | N         | N         | N         | N          | N              | Y              | Y               | SP         | SP               | N        | Y         | SP <sup>2</sup>        | SP <sup>2</sup>        | Y              |

- 1 Town House Dwelling shall per permitted through the use of the Open Space Residential Development (OSRD) and Historic Preservation Bylaws
- 2 Such use shall be permitted as an accessory use to a primary use and shall not constitute more than fifty (50) percent of the total floor area of all structures on the Lot (Art. 22, Fall ATM, 10/17/2024)
- 3 Ancillary Outlet shall not be permitted in any Industrial Zones covered by or underlying the Regional Center Overlay District or HOOP Overlay Districts. The Ancillary Outlet Setback from a residential zone to an Ancillary Outlet inclusive of its outside parking and vehicular access is 85 feet. (Art. 28, Spring Town Meeting, 4/14/15; Art. 22, Fall ATM, 10/17/2024)

## FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION

CED Director Loomis presented Article 20, and explained that the goal of this was to update the definition of Body Art to align it with the Board of Health’s definition. The Board of Health is the primary regulator of Body Art establishments, and this article seeks to align with its definitions. This also expands the areas where Body Art establishments are allowed - from a limited area within the Golden Triangle. A citizen petition recently expanded it into Natick Center. At that time, there were questions

about why we were not allowing this in more locations. This article expands Body Art establishments into commercial and industrial districts.

A member asked why a special permit was required for this use in certain places. Director Loomis said the Planning Board thought a lot about this and tried to essentially align this with the Personal Services use and where that is allowed.



## ARTICLE 20 BODY ART ESTABLISHMENT

**Warrant Language**

To see if the Town will vote to amend the Natick Zoning Bylaws by amending Section III-A.2.F9. Body Art Establishment; amend Section 200 – Definitions for Body Art and Personal Services Establishment; and further amend any other associated sections, where applicable; or act in any other manner in relation thereto.

**Goal of Article 20**

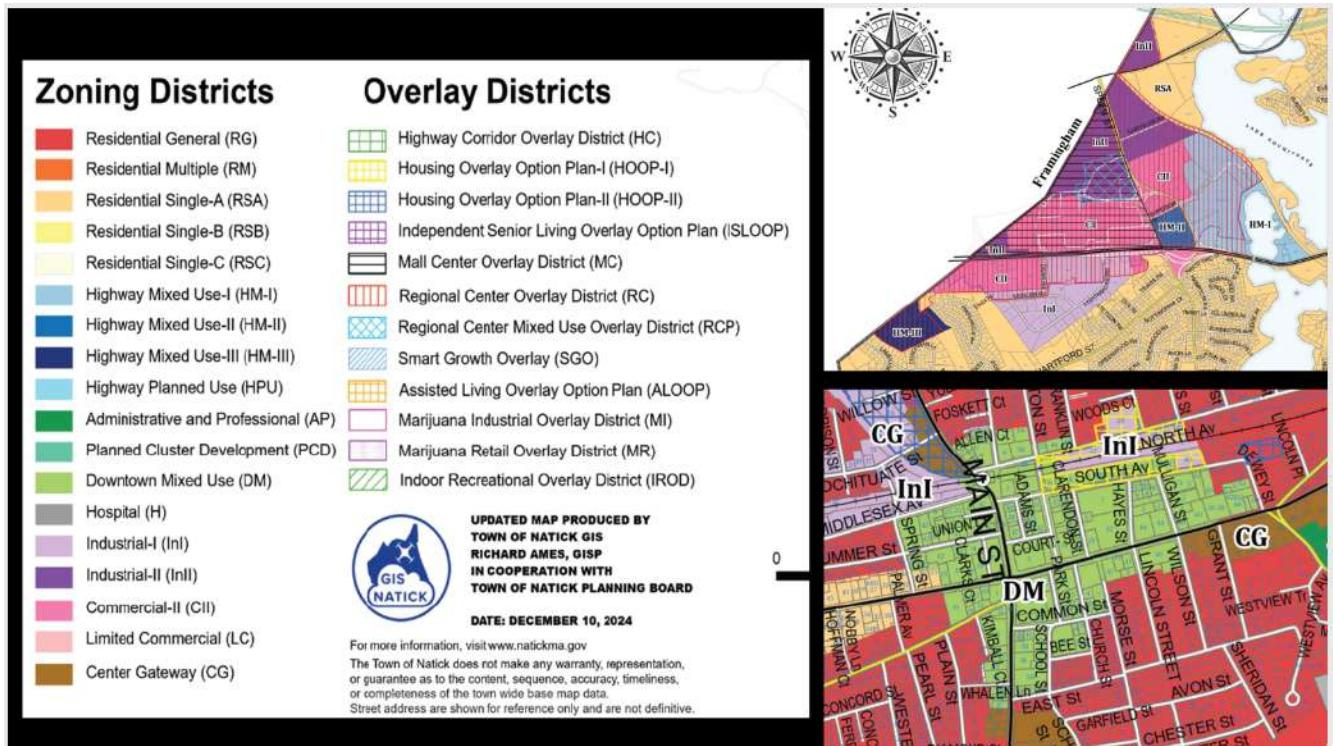
- Align the definition for “Body Art” with the Board of Health “Body Art” definition
- Align Body Art Establishments with Personal Service Establishments

**Body Art Establishment Amendments**

- Article 22, Fall Annual Town Meeting - October 17, 2024
- Article 37, Spring Annual Town Meeting - April 24, 2001

**Breakdown of Article 18**

- Delete existing “Body Art” definition in Section 200 - Definitions and replace with the Board of Health “Body Art” definition
- Update the Use Regulation Schedule Section III-A.2, by amending Use Header F. Retail or Consumer Service Establishment Use, Use Category F9. Body Art Establishments
- Remove Section III-A.2 Use Regulation Schedule endnote “4” regarding “Body Art Establishments”





**Article 21**  
**Amend Zoning Bylaws: Use Regulation Schedule**  
**(Planning Board)**

**ARTICLE LANGUAGE**

To see if the Town will vote to amend the Natick Zoning Bylaws by amending § III-A.2 Use Regulations Schedule (Use Categories within the Use Headers: I. Professional and Medical Office Uses; J. Research and Development, Laboratory, and Technology Uses; K. Manufacturing and Industrial Uses; M. Other Uses); amend Section 200 – Definitions; and further amend any other associated sections of the Natick Zoning Bylaws, where applicable; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To amend the Natick Zoning Bylaws by amending § III-A.2 Use Regulations Schedule (Use Categories within the Use Headers: I. Professional and Medical Office Uses; J. Research and Development, Laboratory, and Technology Uses; K. Manufacturing and Industrial Uses; M. Other Uses); amend Section 200 – Definitions; and further amend any other associated sections of the Natick Zoning Bylaws, where applicable.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                       |
|-----------------------------------------------------|------------------|-----------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>Favorable</b>      |
|                                                     | QUANTUM OF VOTE: | <b>12-0-0</b>         |
|                                                     | DATE VOTED:      | <b>March 20, 2025</b> |

**MOTION** (Requires a  $\frac{2}{3}$  Vote)

**Move to**

***Amend Section 200 - Definitions by deleting the following definitions in their entirety, Professional Office and Health Care Facility, and replacing with new definition “Professional Office” and “Health Care Facility” to read as follows:***

**Health Care Facility** Two (2) or more medical practices, an equivalent aggregation of medical offices, hospital, diagnostic and health care professional offices, dialysis center, imaging center, radiology center operating in the same building or on the same property, which may also contain associated accessory uses such as diagnostic testing facilities, physical therapy, therapeutic or counseling services, pharmacies, medical supply retailers, and similar uses. A Health Care Facility shall not include medical or rehabilitation residential facilities.

**Professional Office** A building or part thereof, for the transaction of business or the provision of services exclusive of the receipt, sale, storage, or processing of

merchandise, including office of a professional, advertising, editing, composition (but not a printer) employment agency, civic or social association, office of a manufacturer's representative or salesperson, and computer software and technology development.

***and amend Section 200 - Definitions by adding new definitions "Animal or Veterinary Hospital" "Business Incubator Space" "Business Training Center" "Laboratory" "Professional Medical Office (Medical, Dental, or Psychiatric Office)" "Research and Development (R&D) to be placed into Section 200 - Definitions in alphabetical order), to read as follows:***

**Animal or Veterinary Hospital** A place where animals or pets are given medical or surgical treatment, and the Boarding of animals is limited to short term care incidental to the use.

**Business Incubator Space** A place where individual small business owners or employees, remote workers, or freelancers can work alongside one another in a common space, or a business incubator, where individuals working to launch a new business can rent space in which to perform office work and access shared resources such as office equipment and other tools and services such as financial counseling and management training. A flex office may also be used for light manufacturing or makerspace.

**Business Training Center** A facility that provides education and training programs designed to enhance skills, knowledge, and attitudes necessary for business success, encompassing various aspects like management, technology, and industry-specific skills.

**Laboratory** A designated area within a building equipped to conduct scientific experiments, tests, investigations, research, prototype manufacture, experimental and testing activities including, but not limited to, the fields of biology, life science, chemistry, electronics, engineering, geology, medicine and physics.

**Professional Medical Office (Medical, Dental, or Psychiatric Office)** A building or individual unit that is occupied by one (1) medical practice, within the building that are designed and used as an office for the diagnosis and treatment of human patients on an outpatient basis that does not include overnight care facilities or licensing as a clinic.

**Research and Development (R&D)** Research, development, and testing conducted in dry labs, wet labs, or other types of facilities related to such fields as chemical, pharmaceutical, medical, electrical, transportation, and engineering, which may include the development of mockups and prototypes but not the manufacture of finished products, provided all activities are conducted within entirely enclosed buildings and produce no noise, smoke, glare, vibration, or odor shall not be detectable beyond the property lines of the property abutting a residential area and shall otherwise comply with the Town's Noise Bylaw.

***and amend § III-A.2 Use Regulation Scheduled by deleting Use Headers and associated Use Categories known as I. Professional and Medical Office Uses, J. Research and Development, Laboratory, and Technology Uses, and M. Other Uses in their entirety; add new Use Headers and associated Use Categories I. Professional and Medical Office Uses, J. Research and Development, Laboratory, and Technology Uses, and M. Other Uses; delete endnotes "t" "u" "v" and "x" in their entirety and replace with new endnotes that read "t***

**RESERVED” “u RESERVED” “v RESERVED” and “x RESERVED” to read as follows:**

|                                                                     |                                                                                                  | RG | R<br>M | RS | PC<br>D | AP | D<br>M | CII | INI | INII | H  | CG | HM<br>I <sup>a</sup> | HM<br>I <sup>b</sup> | LC |
|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|----|--------|----|---------|----|--------|-----|-----|------|----|----|----------------------|----------------------|----|
| <b>I. PROFESSIONAL AND MEDICAL OFFICE USES</b>                      |                                                                                                  |    |        |    |         |    |        |     |     |      |    |    |                      |                      |    |
| I1                                                                  | Professional Office                                                                              | N  | N      | N  | SP      | Y  | Y      | Y   | Y   | SP   | N  | Y  | Y                    | Y                    | Y  |
| I2                                                                  | Business Incubator Space                                                                         | N  | N      | N  | N       | Y  | Y      | Y   | Y   | Y    | Y  | Y  | Y <sup>2</sup>       | Y <sup>2</sup>       | Y  |
| I3                                                                  | Business Training Center                                                                         | N  | N      | N  | N       | SP | Y      | SP  | SP  | SP   | SP | SP | Y <sup>2</sup>       | Y <sup>2</sup>       | Y  |
| I4                                                                  | Professional Medical Office                                                                      | SP | N      | N  | N       | Y  | Y      | Y   | Y   | Y    | Y  | Y  | Y <sup>2</sup>       | Y <sup>2</sup>       | Y  |
| I5                                                                  | Health Care Facility                                                                             |    |        |    |         |    |        |     |     |      |    |    |                      |                      |    |
|                                                                     | a. under 3,500 sq. ft.                                                                           | N  | N      | N  | N       | Y  | Y      | Y   | Y   | Y    | Y  | Y  | Y <sup>2</sup>       | Y <sup>2</sup>       | Y  |
|                                                                     | b. over 3,500 sq. ft. (Art. 12, S.T.M. #1 Jan. 21, 1992)                                         | N  | N      | N  | N       | SP | SP     | SP  | SP  | SP   | SP | Y  | Y <sup>2</sup>       | Y <sup>2</sup>       | SP |
| I6                                                                  | Animal or Veterinary Hospital                                                                    | N  | N      | N  | N       | SP | SP     | Y   | SP  | SP   | Y  | Y  | SP <sup>2</sup>      | SP <sup>2</sup>      | SP |
| <b>J. RESEARCH AND DEVELOPMENT, LABORATORY, AND TECHNOLOGY USES</b> |                                                                                                  |    |        |    |         |    |        |     |     |      |    |    |                      |                      |    |
| J1                                                                  | Research and Development (R&D)                                                                   | N  | N      | N  | N       | SP | Y      | Y   | Y   | Y    | N  | Y  | Y                    | Y                    | Y  |
| J2                                                                  | Laboratory                                                                                       | N  | N      | N  | N       | SP | Y      | Y   | Y   | Y    | Y  | Y  | Y                    | Y                    | Y  |
| J3                                                                  | Renewable or Alternative Energy Research and Development Facilities (Art. 58, Fall ATM 10/20/09) | N  | N      | N  | N       | N  | N      | N   | Y   | Y    | N  | N  | Y                    | Y                    | N  |
| <b>M. OTHER USES</b>                                                |                                                                                                  |    |        |    |         |    |        |     |     |      |    |    |                      |                      |    |
| M 1.                                                                | Accessory Uses (normally incidental to permitted use)                                            | SP | SP     | SP | SP      | SP | SP     | SP  | SP  | SP   | SP | SP | SP                   | SP                   | SP |
| Note: For districts HM-II, HM-III, HPU see Section III              |                                                                                                  |    |        |    |         |    |        |     |     |      |    |    |                      |                      |    |

