

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

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

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

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

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

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

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

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

The Moderator made several announcements regarding upcoming community events.

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

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

The 2015 Natick Town Report is dedicated to long-time volunteer Ken Soderholm. Ken's extraordinary leadership over the last 25 years has contributed to the Town's quality of life and economic security.

Ken has served Natick as a member and chair of the Conservation Commission, Planning Board, Lookout Farm Advisory Committee and MetroWest Growth Management Committee (now the MetroWest Regional Collaborative), as Ken understands that Natick is a vital part of a diverse and dynamic region.

Ken has also stepped up to serve on many, many project-focused committees, including the Sawin House, Cochituate Aqueduct Trail, West Natick Fire Station, Conservation Fund Study, Downtown Natick Study, Eliot School RFP, MWRA Water Tunnel Mitigation Task Force, MWRA Aqueduct Access study, and Leach Lane Sewer Extension Working Group.

In addition, Ken has volunteered outside of local government to the benefit of the community, as a Director of the Upper Charles Conservation Land Trust and the Natick Historical Society, and as coach with the Youth Recreation League Basketball, with Little League, Babe Ruth League and Summer Travel League youth baseball, as builder of the new cupola atop The Center For the Arts in Natick, and on TCAN's Building Committee for the upcoming second floor film theater.

Throughout his volunteer career, Ken has brought a thoughtful and balanced approach to public service, with respect for stewardship of our natural and historic legacy, and with a thoughtful perspective on permitting and development. He has lent his expertise on areas ranging from walking trails in South Natick to the expansion of the Natick Mall, all achieved with a style of leadership that brings people together productively and for a common purpose.

Ken treasures the community of Natick and has enjoyed raising his family here, including his grown sons, daughter and grandchildren.

With the Town's recent collaboration in securing permanent public access to Pegan Hill, shown on the cover of this report, it is fitting that Ken Soderholm's exemplary service to Natick be recognized.

Mr. Soderholm thanked the community and Town Meeting.

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

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

**ARTICLE 1: Authorize Board of Selectmen to Acquire, Obtain, Abandon or Relocate Easements (Board of Selectmen)**

To see if the Town will vote to authorize the Board of Selectmen, during Fiscal Year 2017, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities, provided however that such authorization pertains only to easements acquired at no cost to the Town; and, further, to authorize the Board of Selectmen during Fiscal Year 2017 to abandon or relocate easements acquired for any of the foregoing purposes; or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 11 - 0 - 0 on February 23, 2016, the Finance Committee recommends *Favorable Action* with regard to the subject matter of Article 1 as presented in the voted recommended motion below.

**MOTION (Requires majority vote)**

Moved by Mr. Evans seconded by Mr. Griesmer that the Town vote to authorize the Board of Selectmen, during Fiscal Year 2017, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities, provided however that such authorization pertains only to easements acquired at no cost to the Town; and, further, to authorize the Board of Selectmen, subsequent to a public hearing, during Fiscal Year 2017 to abandon or relocate easements acquired for any of the foregoing purposes.

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

**ARTICLE 2: Committee Article (Board of Selectmen)**

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

**FINANCE COMMITTEE RECOMMENDATION**

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

**MOTION (Requires majority vote)**

Moved by Mr. Evans seconded by Mr. Griesmer to take no action on this article.

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

**ARTICLE 3: Structured Tax Agreement (Town Administrator)**

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

**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 11 - 0 - 0 on February 23, 2016, the Finance Committee recommends *Favorable Action* with regard to the subject matter of Article 3 as presented in the voted recommended motion below.

**MOTION (Requires majority vote)**

Moved by Mr. Evans, seconded by Mr. Griesmer that the Town, pursuant to the provisions of Chapter 59, Section 38H of the Massachusetts General Laws, or other applicable law, vote to authorize the Board of Selectmen to enter into an agreement with Highland Street Natick Solar LLC or its affiliate or assignee for payment in lieu of real and personal property taxes with respect to solar photovoltaic electric-generating facilities on land owned by the Walnut Hill Prep School at 12 Highland Street, Natick MA (Town of Natick Assessors' Map 36, Lot 236A) and, further, to

authorize the Board of Selectmen, the Town Administrator, and the Board of Selectmen's designee(s) to take any action necessary to accomplish the purposes of this article.

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

**ARTICLE 4: Elected Officials Salary (Town Administrator)**

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

**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 9 - 0 - 0 on March 23, 2016, the Finance Committee recommends *Favorable Action*, with regard to the subject matter of Article 4 as presented in the voted recommended motion below.

**MOTION (Requires majority vote)**

Moved by Mr. Evans, seconded by Ms. Collins that the Town vote to fix the salary and compensation of the following elected officer of the Town for the Fiscal Year July 1, 2017 through June 30, 2017, as provided by Section 108 of Chapter 41 of the Massachusetts General Laws: Town Clerk: \$90,000.

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

**ARTICLE 5: Personnel Board Classification and Pay Plan (Town Administrator)**

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

**FINANCE COMMITTEE RECOMMENDATION**

By a vote of 8 - 0 - 0 on March 17, 2016, the Finance Committee recommends *Favorable Action* with regard to the subject matter of Article 5 as presented in the voted recommended motion below.

**MOTION (Requires majority vote)**

Moved by Mr. Evans seconded by Mr. Griesmer that the town vote to amend the By Laws by changing in its entirety the table entitled Classification and Pay Plan that is incorporated by reference into Article 24, Section 3, Paragraph 3.10 with the new Classification and Pay Plan as follows:

Town of Natick				
Classification and Pay Plan				
Fiscal Year 2017				
Effective July 1, 2016				
Grade	Minimum	Point 1	Point 2	Maximum
6	\$ 100,000.00	\$ 115,000.00	\$ 128,000.00	\$ 145,000.00
5	\$ 85,000.00	\$ 98,333.33	\$ 111,666.67	\$ 125,000.00
4	\$ 70,000.00	\$ 81,666.67	\$ 93,333.33	\$ 105,000.00
3	\$ 55,000.00	\$ 63,333.33	\$ 71,666.67	\$ 80,000.00
2	\$ 47,000.00	\$ 55,000.00	\$ 62,500.00	\$ 70,000.00
1	\$ 32,000.00	\$ 40,500.00	\$ 49,000.00	\$ 57,500.00
<b>GRADE 6</b>			<b>GRADE 3 Continued</b>	
Chief of Police			Information Systems Data