1 Town House Dwelling shall per permitted through the use of the Open Space Residential Development (OSRD) and Historic Preservation Bylaws

2 Such use shall be permitted as an accessory use to a primary use and shall not constitute more than fifty (50) percent of the total floor area of all structures on the Lot (Art. 22, Fall ATM, 10/17/2024)

3 Ancillary Outlet shall not be permitted in any Industrial Zones covered by or underlying the Regional Center Overlay District or HOOP Overlay Districts. The Ancillary Outlet Setback from a residential zone to an Ancillary Outlet inclusive of its outside parking and vehicular access is 85 feet. (Art. 28, Spring Town Meeting, 4/14/15; Art. 22, Fall ATM, 10/17/2024)

4 Body Art Establishments: Body Art Establishments shall be allowable only on parcels of land situated within the Regional Corridor (RC) Overlay District and the Downtown Mixed Use (DM) Zoning District upon the grant of a special permit by the Planning Board acting as a Special Permit Granting Authority (SPGA). This use is prohibited on all parcels which are not located totally within the RC overlay district or the DM district and specifically prohibited on any premises zoned Highway Mixed Use III (HM-III), even if said HM-III premises are overlaid by the RC zoning district. (Art. 22, Fall ATM, 10/17/2024)

- a Highway Mixed-use - I (HM-I) District, Small Corporate Campus Parcel permitting requirements
- b Highway Mixed-use - I (HM-I) District, Large Corporate Campus Parcel permitting requirements
- c RESERVED
- d RESERVED
- e RESERVED
- f Multi-Family Dwellings and Residential Mixed-use Developments shall comply with § III.E.2 (for projects in DM Zoning District) and § III.EE (for projects in CG Zoning District) of the Natick Zoning Bylaws (Art. 24, Fall ATM, 10/17/2024)
- g RESERVED
- h RESERVED
- i RESERVED
- j RESERVED
- k RESERVED
- l RESERVED
- m RESERVED
- n RESERVED
- o RESERVED
- p RESERVED
- q RESERVED
- r RESERVED
- s In the DM Zoning District radio and TV stations offices are included in this Use Category, while towers are excluded.
- t RESERVED
- u RESERVED
- v RESERVED
- w Such uses are subject to § VI-DD.2 Site Plan Review of the Zoning Bylaw (Art. 23, 2024 Spring ATM, 05/09/2024)
- x RESERVED
- y Use not yet authorized by Town Meeting

**FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

CED Director Loomis presented Article 21 and explained that it amends uses with respect to Professional and Medical Office uses, Research and Development uses, and “Other Uses.”

The article makes updates to both the use regulation schedule and the definitions. She highlighted several major changes:

- In Professional Office uses, she noted that this clearly defines the use. We want to see these in our town in general. This changes to allow this as a matter of right in more places.
- Research and Development, is separated by lab and non-lab research space.
- For “other” use, we kept accessory uses but eliminated other uses that were not needed.

A member suggested consolidating some of the “Reserved” notations to improve readability

***The committee voted 12-0-0 to recommend Favorable Action on the subject matter of Article 21.***

~~ END OF ARTICLE ~~

**Article 22**  
**Amend Town of Natick Bylaws, Article 80: Water Supply Protection**  
**(Town Administrator)**

**ARTICLE LANGUAGE**

To see if the Town will vote to amend the Natick General Bylaws by amending Article 80, Water Supply Protection, to update the provisions relating to nonessential outdoor water use restrictions; or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To amend the Natick General Bylaws by amending Article 80, Water Supply Protection, to update the provisions relating to nonessential outdoor water use restrictions

**FINANCE COMMITTEE RECOMMENDATION**

|                                                     |                  |                          |
|-----------------------------------------------------|------------------|--------------------------|
| The Finance Committee<br>took the following action: | RECOMMENDATION:  | <b>No Recommendation</b> |
|                                                     | QUANTUM OF VOTE: | <b>6-6-0</b>             |
|                                                     | DATE VOTED:      | <b>March 20, 2025</b>    |

**MOTION** (Requires a Majority Vote)

Move that the Town amend Article 80 (WATER SUPPLY PROTECTION) of the Natick General Bylaws by removing the old Article 80 and replacing it with the language set forth below:

**Section 1 Authority**

This by-law is adopted by the Town of Natick under its home rule powers, its police powers to protect public health and welfare and its specific authorization under Sections 21 and 21D of Chapter 40 of the General Laws.

**Section 2 Purpose**

The purpose of this by-law is to protect, preserve, and maintain the public health, safety and welfare whenever there is in force a state of water supply emergency, or whenever nonessential outdoor water use restrictions are deemed necessary, by providing for enforcement of any duly imposed restrictions, requirements, provisions or conditions imposed by the Town or by the Department of Environmental Protection and included in the Town's plan approved by the Department of Environmental Protection to abate the emergency.

### **Section 3 Definitions**

For the purpose of this by-law:

**Enforcement authority** shall mean the Town's Board of Selectmen or its designee, or other Department or Board having responsibility for the operation and maintenance of the water supply, the Health Department, the Town police, special police, and any other locally designated body having police powers.

**State of water supply emergency** shall mean a state of water supply emergency declared by the Department of Environmental Protection pursuant to Chapter 21G and Section 160 of Chapter 111 of the General Laws.

**Nonessential outdoor water use restrictions** shall mean water use restrictions required by Department of Environmental Protection Well Registration Statement or Water Management Permit. See Water Use Restriction policy for details.

### **Section 4**

The following shall apply to all users of water supplies supplied by the Town:

Following notification by the Town of the existence of a state of water supply emergency or nonessential outdoor water use restrictions, no person shall violate any provision, condition, requirement or restriction included in a plan approved by the Department of Environmental Protection which has as its purpose the abatement of a water supply emergency.

Notification of any provision, restriction, requirement, or condition with which users of water supplied by the Town are required to comply to abate a situation of water supply emergency shall be sufficient for purposes of this by-law if it is published in a newspaper of general circulation within the Town or by such other notice as is reasonably calculated to reach and inform all users of the Town supply.

The Select Board is hereby authorized to promulgate rules and regulations, and amendments thereto, regarding protection of the Town of Natick's public water supply system, including without limitation preventing of cross connections, unauthorized use, unauthorized use of fire hydrants, and tampering of water meters or any other part of the Town of Natick public water supply system.

### **Section 5 Penalty**

Any person or entity who violates this by-law shall be liable to the Town in the amount of \$50.00 for the first violation and \$100.00 for each subsequent violation which shall inure to the Town for such uses as the Select Board may direct. Fines shall be recovered by complaint before the District Court or by noncriminal disposition in accordance with Section 21D of

Chapter 40 of the General Laws. Each separate instance of noncompliance following issuance of any warning or citation pursuant to this section shall constitute a separate violation.

### **Section 6 Severability**

The invalidity of any portion or provisions of this by-law shall not invalidate any other portion, provision or section hereof.

## **FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

Natick's Director of the Department of Public Works presented Article 22, intended to comply with state requirements regarding non-essential outdoor water use. The proposed change would add language to the town's by-law to ensure wells are legally compliant with state regulations and broaden the scope for restricting non-essential water use when necessary. This would give the town authority to impose water restrictions if the state Department of Environmental Protection declares them necessary.

Updating the local bylaws and regulations is required by the state. The DPW Director summarized the requirements of the changes at the state level - which deal with the conditions under which the authorized state regulators can restrict non-essential water use in situations of water supply emergency.

Finance Committee members were split on the proposed change. Some members found the synchronization of Natick's local regulations with the state's reasonable and ultimately mandated. In the event that authorized state regulators declare a water emergency, implementing local non-essential water use restrictions is necessary - and Article 22 modifies local regulations to authorize those restrictions.

Other members of the committee objected to the changes on less pragmatic grounds. Several members felt that the requirements are an example of unreasonable state mandates - arguing the restrictions are arbitrary and undermine local government. Another member stated that the state regulations are poorly conceived, supported by bad legislation, and suggests that Natick's elected officials should address the issue.

The Finance Committee voted 6-6-0 on Article 22. As a result, the committee has "No Recommendation" on the subject matter of Article 22. This lack of a recommendation to Town Meeting is of concern to the Sponsor.

Town Administration expressed concern regarding the possibility of Town Meeting not approving this article. The Executive Director of Public Works and Facilities summarized those concerns: "Failure to comply with the mandated action of updating the water restrictions within the Town of Natick Bylaws (Article 80) puts the Natick Water Department in "non-compliance" status which could lead to fines or potentially the loss of well registration. If this action fails at Town Meeting it will cost Natick time, money, and consumer confidence as DEP would likely require public notices be sent to all water users stating that our water system does not meet State standards. In a worst case scenario, Natick could lose the registered

withdrawal, which supplied over 80% of Natick's water in 2024. Water is a foundational service for the Town and without secure, safe and authorized sources of water no other business of the Town can function.”

**Redline/underline** of Proposed Changes to Article 80:

### **Section 1 Authority**

This by-law is adopted by the Town of Natick under its home rule powers, its police powers to protect public health and welfare and its specific authorization under Sections 21 and 21D of Chapter 40 of the General Laws.

### **Section 2 Purpose**

The purpose of this by-law is to protect, preserve, and maintain the public health, safety and welfare whenever there is in force a state of water supply emergency, or whenever nonessential outdoor water use restrictions are deemed necessary, by providing for enforcement of any duly imposed restrictions, requirements, provisions or conditions imposed by the Town or by the Department of Environmental Protection and included in the Town's plan approved by the Department of Environmental Protection to abate the emergency.

### **Section 3 Definitions**

For the purpose of this by-law:

**Enforcement authority** shall mean the Town's Board of Selectmen or its designee, or other Department or Board having responsibility for the operation and maintenance of the water supply, the Health Department, the Town police, special police, and any other locally designated body having police powers.

**State of water supply emergency** shall mean a state of water supply emergency declared by the Department of Environmental Protection pursuant to Chapter 21G and Section 160 of Chapter 111 of the General Laws.

**Necessary nonessential outdoor water use restrictions** shall mean ~~may include~~ water use restrictions required by Department of Environmental Protection Well Registration Statement or Water Management Permit. : a drought declaration by the Secretary of Energy and Environmental Affairs (required by well Registrations until Permit becomes valid and supersedes Registration); calendar triggered restrictions based on DEP well Registration requirements; or, streamflow triggered restrictions based on DEP Registration requirements. See Water Use Restriction policy for details.

### **Section 4**

The following shall apply to all users of water supplies supplied by the Town:

Following notification by the Town of the existence of a state of water supply emergency or nonessential outdoor water use restrictions, no person shall violate any provision, condition, requirement or restriction included in a plan approved by the Department of Environmental Protection which has as its purpose the abatement of a water supply emergency.

Notification of any provision, restriction, requirement, or condition with which users of water supplied by the Town are required to comply to abate a situation of water supply emergency shall be sufficient for purposes of this by-law if it is published in a newspaper of general circulation within the Town or by such other notice as is reasonably calculated to reach and inform all users of the Town supply.

The Board of Selectmen Select Board is hereby authorized to promulgate rules and regulations, and amendments thereto, regarding protection of the Town of Natick's public water supply system, including without limitation preventing of cross connections, unauthorized use, unauthorized use of fire hydrants, and tampering of water meters or any other part of the Town of Natick public water supply system.

### **Section 5 Penalty**

Any person or entity who violates this by-law shall be liable to the Town in the amount of \$50.00 for the first violation and \$100.00 for each subsequent violation which shall inure to the

Town for such uses as the Board of Selectmen Select Board may direct. Fines shall be recovered by complaint before the District Court or by noncriminal disposition in accordance with Section 21D of Chapter 40 of the General Laws. Each separate instance of noncompliance following issuance of any warning or citation pursuant to this section shall constitute a separate violation.

### **Section 6 Severability**

The invalidity of any portion or provisions of this by-law shall not invalidate any other portion, provision or section hereof.

***The committee voted 6-6-0 on the subject matter of Article 22 - and therefore has No Recommendation.***

**~~ END OF ARTICLE ~~**

**Article 23**  
**Charter and ByLaw Review Committee Report and Extension**  
**(Charter and ByLaw Review Committee)**

**ARTICLE LANGUAGE**

To see what action the Town will take to hear a report of the Charter and ByLaw Review Committee, To see what action the Town Meeting will take to extend or to revise the term of the Charter and ByLaw Review Committee,

To see what action the Town Meeting will take to appropriate funds to continue work with special legal counsel and to authorize, if necessary, the Charter and ByLaw Review Committee to use such counsel; Or otherwise act thereon.

**PURPOSE OF THE ARTICLE**

To hear a report of the Charter and ByLaw Review Committee, To see what action the Town Meeting will take to extend or to revise the term of the Charter and ByLaw Review Committee;

and/or

To appropriate funds to continue work with special legal counsel and to authorize, if necessary, the Charter and ByLaw Review Committee to use such counsel.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                  |                  |                       |
|--------------------------------------------------|------------------|-----------------------|
| The Finance Committee took the following action: | RECOMMENDATION:  | <b>Favorable</b>      |
|                                                  | QUANTUM OF VOTE: | <b>13-0-0</b>         |
|                                                  | DATE VOTED:      | <b>March 25, 2025</b> |

**MOTION** (Requires a Majority Vote)

Move that the Town vote to hear a report of the Charter and ByLaw Review Committee.

**FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

The Sponsor requested that the Town only vote to hear the report of the Charter and ByLaw Review Committee. Discussion of the other CBRC matters and articles is likely under separate articles/motions, and is unnecessary under Article 23. The CBRC is not requesting

an extension of its term (which expires at the close of the Fall 2025 Town Meeting) or any additional funds. The CBRC has approximately \$40,000 in appropriated funds yet to be spent, and believes this will be sufficient to complete their work.

***The committee voted 13-0-0 to recommend Favorable Action on the subject matter of Article 23.***

**~~ END OF ARTICLE ~~**

**Article 24**  
**Bylaw Changes**  
**(Charter and Bylaw Review Committee)**

**ARTICLE LANGUAGE**

To see what actions the town will take to amend the Bylaws of the Town with regard to:

**Article 21A Collector of Taxes:**

1) Article 21 – A Collector of Taxes i) in Section 6 to modify or add appropriate references to the General Laws for interest rates on delinquent charges and bills in tax title and ii) in Section 7 to modify a) the timing and publication requirements including but not limited to changing the word “newspaper of general circulation” to the Town website and /or to print publication of general circulation or other term(s) and b) the references to payments plans to refer to payment plans not in default or further arrears, to include amounts in tax title, and to exclude senior tax deferrals not due for payment and c) to include amounts due by year and iii) to add descriptive titles to Sections 1 through 7 inclusive;

**Article 41 Contracts, Town Property and Regulations of Town Board and Officials:**

i) add references in Section 1, and Section 3 to add all boards, officials, commissions, committees and instrumentalities of the Town to the existing reference to departments in Section 1 and in addition to “board” and “official” in Section 3 and ii) add language in Sections 1, 2 and 3 respectively to the effect (either in the following specific wording or similar wording ) that “Nothing herein, however, shall affect the ability of the Chief Procurement Officer to exercise the duties of said office as defined by Mass. Gen. Law Chapter 30B” and “Said actions shall be in addition to all responsibilities conferred to the Chief Procurement Officer pursuant to Massachusetts General Laws” and “Nothing herein shall be construed as precluding the use of electronic records maintenance and retention, so long as such means and methods are permissible under otherwise applicable law”; iii) change references to the Board of Selectmen to Select Board; iv) to change all gender references to non gender references; v) change “designated procurement officer to include or be replaced by “ Chief Procurement Officer”; vi) add the word “rule” after the word “local law” in Section 3; vii) add the word “residual” and delete the word “replacement” before the word “value” in Section 5; viii) to allow a shorter or longer period than 14 days if required or allowed by statute in Section 6 and to insert the word “a” before sale in Section 6; ix) add the Town Administrator or Town Manager as the case may be to the exemption language in Section 2; x) add language at the end of section 6 stating “ For more precise requirements on such sales, see Mass. Gen. Laws, Chapter 60, Sections 37-84A or successor legislation, or as said laws may hereinafter be amended” or words to similar effect; xi) modify or delete the last sentence in section 9.

**Article 81 Chemical Storage Tanks and Systems of the ByLaws:**

To see what action the town will take regarding Article 11 Town Clerk of the ByLaws: 2) i) add “propane” in Section 2a Applicability and add exceptions for “propane” in Sections 6(e), 9(c), 10(a) or other sections;

**Article 22 Town Counsel and New ByLaw Section**

3) “i) Add a new Article to the ByLaws consistent with Article 2 Section 11 ( e ) of the charter and any other relevant provision of the charter or general laws i) to establish a standing committee for and or of town meeting to study review and report on zoning bylaw changes in advance of town meeting action and to determine the composition, method of appointment, term, powers and duties of such committee and/or ii) amend Article 22 of the ByLaws to require and to provide for the appointment of legal counsel with specialized knowledge in zoning and land use matters, to provide for the method of appointment, qualifications, powers and duties of such counsel including but not limited to advising the representative town meeting, advisory committees of town meeting, the planning board and/or town moderator; Or Otherwise Act Thereon

**PURPOSE OF THE ARTICLE**

To amend the Bylaws of the Town with regard to:

Article 21A Collector of Taxes,

Article 41 Contracts, Town Property and Regulations of Town Board and Officials,

Article 81 Chemical Storage Tanks and Systems of the ByLaws,

Article 81 Chemical Storage Tanks and Systems of the ByLaws,

Article 22 Town Counsel and New ByLaw Section.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                  |                  |                                |
|--------------------------------------------------|------------------|--------------------------------|
| The Finance Committee took the following action: | RECOMMENDATION:  | <b>Favorable (A-D)</b>         |
|                                                  |                  | <b>Refer to Sponsor (E, F)</b> |
|                                                  | QUANTUM OF VOTE: | <b>13-0-0 (All Motions)</b>    |
|                                                  | DATE VOTED:      | <b>March 25, 2025</b>          |

**MOTIONS**

(All Require a Majority Vote)

**Motion A:** Collector of Taxes

Move that the Town add the following words after the words “as amended” in Section 6 of ByLaw Article 21 – A

“, in accordance with Chapter 60 section 62 for unpaid charges and bills taken tax title in accordance with Chapter 60 section 53 of the Massachusetts General Laws Interest on charges and in accordance with Chapter 59 section 5 clause 41- A of the Massachusetts General Laws for eligible exemptions under said clause 41-A as such General Laws may be amended.”

So that Section 6 now reads:

Except as otherwise provided by law or by by-law all charges and bills issued by the Town of Natick shall be due and payable within thirty (30) days from the date of issue. Interest on delinquent charges and bills shall accrue from the date of issue of such charge or bill at a rate of interest which equals the rate of interest set forth in Chapter 59, Section 57 of the Massachusetts General Laws, as amended, in accordance with Chapter 60 section 62 for unpaid charges and bills taken in tax title in accordance with Chapter 60 section 53 of the Massachusetts General Laws Interest on charges and in accordance with Chapter 59 section 5 clause 41- A of the Massachusetts General Laws for eligible exemptions under said clause 41-A as such General Laws may be amended.”

*End of Motion*

**Motion B:** Collector of Taxes

Move that the Town vote to delete the text of Section 7 of Article 21 – A of the ByLaws and replace said text with the following:

Within 90 days of the end of the fiscal year, the Town Collector shall publish in a manner determined by the town administrator, the name of any entity (person, corporation, or business enterprise) that has not entered into either a payment plan, which is not in default, with the Tax Collector’s office or an eligible exemption under Chapter 59 section 5 clause 41- A of the Massachusetts General Laws and that owes, from the previous fiscal year or before, an aggregate of \$1,000 or more in local property taxes, assessments, or betterments. Said amounts so published shall include amounts held in tax title but not foreclosed by the town.

*End of Motion*

**Motion C:** Section Titles

Move that the Town Vote to add description to the section titles of Article 21 – A of the ByLaws so that such section titles now read:

- Section 1: Introduction
- Section 2: Compensation
- Section 3: Reporting by Town Agencies to Comptroller and Collector
- Section 4: Adjustments to Uncollectible Amounts As Permitted By Law
- Section 5: Bond of and Payments by Collector
- Section 6: Interest on Unpaid Charges and Bills
- Section 7: Publication of Unpaid Amounts”

*End of Motion*

**Motion D: Contracts, Town Property, and Regulations of Town Boards and Officials**

Move that the Town delete Section 1 through 12 inclusive of ByLaw Article 41 and replace it with the following:

**“Section 1 Procedures for Award of Contracts**

The award of all contracts for the purchase of services, equipment, supplies or materials for all boards, commissions, committees, instrumentalities, and departments of the Town of Natick shall be made in accordance with all applicable federal, state, and local laws, rules and regulations, including, without limitation, Mass. Gen. Laws Chapter 30B; Chapter 30 Section 39M; Chapter 7C; Chapter 149, Sections 44A et seq.; or other successor legislation or other applicable law, as may be amended. Administrative policies and/or procedures shall be established by the Town Administrator and the Superintendent of Schools as appropriate. Such policies and/or procedures shall, at a minimum, identify the municipal officials having the authority to legally bind the Town in a contract. Such policies shall prescribe procurement procedures for architectural and engineering services for which no procurement process is required by applicable Massachusetts law. No contract, and no purchase, service, or work for which a contract is proposed, shall be split or divided for the purpose of evading any provision of this section. All contracts of the Town of Natick shall bear the signature of the Comptroller verifying the availability of funds in the full amount of the contract, and of Town Counsel, indicating approval as to form; however, the lack of such a signature by either official shall not otherwise invalidate any such contract. Nothing herein, however, shall affect the ability of the Chief Procurement Officer to exercise the duties of said office as defined by Mass. Gen. Law Chapter 30B.

**Section 2 Emergencies**

To the extent permitted by applicable state procurement law, the Town Administrator or the School Committee, as applicable, may exempt a purchase or contract from any or all of the provisions of the preceding section when, in their opinion, an emergency exists requiring immediate action on such purchase or contract to protect the health and safety of persons or property. Evidence indicating that such an emergency exists shall be furnished to the Select Board or School Committee, as applicable, in writing by the officer, board, or committee making such purchase or contract as soon as practical, and shall be kept on file with other procurement records of such transactions. Said actions shall be in addition to all responsibilities conferred to the Chief Procurement Officer pursuant to Massachusetts General Laws.

### **Section 3 Contract Files**

The Chief Procurement Officer shall retain complete files for every procurement of the Town of Natick which shall include, without limitation, solicitation(s), responses, contracts, and amendments thereto, if applicable - as well as every other document required to be retained by federal, state, or local law, rule, or regulation. Every Town board, commission, committee, instrumentality, or official, making or executing a contract on behalf of the Town shall furnish a copy of said documents to the Chief Procurement Officer. The original contract, and original amendments thereto, if applicable, shall be submitted to the Town Comptroller within ten (10) days after the execution of all such documents. The Chief Procurement Officer and the Town Comptroller shall keep such documents on file consistent with applicable public records laws. Nothing herein shall be construed as precluding the use of electronic records maintenance and retention, so long as such means and methods are permissible under otherwise applicable law.

### **Section 4 Compensation of Town Officers and Employees**

Notwithstanding the provision of Mass General Laws Chapter 268A, or any other successor legislation which is hereby acknowledged, no Town officer and no salaried employee of the Town shall receive any compensation or commission for work done by that employee for the Town, except that person's official salary and other authorized compensation under law, without permission of the Select Board expressed in a vote which shall appear on their records with the reasons therefore. Employees whose additional compensation is through the Veterans' or Senior Property Tax Work Program shall be exempt from this requirement.

### **Section 5 Disposal of Property**

Whenever any property of the Town, other than real estate, the residual value of which exceeds five hundred dollars (\$500.00), shall have become obsolete, disused, worn out or necessary to replace, the Town official or officials having jurisdiction thereof shall so certify in writing to the Board of Selectmen or School Committee, as applicable, who may reserve action relative to its disposal for consideration of a Town Meeting or may by vote authorize the official or officials to dispose of such property at a manner compliant with Mass General Laws Chapter 30B, or any successor legislation.

### **Section 6 Sale of Tax Title Land**

Unless otherwise specified by law, the Select Board and Town Treasurer may sell at public auction and in such manner, upon such terms and for such consideration as in their judgment is for the best interest of the Town, lands held from time to time by the Town under tax titles the right of redemption from which has been foreclosed. Notice of such sales shall be advertised at least once in a newspaper published in the Town no less than fourteen (14) days prior to the date of the sale, or a shorter period if required by statute, and such notice shall include the location of such lands by street address or comparable description. The Town shall comply in all respects with any procedures specified by statute or special act for such a sale. The Conservation Commission and the Historical Commission of the Town shall be notified of such a sale at the time that the advertisement is prepared. (For more precise requirements on such sales, see Mass. Gen. Laws, Chapter 60, Sections 37- 84A or successor legislation, or as said laws may hereinafter be amended).

### **Section 7 Designation of Town Vehicles**

All automobiles and other vehicles owned by the Town shall be so designated by a circular label not less than six (6) inches in diameter bearing the words "Town of Natick";

and the name of the Department, with the exception of those vehicles exempted from this by-law by the Select Board.

**Section 8 Annual Audit**

There shall be an annual audit of the accounts of the Town under the direction of the Director of the Bureau of Accounts of the Commonwealth of Massachusetts.

**Section 9 Authorization for Expenditure of Funds**

The Town Comptroller shall not approve for payment any warrant for the expenditure of public funds unless there has been full compliance with Mass General Laws Chapter 41, Section 52, or any successor legislation.

**Section 10 Fees Paid to the Town**

All Town officers except constables shall pay into the Town Treasury all fees received by them by virtue of their office.

**Section 11 Compliance with Open Meeting Law**

All meetings of Town boards, commissions, committees, and subcommittees, elected, appointed, or otherwise constituted, shall be in accordance with the provisions of Section 7-9 of the Charter and Sections 18 through 25 of Chapter 30A of the General Laws or successor legislation, or as said laws may hereinafter be amended. In addition, in any matter requiring a vote of a board, commission, committee, or subcommittee, the vote shall be by voice or roll call and no secret or written ballots shall be used, except as may otherwise be required or allowed by these By-Laws or the Charter of the Town.

All elected boards, commissions and committees shall notify the Town Clerk of their organization, rules and regulations and shall file with the Town Clerk a schedule of regular meetings as well in advance as practicable. Except in cases of emergency, in which case, as much notice as possible shall be provided, the Town Clerk shall be notified of changes in or additions to the meeting schedule not less than forty-eight (48) hours before the meeting concerned.

Appointed standing committees shall meet as required by their duties and shall notify the Town Clerk not less than forty-eight (48) hours before any meeting.

**Section 12 Availability of Regulations**

Up-to-date copies of all regulations adopted by the Town, as listed in the table entitled "Town Regulations"; which appears at the end of this article and is incorporated into this section by reference, shall be available for review by the public in the office of the official responsible for publication, in the office of the Town Clerk, and in the Morse Institute library.

Whenever changes to regulations are adopted, the responsible official shall either publish a complete new edition or provide a package of change pages. If packages of change pages are provided, the pages shall be marked with a distinguishing date or a change number, and a list of current pages shall be included so that other persons can accurately update copies in their possession."

*End of Motion*

**Motion E:**

Move that the Town vote to amend Article 81 of the ByLaws by adding the word “propane” after the words “underground fuel” in Section 2 so that Section 2 now reads:

**Section 2 Applicability**

- a. This By-Law shall apply to all underground fuel, propane or chemical storage tanks and systems.
- b. Storage systems in service at the time of the approval of this By-Law shall be brought into compliance with the terms of this By-Law within ninety days of its approval.

And by adding the phrase ( with the exception of propane) after the word ‘shall’ and before the words ‘submit’ in section 6 e Inventory Control so that Section 6 e now reads:

Owners shall (with the exception of propane) submit annually to the Board of Health a certified statement that inventory records have been maintained and reconciled as required in subsection b, c and d of Section 6 and such records shall be made available to the Board of Health upon its request. Inventory verification of tanks shall be performed annually by a certified auditor or other independent qualified person approved by the Board of Health.

And by adding to Section 9 Tank Testing and Removal a new subsection c as follows:

- c. Section 9 will not apply to propane tanks.

And by adding the words “With the exception of propane,” at the beginning of Section 10 (a) Proximity to Water Supplies and Other Sensitive Systems so that Section 10 (a) now reads:

- a) With the exception of propane, no new installation of underground fuel or chemical storage tanks and systems shall be allowed within the Aquifer Protection District as described in Section III-A.5 of the Zoning By-Laws except as provided in Section 13 below and with the issuance of a Special Permit in accordance with the requirements found in Section III-A.5 of the Zoning By-Laws.”

*End of Motion.*

**Motion F:**

Move that the town vote to amend Article 22 of the ByLaws by adding a new section 9 as follows;

**“Section 9: Special Zoning Advisory Counsel**

The Select Board shall annually appoint with specialized knowledge in zoning and land use matters, including but not limited to relevant Massachusetts General Laws and case law, to be knowledgeable about the Town’s Zoning ByLaw and to advise i) the Planning Board, ii) the

Finance Committee, iii) any standing committee created by representative Town Meeting to review zoning articles and motions, iv) any special zoning study committee of Town Meeting, v) the Moderator and vi) the Representative Town Meeting if such enumerated parties request and/or require such advice concerning proposed changes to the Town's Zoning ByLaws.

Such appointment by the Select Board shall be made at least 60 days prior to calendar year end. In the event that the Select Board does not so appoint such special zoning counsel, the Panning Board shall appoint such counsel at least 30 days prior to calendar year end. If the Planning Board does not so appoint such counsel, the Moderator shall make the appointment."

*End of Motion.*

## **FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

Mr. Paul Griesmer, Chair of the Charter and Bylaw Review Committee presented Article 24. Motions A, B, and C seek to modify Article 21 of the Town Bylaws, related to the Collector of Taxes.

### **Motion A Discussion:**

The Town's interest rate on back taxes imposed by the the current bylaw is 14%. Once Tax Title is initiated, the interest rate per MA General Law (M.G.L.) is set at 16%. There is a separate rate of interest per M.G.L. for qualified Senior Citizen tax relief, which is set to 8%. Motion A sets the Town's rates to align with the requirements of M.G.L., and ties the local rates to those of the state - so that if/when the state rates change, further local bylaw modification is not necessary.

*The Finance Committee voted 13-0-0 to recommend Favorable Action on the subject matter of Article 24 - Motion A.*

### **Motion B Discussion:**

Motion B updates the requirements for the Town Collector to publish the list of properties with unpaid taxes in excess of \$1,000, within 90 days of the close of the fiscal year. The current bylaw requires publication in a local newspaper. As the media market has evolved, requirements involving a local newspaper have become increasingly difficult to satisfy. The change in Morion B allows the list to be published in a manner determined by the Town Administrator.

Committee members asked several questions related to the legal requirement of publication:

Q: Are there legal consequences to not publishing the delinquent tax list?

A: No - the state does not require publication of the list. The requirement is within the Natick

local bylaws.

Q: Why “Town Administrator” rather than “Town Manager” as modified in actions of previous Town Meetings?

A: The action changing the title “Town Administrator” to “Town Manager” was under/within the “Special Act” submitted to the state legislature. The Special Act has not yet been enacted at the state level, and has not yet been affirmed by a vote of the Natick voters.

*The Finance Committee voted 13-0-0 to recommend Favorable Action on the subject matter of Article 24 - Motion B.*

### **Motion C Discussion:**

Motion C updates the section titles (adding descriptions), and is overall a formatting update.

*The Finance Committee voted 13-0-0 to recommend Favorable Action on the subject matter of Article 24 - Motion C.*

### **Motion D Discussion:**

The Sponsor explained that many of the changes in Motion D are requested by the town’s Procurement Officer to comply with Massachusetts General Law. Changes allow the Town Administrator to enter a contract in an emergency without waiting for a Select Board’s meeting due to timing issues; to allow electronic record keeping as much as it is allowed by law; and allows a shorter period for sale for tax title land. Motion D also updates the gender language of the position of Town Clerk. A committee member asked about the “Section 2 - Emergencies” language and if it gave undue latitude to declare emergencies. Mr. Griesmer replied that the Emergencies section is largely unchanged.

*The Finance Committee voted 13-0-0 to recommend Favorable Action on the subject matter of Article 24 - Motion D.*

### **Motion E Discussion:**

The Sponsor explained that the Board of Health requested changes to bylaws regarding propane tanks, particularly large tanks used for heating homes or pools, requiring large-scale propane storage. The proposed changes also exempt propane from certain bylaw requirements that apply to other fuel and underground storage tanks, including inventory control and annual testing. Section 10's Aquifer protection district requirements would also not apply to propane.

A committee member inquired about the size of propane tanks that might be inspected by the Board of Health. Mr. Griesmer clarified that while smaller tanks could theoretically be regulated, the Board of Health lacks the resources to inspect every small tank like those used for barbecues.

Another member questioned if the motion applied only to underground tanks and whether new or remodeled homes would require Board of Health review for propane tank installations. Mr. Griesmer confirmed that "propane" should be added before "underground" in the wording and noted that the Fire Chief had reviewed the bylaw without suggesting changes. The Board of Health requested the update to improve public health and safety oversight.

Members asked about practices in other towns regarding gas line and propane installation, and raised concerns about potential staffing or training requirements for the Board of Health. Mr. Griesmer assured that the proposed changes would not interfere with the responsibilities of other municipal departments like Fire, Building, or Conservation.

Concerns were raised about some of the specific wording of Motion E as proposed and presented. Some issues require inserting additional words or language for either clarification or making grammatical sense. Given the serious nature of the subject, both the committee and the Sponsor thought it was unwise to attempt correction or rewriting within the setting of a Finance Committee meeting. The general consensus was that the motion required additional work and refinement by the Sponsor.

*The Finance Committee voted 13-0-0 to recommend Referral to Sponsor on the subject matter of Article 24 - Motion E.*

#### **Motion F Discussion:**

The Sponsor has proposed the creation of a Special Zoning Advisory Counsel to assist the Town with zoning bylaw changes. The idea is to have specialized legal and technical advice during the drafting of zoning bylaws, preventing issues such as non-compliance with Massachusetts General Law, and ensuring better zoning regulation. Mr. Griesmer mentioned several past zoning issues, including the Historic District and Marijuana Dispensary zoning problems - and noted that zoning motions often require updates on the Town Meeting floor.

At the time of the Finance Committee hearing, the Planning Board had not discussed this proposal. The committee expressed interest in the Planning Board's opinions - especially since there seems to have been significant upgrades in the town's professional staff, and the current Planning Board now has considerable elected working experience in zoning - including professionally certified planning expertise.

The committee had questions on the appointment process, and it was explained that it would be similar to appointment of other speciality legal counsels - such as those used for Alcohol Regulation and Licensing matters. The committee also questioned issues of expenses and budgets. This additional role is not currently funded in FY2026, and would need additional appropriation to fund the engagement.

There was a discussion about the Planning Board's involvement in selecting or utilizing the counsel. Mr. Griesmer clarified that the counsel would be a resource to various boards, and the Planning Board would not be forced to use it. A committee member suggested clarifying the motion's wording, emphasizing the role of the counsel and which body it serves.

The committee discussed potential delays due to requesting additional motion language clarification and the certification process for the bylaw changes. Members also noted that it could take about seven months to appropriate funds and hire the counsel.

*The Finance Committee voted 13-0-0 to recommend Referral to Sponsor on the subject matter of Article 24 - Motion F.*

***The committee voted (summary):***

*The Finance Committee voted 13-0-0 to recommend Favorable Action on the subject matter of Article 24 - Motion A.*

*The Finance Committee voted 13-0-0 to recommend Favorable Action on the subject matter of Article 24 - Motion B.*

*The Finance Committee voted 13-0-0 to recommend Favorable Action on the subject matter of Article 24 - Motion C.*

*The Finance Committee voted 13-0-0 to recommend Favorable Action on the subject matter of Article 24 - Motion D.*

*The Finance Committee voted 13-0-0 to recommend Referral to Sponsor on the subject matter of Article 24 - Motion E.*

*The Finance Committee voted 13-0-0 to recommend Referral to Sponsor on the subject matter of Article 24 - Motion F.*

**~~ END OF ARTICLE ~~**

**Article 25**  
**Stabilization Funds**  
**(Paul Griesmer, Rick Jennett et. al.)**

**ARTICLE LANGUAGE**

To see what actions the Town will take i) to change the purpose of any stabilization fund of the town, including without limitation the Operational Stabilization Fund created under Article 4 of 2011 Spring Annual Town Meeting and the Capital Stabilization Fund created under Article 2 of 2010 Fall Annual Town Meeting, to allow such stabilization funds to be used for any lawful municipal purpose whether any such lawful municipal purpose becomes the sole purpose or an additional purpose of any stabilization fund so changed and/or ii) to appropriate funds from any stabilization fund with an eligible purpose to support the FY 2026 budget, and/or iii) to appropriate funds from any stabilization fund into an existing stabilization fund from which such appropriations can be made to support the FY 2026 budget and then to appropriate therefrom funds in support of the FY 2026 budget provided that the scope of this warrant article shall not include or be applied to the I&I Stabilization Fund, the OPEB stabilization or trust fund or the FAR Bonus Stabilization Fund;

And

To see what actions the town will take a) to adopt any of the revenue raising provisions of the so called Municipal Empowerment Act (the "MEA") or similar legislation as may become law prior to the dissolution of 2025 Spring Annual Town Meeting including without limitation adopting local option increases in meals tax or hotel tax or enacting permissible local option motor vehicle excise tax and b) to appropriate such revenues to support the FY 2026 budget; Or Otherwise Act Thereon.

**PURPOSE OF THE ARTICLE**

To: i) to change the purpose of any stabilization fund of the town, including without limitation the Operational Stabilization Fund created under Article 4 of 2011 Spring Annual Town Meeting and the Capital Stabilization Fund created under Article 2 of 2010 Fall Annual Town Meeting, to allow such stabilization funds to be used for any lawful municipal purpose whether any such lawful municipal purpose becomes the sole purpose or an additional purpose of any stabilization fund so changed and/or ii) to appropriate funds from any stabilization fund with an eligible purpose to support the FY 2026 budget, and/or iii) to appropriate funds from any stabilization fund into an existing stabilization fund from which such appropriations can be made to support the FY 2026 budget and then to appropriate therefrom funds in support of the FY 2026 budget provided that the scope of this warrant article shall not include or be

applied to the I&I Stabilization Fund, the OPEB stabilization or trust fund or the FAR Bonus Stabilization Fund;

And

To: a) adopt any of the revenue raising provisions of the so called Municipal Empowerment Act (the “MEA”) or similar legislation as may become law prior to the dissolution of 2025 Spring Annual Town Meeting including without limitation adopting local option increases in meals tax or hotel tax or enacting permissible local option motor vehicle excise tax and b) to appropriate such revenues to support the FY 2026 budget.

**FINANCE COMMITTEE RECOMMENDATION**

|                                                  |                       |                          |
|--------------------------------------------------|-----------------------|--------------------------|
| The Finance Committee took the following action: | RECOMMENDATION:       | <b>Favorable</b>         |
|                                                  | QUANTUM OF VOTE:      | <b>9-2-1 (Motion A)</b>  |
|                                                  |                       | <b>10-2-0 (Motion B)</b> |
| DATE VOTED:                                      | <b>March 25, 2025</b> |                          |

**MOTION** (Requires a Majority Vote)

**Motion A:**

Move that the town change the stated purpose of the Capital Stabilization Fund created under Article 2 of 2010 Fall Annual Town Meeting to add the words “any lawful municipal purpose” to the purpose of the Capital Stabilization Fund so that the purpose now reads:

“for the purpose of funding any capital-related project, or pieces of capital equipment, or debt-service payment related thereto, or any lawful municipal purpose, in accordance with Chapter 40, Section 5B of the General Laws, as amended.”

**Motion B:**

Move that the town change the stated purpose of the Operational Stabilization Fund created under Article 4 of 2011 Spring Annual Town Meeting to add the words “any lawful municipal purpose” to the purpose of the Operational Stabilization Fund so that the purpose now reads:

“for the purpose of supplementing declines in revenues during periods of economic downturn, or any lawful municipal purpose, as authorized by Chapter 40, Section 5B of the General Laws, as amended.”

**FINANCE COMMITTEE PUBLIC HEARING AND DISCUSSION**

Mr. Paul Griesmer, one of the named citizen sponsors of Article 25, appeared and presented

the matter. This Article intends to make two specific stabilization funds available for any lawful municipal purpose, not just their currently defined restricted purposes.

Motion A would modify the Capital Stabilization fund and Motion B would modify the Operational Stabilization Fund - to make each fund usable for "any lawful municipal purpose". These proposed modifications were discussed concurrently.

The sponsor gave several examples illustrating cases where Town Meeting might seek to appropriate funds for a critical matter, but encounter barriers due to the specific restrictions under which the subject stabilization funds are currently organized. Examples were given of a funding need which does not meet the defined purpose of the Capital Stabilization Fund (the need might not be Capital), or of the Operational Stabilization Fund (the need might not be the result of a revenue loss within an extended economic downturn). While most of these barriers could be overcome via a multi-step process involving appropriation into less restrictive accounts, Article 25 seeks to clarify and streamline Town Meeting's direct access to the funds. It's important to note that appropriation from these stabilization funds would still require a  $\frac{2}{3}$  vote of Town Meeting - and that the proposed changes merely bypass the current defined use restrictions.

A committee member asked if there were instances where Town Meeting sought to appropriate from these funds but was prevented by the existing use restrictions. The sponsor did not have an example, and stated that the change is intended to ward off such a problem in the future. Another member questioned the need for two separate funds going forward, if both ended up defined as for "any lawful municipal purpose". The sponsor feels that there would still be some utility in having separate funds for planning, reporting, and "earmarking" purposes.

Members asked if the sponsors had discussed the proposal with town administration - especially since the Town Administrator had previously been asked on the advisability of loosening the use definitions, and recommended against such a change. The sponsor felt that the Town Administrator's recommendation related to a hesitancy to suggest changes beyond those specifically endorsed by Town Meeting, rather than on the merits of the proposed changes. Committee members further discussed the advisability of lowering the bar for accessing these funds - and noted various uses which might not be prudent. The general consensus was that if Town Meeting were to seek appropriating these funds, the threshold would still be a  $\frac{2}{3}$  vote - and that it would be incumbent upon dissenting Town Meeting members to convince the others not to appropriate funds for the proposed reasons.

***The committee voted 9-2-1 to recommend Favorable Action on the subject matter of Article 25 - Motion A.***

***The committee voted 10-2-0 to recommend Favorable Action on the subject matter of Article 25 - Motion B.***

~~ END OF ARTICLE ~~

**WARRANT  
SPRING ANNUAL TOWN MEETING  
APRIL 22, 2025**

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To Any Constable of the Town of Natick in said County:  
Greeting:

In the name of the Commonwealth of Massachusetts you are required to notify the qualified Town Meeting Members of the said Town of Natick to meet on **Tuesday, April 22, 2025, at 7:30 PM**, Kennedy Middle School, Natick, MA, then and there to act on the following Articles:

- Article 1 Authorize Select Board to Acquire, Obtain, Abandon or Relocate Easements
- Article 2 Committee Article
- Article 3 Omnibus Budget
- Article 4 Rescind Authorized, Unissued Debt
- Article 5 Unpaid Bills
- Article 6 Revolving Funds
- Article 7 Stabilization Funds and OPEB
- Article 8 Transfer of Unexpended Bond Proceeds
- Article 9 PEG Access and Cable Related Fund
- Article 10 School Bus Transportation Subsidy
- Article 11 Capital Equipment and Improvement
- Article 12 Collective Bargaining
- Article 13 Personnel Board Classification and Pay Plan
- Article 14 Increase Amount to be Credited Under Senior/Veteran's Work Program, Ch.59, S. 5K and 5N
- Article 15 Community Preservation Act (CPA) Administrative Funds
- Article 16 Amend Zoning Bylaws: Section 326.1 Height
- Article 17 Amend Zoning Bylaws: Floodplain District Bylaw
- Article 18 Amend Zoning Bylaws: Accessory Dwelling (ADU), Gross Floor Area
- Article 19 Amend Zoning Bylaws and Zoning Map: Indoor Recreational Overlay District
- Article 20 Amend Zoning Bylaws: Body Art Establishment
- Article 21 Amend Zoning Bylaws: Use Regulation Schedule
- Article 22 Amend Town of Natick Bylaws, Article 80: Water Supply Protection
- Article 23 Charter and Bylaw Review Committee Report and Extension
- Article 24 Bylaw Changes
- Article 25 Stabilization Funds

**Article 1**  
**Authorize Select Board to Acquire, Obtain, Abandon or Relocate Easements**  
**(Town Administrator)**

To see if the Town will vote to authorize the Select Board, during Fiscal Year 2026, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities, provided however that such authorization pertains only to easements acquired at no cost to the Town; and, further, to authorize the Select Board, subsequent to a public hearing, during Fiscal Year 2026 to abandon or relocate easements acquired for any of the foregoing purposes; or otherwise act thereon.

**Article 2**  
**Committee Article**  
**(Town Administrator)**

To see if the Town will vote to hear and discuss the reports of town officers, boards, and committees; or otherwise act thereon.

**Article 3**  
**Omnibus Budget**  
**(Town Administrator)**

**Town**

To determine what sum of money the Town will appropriate and raise, transfer from available funds for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2025 (July 1, 2024, through June 30, 2025) and to provide for reserve funds for Fiscal Year 2025 and to see what budgets for Fiscal Year 2025 will be reduced to offset said additional appropriations;

To determine what sum of money the Town will appropriate and raise, or transfer from available funds for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2026 (July 1, 2025, through June 30, 2026) and to provide for reserve funds for Fiscal Year 2026;

**Libraries**

To determine what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library and the Bacon Free Library, for Fiscal Year 2025 (July 1, 2024, through June 30, 2025);

To determine what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library and the Bacon Free Library, for Fiscal Year 2026 (July 1, 2025, through June 30, 2026); or otherwise act thereon.

**Article 4**  
**Rescind Authorized, Unissued Debt**  
**(Town Administrator)**

To see if the Town will vote to rescind the authorization for unissued debt that has been

determined is no longer needed for the completion of various projects; or otherwise act thereon.

**Article 5**  
**Unpaid Bills**  
**(Town Administrator)**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick; or otherwise act thereon.

**Article 6**  
**Revolving Funds**  
**(Town Administrator)**

To see if the Town will vote on the limit on the total amount that may be expended from each revolving fund established pursuant to Chapter 44 section 53E ½ of the General Laws and Town by-law; or otherwise act thereon.

**Article 7**  
**Stabilization Funds and OPEB**  
**(Town Administrator)**

**General Stabilization**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the purpose of supplementing the Stabilization Fund established under Article 22 of the warrant for Annual Town Meeting of 1961, as authorized by Chapter 40, Section 5B of the General Laws, as amended;

**Operational Stabilization**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the purpose of supplementing the Operational Stabilization Fund established by vote of the 2011 Spring Annual Town Meeting under Article 4, as authorized by Chapter 40, Section 5B of the General Laws, as amended;

**Capital Stabilization**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the purpose of supplementing the Capital Stabilization Fund established by vote of the 2010 Fall Annual Town Meeting under Article 2, as authorized by Chapter 40, Section 5B of the General Laws, as amended;

**OPEB**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for, the Other Post-Employment Benefits Liability Trust Fund established by vote of the 2017 Spring Annual Town Meeting under Article 15, pursuant to the provisions of Chapter 32B, Section 20 of the General Laws as amended by section 15 of Chapter 218 of the Acts of 2016; or otherwise act thereon.

**Article 8**  
**Transfer of Unexpended Bond Proceeds**  
**(Town Administrator)**

To see if the Town will authorize the transfer of unexpended proceeds from amounts previously borrowed to pay costs of various capital projects, which projects are now complete, and for which such funds are no longer needed, to pay costs of one or more capital projects; or otherwise act thereon.

**Article 9**  
**PEG Access and Cable Related Fund**  
**(Town Administrator)**

To see what sum of money the Town will vote to appropriate from the PEG Access and Cable Related Fund, established by vote of 2019 Special Town Meeting #1 under Article 1, as authorized by Chapter 44, Section 53F <sup>3</sup>/<sub>4</sub> of the General Laws, as amended, to fund PEG access programming, as well as certain other municipal cable related expenses; or otherwise act thereon.

**Article 10**  
**School Bus Transportation Subsidy**  
**(Superintendent of Schools)**

To see if the Town will vote to appropriate and raise, or transfer from available funds, a sum of money for the purpose of operation and administration of the school bus transportation system, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school, for Fiscal Year 2026 (July 1, 2025 through June 30, 2026); or otherwise act thereon.

**Article 11**  
**Capital Equipment and Improvement**  
**(Town Administrator)**

To see what sum of money the Town will vote to raise and appropriate, borrow, transfer from available funds or otherwise provide to implement a Capital Improvement Program as may be required for capital equipment for the various departments of the Town of Natick; to protect the physical infrastructure of the Town of Natick, to add new physical infrastructure, or to improve community assets; and further to determine whether this appropriation shall be raised by borrowing or otherwise; or otherwise act thereon.

**Article 12**  
**Collective Bargaining**  
**(Town Administrator)**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide, to implement any Collective Bargaining Agreements between the Town of Natick and any recognized bargaining units of the Town; or otherwise act thereon.

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

To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will vote to amend Article 24 of the Natick Town By-Laws, specifically the Classification and Pay Plan referenced in Section 3, paragraph 3.10 therein, by adding, deleting or amending position titles; re-classifying positions to a different Grade; and/or effecting changes in the salary ranges as presently established; or otherwise act thereon.

**Article 14**  
**Increase Amount to be Credited Under Senior/Veteran's Work Program, Ch.59, 5K**  
**(Board of Assessors/Council on Aging)**

To see if the Town will vote to adjust the PROPERTY TAX LIABILITY REDUCED IN EXCHANGE FOR VOLUNTEER SERVICES; PERSONS OVER AGE 60 Ch 59 § 5K and REDUCTION OF PROPERTY TAX OBLIGATION OF VETERAN IN EXCHANGE FOR VOLUNTEER SERVICES, Ch 59 § 5N by allowing the maximum reduction of the real property tax bill to be based on 125 volunteer service hours in a given tax year, rather than \$1,500; or otherwise act thereon.

**Article 15**  
**Community Preservation Act (CPA) Administrative Funds**  
**(Community Preservation Committee)**

To see if the Town will vote to appropriate the five (5) percent Administrative Funds from the Community Preservation Fund for use by the Community Preservation Committee (CPC) for administrative expenses in the Fiscal Year 2026, in accordance with M.G.L. Chapter 44B, Section 6, or otherwise act thereon.

**Article 16**  
**Amend Zoning Bylaw: Section 326.1 Height**  
**(Planning Board)**

To see if the Town will vote to amend the Natick Zoning Bylaws by amending Section 326.1 Height; and further amend any other associated sections of the Natick Zoning Bylaws, where applicable; or otherwise act thereon.

**Article 17**  
**Amend Zoning Bylaws: Flood Plain District**  
**(Town Administrator)**

To see if the Town will vote to amend the Natick Zoning Bylaws by amending § III-A.3 Flood Plain District; amend Section 200 – Definitions; and further amend any other associated sections of the Natick Zoning Bylaws, where applicable; or otherwise act thereon.

**Article 18**  
**Amend Zoning Bylaws: Accessory Dwelling (ADU), Gross Floor Area**  
**(Town Administrator)**

To see if the Town will vote to amend the Natick Zoning Bylaws by amending Section 200 – Definitions, Gross Floor Area and Accessory Dwelling Units Gross Floor Area; amending § III-M Accessory Dwelling Unit regarding Gross Floor Area; and further amend any other associated sections of the Natick Zoning Bylaws, where applicable; or otherwise act thereon.

**Article 19**  
**Amend Zoning Bylaws and Zoning Map: Indoor Recreational Overlay District**  
**(Planning Board)**

To see if the Town will vote to amend the Natick Zoning Bylaws by amending Section III-L Indoor Recreational Overlay District, and amend any other associated sections of the Natick Zoning Bylaws, where applicable; and further amend the Natick Zoning Map by deleting the Indoor Recreational Overlay District; or otherwise act thereon.

**Article 20**  
**Amend Zoning Bylaws: Body Art Establishment**  
**(Planning Board)**

To see if the Town will vote to amend the Natick Zoning Bylaws by amending Section III-A.2.F9. Body Art Establishment; amend Section 200 – Definitions for Body Art and Personal Services Establishment; and further amend any other associated sections of the Natick Zoning Bylaws, where applicable; or otherwise act thereon.

**Article 21**  
**Amend Zoning Bylaws: Use Regulation Schedule**  
**(Planning Board)**

To see if the Town will vote to amend the Natick Zoning Bylaws by amending § III-A.2 Use Regulations Schedule (Use Categories within the Use Headers: I. Professional and Medical Office Uses; J. Research and Development, Laboratory, and Technology Uses; K. Manufacturing and Industrial Uses; M. Other Uses); amend Section 200 – Definitions; and further amend any other associated sections of the Natick Zoning Bylaws, where applicable; or otherwise act thereon.

**Article 22**  
**Amend Town of Natick Bylaws, Article 80: Water Supply Protection**  
**(Town Administrator)**

To see if the Town will vote to amend the Natick General Bylaws by amending Article 80, Water Supply Protection, to update the provisions relating to nonessential outdoor water use restrictions; or otherwise act thereon.

**Article 23**  
**Charter and Bylaw Review Committee Report and Extension**  
**(Charter and ByLaw Review Committee)**

To see what action the Town will take to hear a report of the Charter and ByLaw Review Committee,

To see what action the Town Meeting will take to extend or to revise the term of the Charter and ByLaw Review Committee,

To see what action the Town Meeting will take to appropriate funds to continue work with special legal counsel and to authorize, if necessary, the Charter and ByLaw Review Committee to use such counsel; Or otherwise act thereon.

**Article 24**  
**Bylaw Changes**  
**(Charter and Bylaw Review Committee)**

To see what actions the town will take to amend the Bylaws of the Town with regard to:

**Article 21A Collector of Taxes:**

- 1) Article 21 – A Collector of Taxes i) in Section 6 to modify or add appropriate references to the General Laws for interest rates on delinquent charges and bills in tax title and ii) in Section 7 to modify a) the timing and publication requirements including but not limited to changing the word “newspaper of general circulation” to the Town website and /or to print publication of general circulation or other term(s) and b) the references to payments plans to refer to payment plans not in default or further arrears, to include amounts in tax title, and to exclude senior tax deferrals not due for payment and c) to include amounts due by year and iii) to add descriptive titles to Sections 1 through 7 inclusive;

**Article 41 Contracts, Town Property and Regulations of Town Board and Officials:**

- i) add references in Section 1, and Section 3 to add all boards, officials, commissions, committees and instrumentalities of the Town to the existing reference to departments in Section 1 and in addition to “board” and official” in Section 3 and ii) add language in Sections 1, 2 and 3 respectively to the effect (either in the following specific wording or similar wording ) that *“Nothing herein, however, shall affect the ability of the Chief Procurement Officer to exercise the duties of said office as defined by Mass. Gen. Law Chapter 30B”* and *“Said actions shall be in addition to all responsibilities conferred to the Chief Procurement Officer pursuant to Massachusetts General Laws”* and *“Nothing herein shall be construed as precluding the use of electronic records maintenance and retention, so long as such means and methods are permissible under otherwise applicable law”*; iii) change references to the Board of Selectmen to Select Board; iv) to change all gender references to non gender references; v) change “designated procurement officer to include or be replaced by “ Chief Procurement Officer”; vi) add the word “rule” after the word “local law” in Section 3; vii) add the word “residual” and delete the word “replacement” before the word “value” in Section 5; viii) to allow a shorter or longer period than 14 days if required or allowed by statute in Section 6 and to insert the word “a” before sale in Section 6; ix) add the Town Administrator or Town Manager as the case may be to the exemption language in Section 2; x) add language at the end of section 6 stating *“ For more precise requirements on such sales, see Mass. Gen. Laws, Chapter 60, Sections 37-84A or successor legislation, or as said laws may hereinafter be amended”* or words to similar effect; xi) modify or delete the last sentence in section 9.

**Article 81 Chemical Storage Tanks and Systems of the ByLaws:**

To see what action the town will take regarding Article 11 Town Clerk of the ByLaws:

- 2) i) add “propane” in Section 2a Applicability and add exceptions for “propane” in Sections 6(e), 9(c), 10(a) or other sections;

**Article 22 Town Counsel and New ByLaw Section**

- 3) “i) Add a new Article to the ByLaws consistent with Article 2 Section 11 (e ) of the charter and any other relevant provision of the charter or general laws i) to establish a standing committee for and or of town meeting to study review and report on zoning bylaw changes in advance of town meeting action and to determine the composition, method of appointment, term, powers and duties of such committee and/or ii) amend Article 22 of the ByLaws to require and to provide for the appointment of legal counsel with specialized knowledge in zoning and land use matters, to provide for the method of appointment, qualifications, powers and duties of such counsel including but not limited to advising the representative town meeting, advisory committees of town meeting, the planning board and/or town moderator; Or Otherwise Act Thereon

**Article 25  
Stabilization Funds  
(Paul Griesmer, Rick Jennett et. al.)**

To see what actions the Town will take i) to change the purpose of any stabilization fund of the town, including without limitation the Operational Stabilization Fund created under Article 4 of 2011 Spring Annual Town Meeting and the Capital Stabilization Fund created under Article 2 of 2010 Fall Annual Town Meeting, to allow such stabilization funds to be used for any lawful municipal purpose whether any such lawful municipal purpose becomes the sole purpose or an additional purpose of any stabilization fund so changed and/or ii) to appropriate funds from any stabilization fund with an eligible purpose to support the FY 2026 budget, and/or iii) to appropriate funds from any stabilization fund into an existing stabilization fund from which such appropriations can be made to support the FY 2026 budget and then to appropriate therefrom funds in support of the FY 2026 budget provided that the scope of this warrant article shall not include or be applied to the I&I Stabilization Fund, the OPEB stabilization or trust fund or the FAR Bonus Stabilization Fund;

And

To see what actions the town will take a) to adopt any of the revenue raising provisions of the so called Municipal Empowerment Act (the “MEA”) or similar legislation as may become law prior to the dissolution of 2025 Spring Annual Town Meeting including without limitation adopting local option increases in meals tax or hotel tax or enacting permissible local option motor vehicle excise tax and b) to appropriate such revenues to support the FY 2026 budget; Or Otherwise Act Thereon.

You are directed to serve this Warrant by causing an attested copy of said Warrant to be posted in the Post Office in said Natick, and at the following public places in said Natick, to wit: Precinct 1: Reliable Cleaners, 214 West Central Street; Precinct 2: Cole Recreation Center, 179 Boden Lane; Precinct 3: Kennedy Middle School, Mill Street; Precinct 4: 2 Summer St.; Precinct 5: Wilson Middle School, Rutledge Road; Precinct 6: East Natick Fire Station, Rhode Island Avenue; Precinct 7: Lilja Elementary School, Bacon Street; Precinct 8: Natick High School, 15 West Street; Precinct 9: Community Senior Center, 117 East Central Street; and Precinct 10: Memorial Elementary School, 107 Eliot Street.

Above locations being at least one public place in each Precinct, in the Town of Natick, and also posted in the Natick U.S. Post Office, Town Hall, Bacon Free Library and Morse Institute Library seven days at least before April 22, 2025; also by causing the titles of the articles on the Warrant for the 2025 Spring Annual Town Meeting to be published once in "*The Metrowest Daily News*" with notice of availability of an attested copy of said Warrant, said Newspaper published in the Town of Natick and said publication to be February 28, 2025.

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

Given under our hands this 24th day of February, 2025.

**Select Board for the Town of Natick**

\_\_\_\_\_  
Kathryn M. Coughlin, Chair

\_\_\_\_\_  
Bruce T. Evans, Vice Chair

\_\_\_\_\_  
Richard Sidney, Clerk

\_\_\_\_\_  
Linda Wollschlager, Member

\_\_\_\_\_  
Kristen L. Pope, Member

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 a.m. - 5:00 p.m., Monday through Wednesday; 8:00 a.m.- 7:00 p.m. on Thursday; and 8:00 a.m.-12:30 p.m. on Friday. The Warrant may also be accessed from the Town website [www.natickma.gov](http://www.natickma.gov).



## Natick Finance Committee

March 18, 2025

To the Residents of Natick, and other interested members of the public:

This report summarizes the views and opinions of the Finance Committee, with regard to “Question 1”, a Proposition 2 ½ Override Request on the March 25, 2025 Town Election ballot, and interrelated matters regarding the FY2026 Natick Budgets. The opinions contained are not unanimously held by the members, but this report has received majority support in its observations.

### **Ballot Question 1:**

**“Shall the Town of Natick be allowed to assess an additional \$7,000,000 in real estate and personal property taxes for the purposes of funding the operating and capital budgets of the Town and of the Public Schools for the fiscal year beginning July 1, 2025?”**

### **Proposition 2 ½ basics**

*“Proposition 2 ½ limits the amount of revenue a city or town may raise from local property taxes each year to fund municipal operations. This amount is known as the annual levy limit. However, the law allows a city or town to increase tax revenues above that limit with approval of voters at an election. It also requires a city or town to reduce its levy limit as specified by the voters.*

*A levy limit override increases the amount of property tax revenue a community may raise in the year specified in the override question and in future years. It increases the community's levy limit and becomes part of the base for calculating future years' levy limits. The result is a permanent increase in taxing authority. G.L. c. 59 § 21C(g). The purpose of the override is to provide funding for municipal expenses likely to recur or continue into the future, such as annual operating and fixed costs, although it may be used for any municipal spending purpose.*

*The only limitation on the amount of the override is that the new levy limit, including the override, cannot exceed the overall Proposition 2½ levy ceiling of 2½ percent of the community's full and fair cash value.” [Source: MA Division of Local Services, “Proposition 2½ Ballot Questions Requirements and Procedures August 2017” linked below]*

The Committee considered inputs from Town and School administrations, members of the public, and reviews of fiscal and financial data available from the Commonwealth of Massachusetts' Division of Local Services. Much of this material and information is linked within this report.

In addition to the materials directly related to the Override ballot question, the committee has been reviewing FY2026 Budget Appropriation plans and proposals conforming to two general scenarios – budgets anticipating the passage of the override, and versions built in anticipation of no additional funding becoming available. These budget hearings continue, and are not scheduled to be completed until the beginning of April – after the Town Election on 3/25. The Finance Committee will vote it's recommendation on each budget, and incorporate those recommendations into its Recommendation Book to the members of Town Meeting. Town Meeting makes the ultimate decision and votes on budget appropriations.

In creating this report, the Finance Committee voted to base its position primarily on a meeting between the committee and both the Town and Natick Public Schools' administration on March 13, 2025. This meeting covered issues directly related to the Override proposal, as well as matters of financial management, fiscal policy, and the ability of the Town to adequately fund its ongoing and future operations, capital needs, and future obligations.

### **Summary of Town and Natick Public Schools' March 13, 2025 Financial Overview and Override Discussion with the Finance Committee.**

Town Administrator James Errickson provided an update on Natick's financial situation and the \$7 million override on the upcoming ballot. For several years, the administration has been anticipating and communicating the needs for an Operating Override and/or reduction of services to address the structural deficits. The proposed override, reduced from a previous \$8 million proposal, would lessen the town's FY2026 reliance on free cash from \$6 million to \$3 million. Recent favorable updates on projected operational expenses have already resulted in an adjustment of free cash usage in the non-override budget from \$6.5 million to \$6 million.

The Town Administrator explained the challenges of long-term forecasting, particularly regarding new growth and local receipts, due to COVID-19's impact on financial trends. He emphasized that the projections are a forecast, not a budget, and based on historical trends.

### **Budget Concerns and Inflation Impact**

Multiple members expressed concerns about inflation assumptions in the forecast, particularly related to Natick Public Schools' budget and teacher salary increases required by the most recent collective bargaining agreements. These concerns are not limited to the Schools' staffing, but extend to all compensation agreements town-wide. Compensation agreements which build in increases exceeding the rate of reliable revenue growth are a major driver of the town's structural deficit, given that compensation represents the major expense within the town's operating budgets.

Some members also noted that upcoming capital projects (e.g., Cole Center and Memorial School) may require debt exclusions, potentially increasing tax burdens beyond the override for the term length of the excluded projects' bonds. Additionally, the forecast shows tight budgets in FY28 and FY29, even with an override.

### **Natick Public Schools Financial Update**

Superintendent Dr. Melissa Spash outlined the schools' financial challenges. Both override and non-override budgets include over \$2 million in cuts over the past two years. The main cost driver is instructional expenses (teacher salaries). Deputy Superintendent Matt Gillis noted circuit breaker funds may help reduce out of district tuition costs next year.

School Committee Chair Shai Fuxman reaffirmed the commitment to a sustainable long-term budget, citing past cost-saving measures like cutting central office positions and hiring the new Superintendent, who has a financial management background.

The Deputy Superintendent emphasized that multi-year projections are difficult and acknowledged the challenge of limiting school budget increases to 4%, given that recent trends have exceeded that, as does the FY2026 appropriation request. The FY2026 "with override funding" appropriation request exceeds a 10% year-over-year increase. However, it's important to note that this year-over-year increase is an outlier, having been distorted by the non-recurring impact of bringing the School Bus Subsidy (previously a separate funding Warrant Article) into the operating budget. Additional distortion is caused by the FY2025 spend-down of the Circuit Breaker account (which reduced the FY25 appropriation to which FY26 is being compared). Without these non-recurring items, the FY25 to FY26 year-over-year growth would have been closer to 7% in the case of the "with override" budget request and 3.9% in the case of the "without override" budget.

The Finance Committee expresses serious concerns as to what town-wide offsets will be required going forward to support rates of growth exceeding stable revenue increases - in both the short and long terms.

### **Staffing and Enrollment Trends**

There was discussion on school staffing reductions, with 11 fewer positions with the override and 51 fewer without. Dr. Spash highlighted that while student enrollment is stable, the number of special education and multilingual learners has increased, requiring additional resources.

### **Town Financial Strategies and Future Planning**

Mr. Errickson detailed ongoing efforts to reduce spending and increase revenue, such as:

- Regional dispatch center (expected future savings)
- Reviewing trash and recycling programs for cost savings
- Potential fee increases (though phased implementation is preferred)

Some Finance Committee members raised concerns about the continued use of free cash for operating expenses and the reliance on reserves. A member questioned how projected

FY2028-FY2029 deficits would be addressed, to which the Town Administrator responded that higher than conservatively projected new growth, cost-cutting measures, and capital project deferrals have historically helped close budget gaps of the size forecast.

### **Retirement Funding and Stabilization Reserves**

Some members questioned whether the town could extend the deadline for fully funding pensions past 2030 to free up funds. However, Town Administration explained that changing course now would be difficult due to past commitments. The retirement system is currently 70% funded.

Discussions also touched on stabilization funds, with concerns about altering their purpose. The Town Administrator warned against using them for structural deficits, noting that maintaining reserves helps protect Natick's AAA bond rating.

### **Takeaways**

- Override passage would stabilize the budget but challenges remain in future years.
- If the override fails, additional town and school cuts are required.
- Retirement and capital project funding remain key long-term concerns.
- Town and school officials are working toward more frequent financial reporting and long-term sustainability.

The Select Board and School Committee will continue discussions on financial strategies, budget transparency, and future projections.

The Finance Committee strongly recommends that residents and other members of the public thoroughly review and consider all of the currently available materials generated by the Town's professional staff. These materials have been carefully built over several months, and represent the latest versions of plans, proposals, and projections – many of which have undergone dozens of iterations and revisions of assumptions.

### **Town Generated Override Materials, FY2026 Budgets, and State Data-Sets:**

[Town's FY2026 Budget Override Resources](#)

[Town Administrator's Preliminary FY2026 Budget Book](#)

[Natick Public Schools' FY2026 Budget Book](#)

[FY2026-2030 Capital Improvement Program](#)

[Summary of FY2026 Operational Override, Free Cash Plans, and FY2027-2031 Forecast](#)

[Proposition 2 ½ Guide from the Commonwealth of MA](#)

# Municipal Financial Self-Assessment

## Community Details



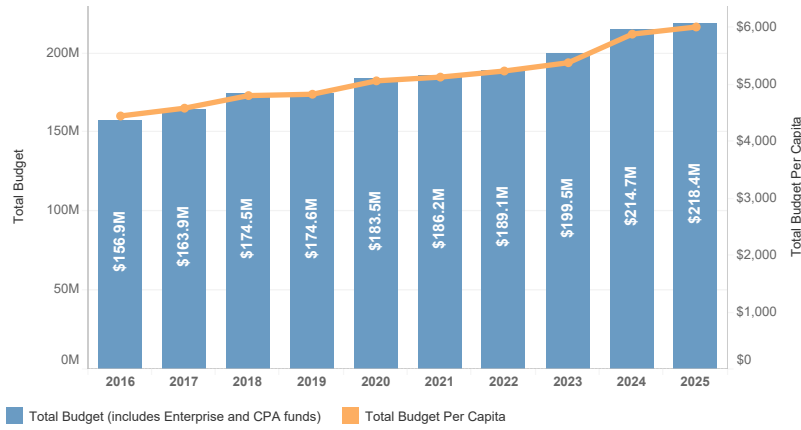
Municipality  
Natick

Year  
Multiple values

Data current as of 3/17/2025 2:32:33 PM

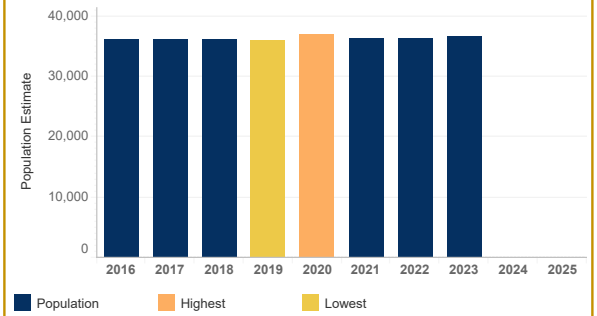
Charts with no data for the time period selected will display as blank.

### Total Budget

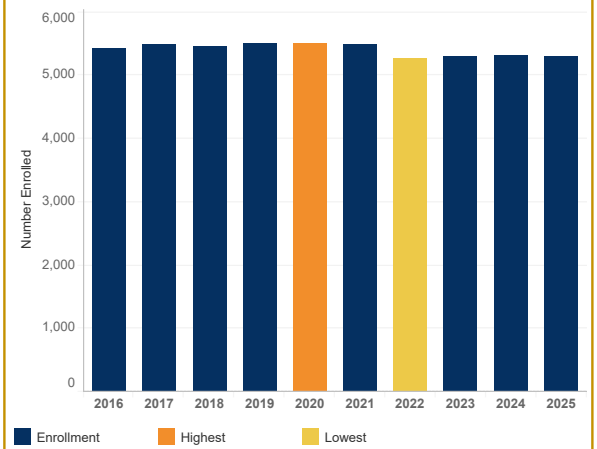


Total budget is the total amount to be raised including enterprise and community preservation funds. Changes in population drive the need for public services, which in turn impacts a community's budget.

### Population

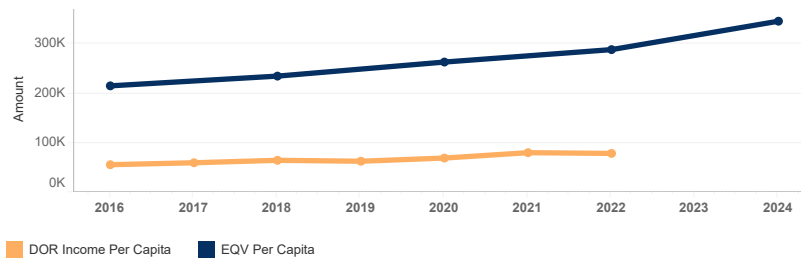


### Foundation School Enrollment

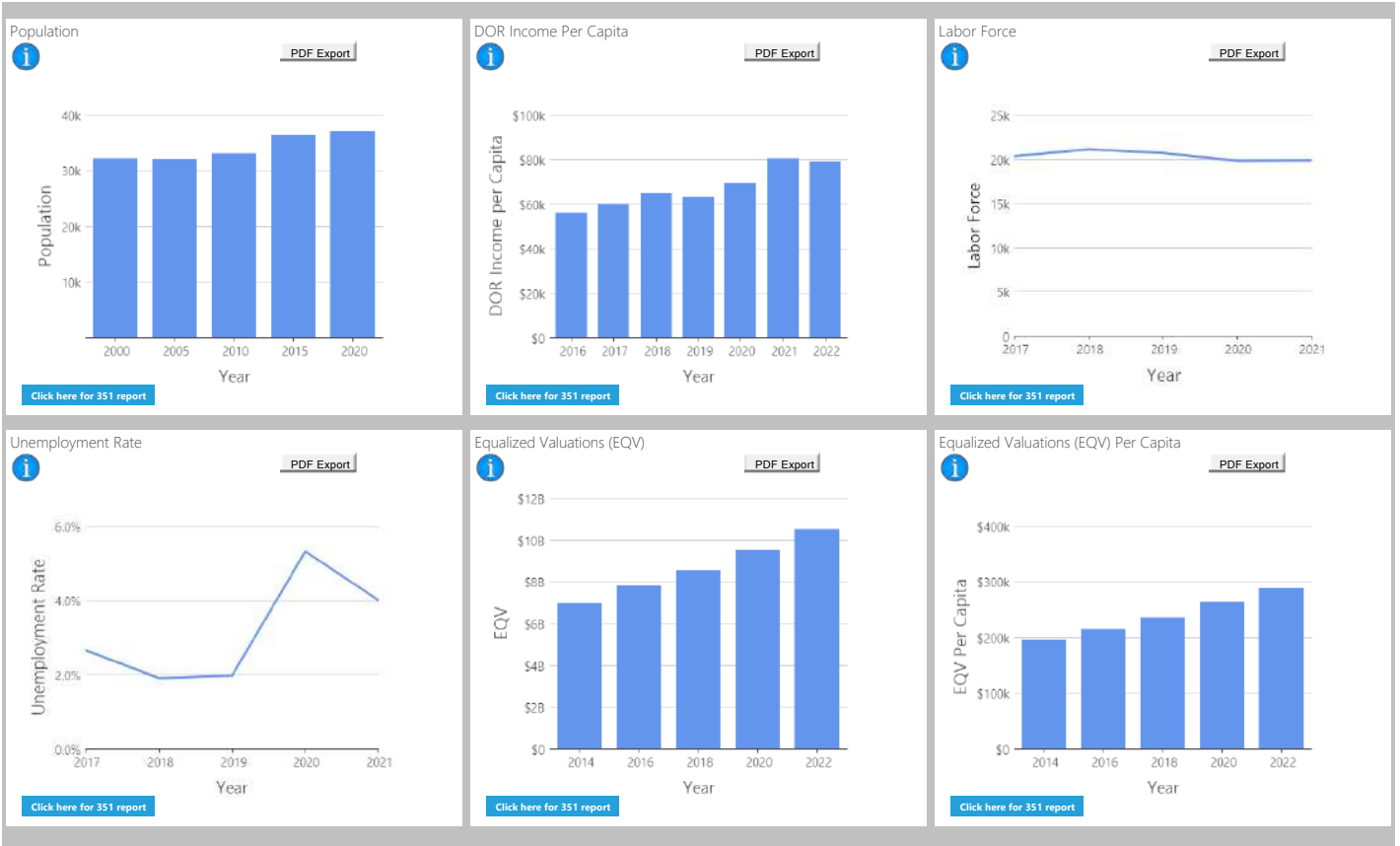


Changes in enrollment affect both operating and capital budgets.

### DOR Income Per Capita and EQV Per Capita



DOR Income is the aggregate income as filed on DOR tax returns. Income per capita and EQV (equalized valuation) per capita are basic indicators of a community's wealth.



# Municipal Financial Self-Assessment

## Income Sources



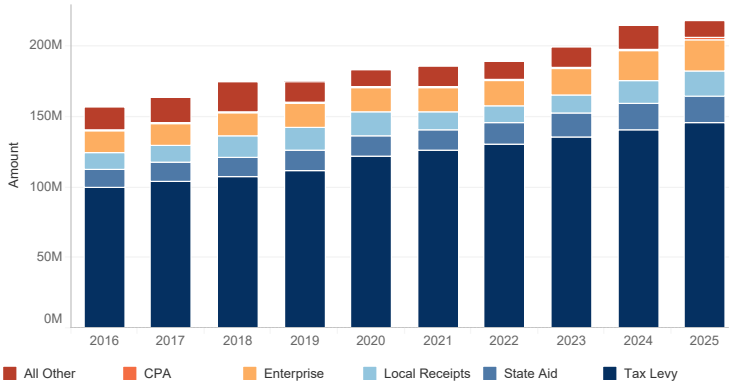
Municipality  
Natick

Year  
Multiple values

Data current as of 3/17/2025 2:32:33 PM

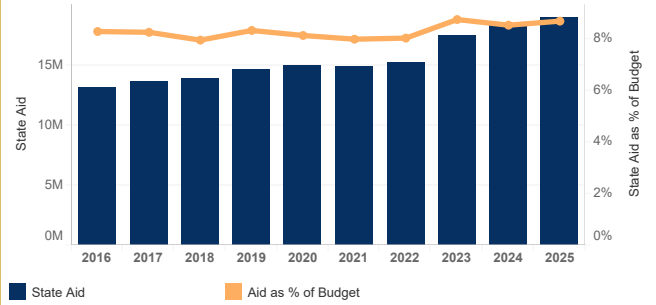
Charts with no data for the time period selected will display as blank.

### Revenue Composition



Changes in revenue sources over time can highlight dependencies that may not be sustainable long-term.

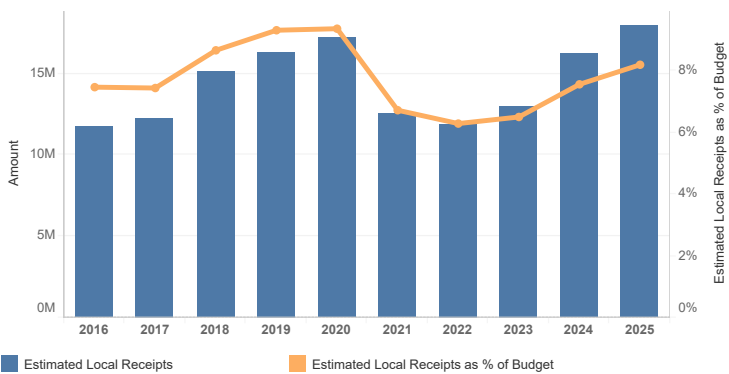
### State Aid



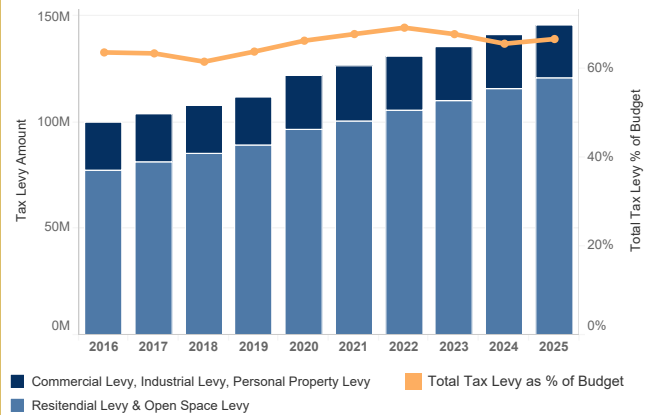
State aid is a major revenue source for many communities.

### Local Receipts as a Percent of Budget

[Click to View Estimated vs Actual Receipts](#)



### Property Tax Levy



Property taxes are a major revenue source, but with statutory limitations (Proposition 2 1/2).

# Municipal Financial Self-Assessment

## Property Values & Taxes



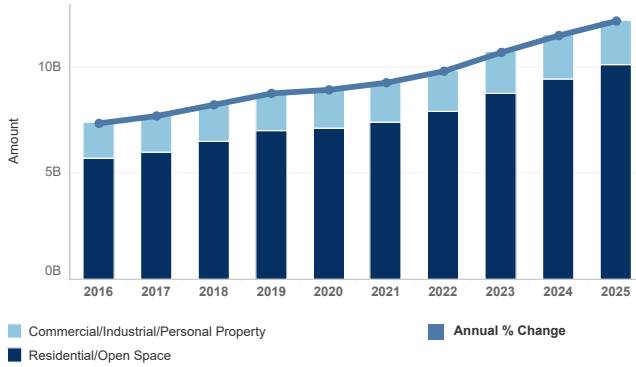
Municipality  
Natick

Year  
Multiple values

Data current as of 3/17/2025 2:32:33 PM

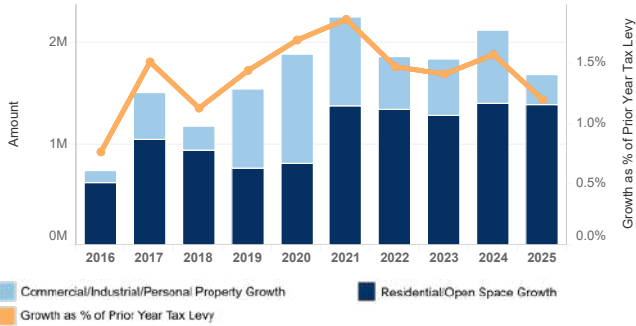
Charts with no data for the time period selected will display as blank.

### Assessed Values



Property values are a component of property taxes, which are a major source of revenue.

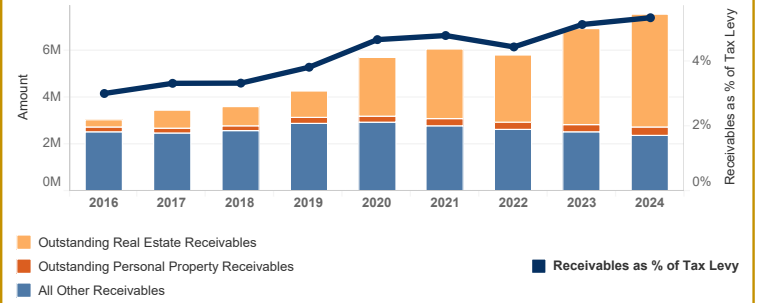
### New Growth



New growth increases a community's property tax base; it's a critical component of fiscal stability in a Proposition 2 1/2 environment.

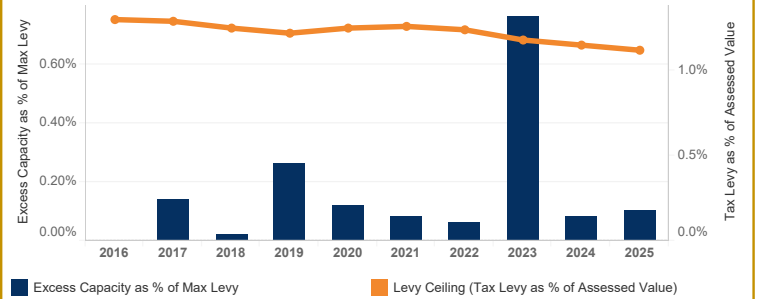
### Uncollected Property Taxes

[Click to View Total Outstanding RE & PP Tax](#)



Because property taxes are a major source of revenue, it's important to fully collect those taxes each year.

### Levy Ceiling & Excess Capacity



Proposition 2 1/2 limits the total property tax amount a municipality can collect to 2 1/2% of assessed value. It also limits the increase in property tax from one year to the next. A community can decide to tax to its limit or to stay underneath the limit.

Excess capacity is the difference between the levy limit and the amount of real and personal property taxes levied in a given year. An override vote may be required if a community has insufficient excess capacity.

# Municipal Financial Self-Assessment

## Debt & Other Long-Term Obligations



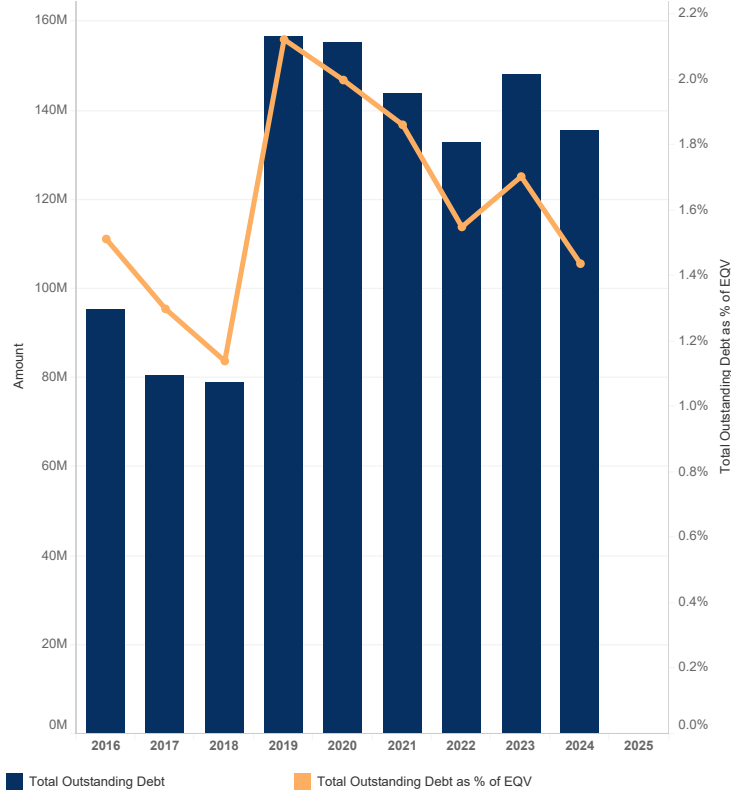
Municipality  
Natick

Year  
Multiple values

Data current as of 3/17/2025 2:32:33 PM

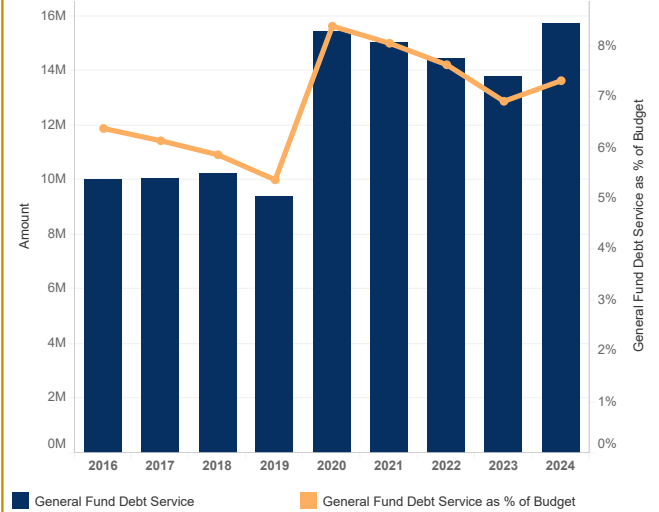
Charts with no data for the time period selected will display as blank.

### Total Outstanding Debt



The amount of outstanding debt a community carries is a fundamental measure of fiscal health. Measuring debt as a percent of equalized value (EQV) is a general indicator of a community's ability to repay its debt.

### General Fund Debt Service



Debt service is an appropriation that provides for the payment of principal and interest costs associated with the long- and short-term bonds issued by the community for capital projects.

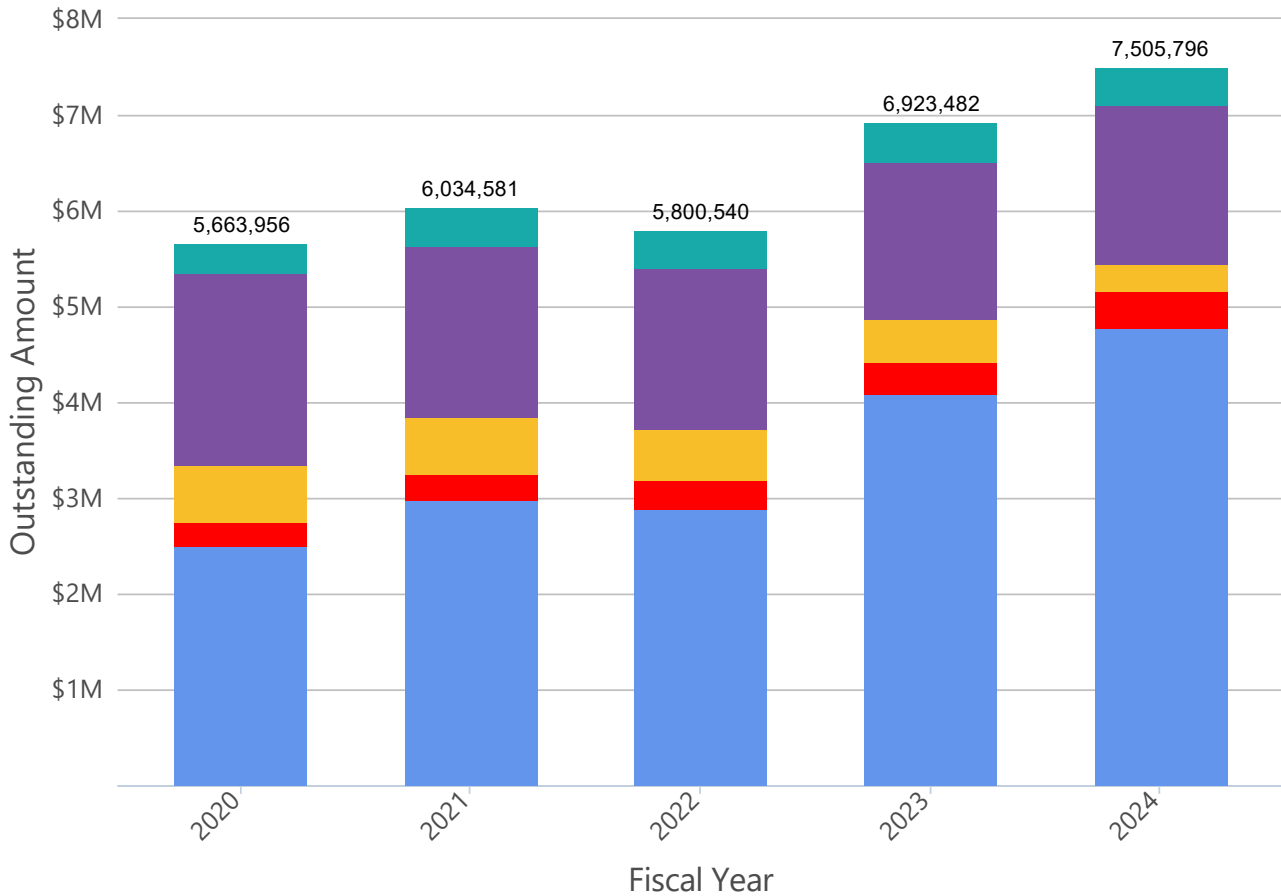
### Bond Ratings

| Rating Agency | 2017 | 2019 | 2020 | 2021 | 2023 | 2024 |
|---------------|------|------|------|------|------|------|
| S&P           | AAA  | AAA  | AAA  | AAA  | AAA  | AAA  |

Bond ratings are an indicator of fiscal condition. Each rating agency uses its own set of criteria to determine the overall financial stability of a municipality. These ratings can impact the costs associated with borrowing; the benefit of a higher bond rating is a lower interest rate.



Town of Natick

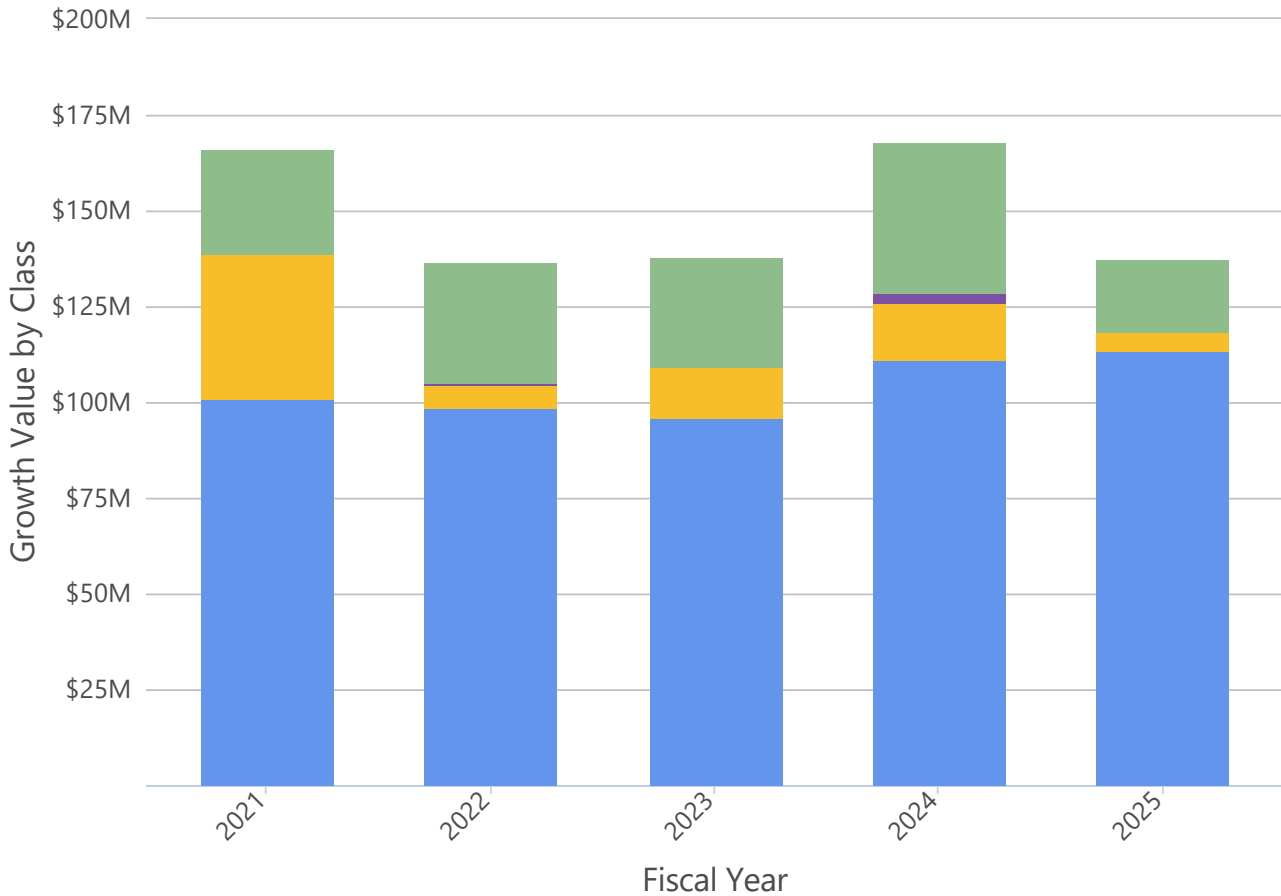


Real Estate Personal Property Deferred Property Tax Tax Liens Foreclosures

| Outstanding Receivable Type | 2020               | 2021               | 2022               | 2023               | 2024               |
|-----------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Real Estate                 | \$2,501,419        | \$2,981,461        | \$2,887,968        | \$4,096,531        | \$4,780,570        |
| Personal Property           | \$249,912          | \$276,653          | \$291,009          | \$328,710          | \$393,977          |
| Deferred Taxes              | \$599,468          | \$589,730          | \$551,034          | \$438,457          | \$271,465          |
| Tax Liens                   | \$2,005,601        | \$1,784,466        | \$1,668,258        | \$1,657,513        | \$1,657,513        |
| Foreclosures                | \$307,556          | \$402,271          | \$402,271          | \$402,271          | \$402,271          |
| <b>Total</b>                | <b>\$5,663,956</b> | <b>\$6,034,581</b> | <b>\$5,800,540</b> | <b>\$6,923,482</b> | <b>\$7,505,796</b> |



Town of Natick



■ Residential 
 ■ Open Space 
 ■ Commercial 
 ■ Industrial 
 ■ Personal Property

| CLASS             | 2021               | 2022               | 2023               | 2024               | 2025               |
|-------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Residential       | 101,111,500        | 98,523,900         | 95,827,400         | 111,197,518        | 113,489,182        |
| Open Space        | 0                  | 0                  | 0                  | 0                  | 0                  |
| Commercial        | 37,621,400         | 5,946,100          | 13,221,200         | 14,795,220         | 4,975,500          |
| Industrial        | 0                  | 456,300            | 312,500            | 2,558,236          | 0                  |
| Personal Property | 27,366,937         | 31,625,740         | 28,660,026         | 39,286,970         | 18,925,560         |
| <b>Total</b>      | <b>166,099,837</b> | <b>136,552,040</b> | <b>138,021,126</b> | <b>167,837,944</b> | <b>137,390,242</b> |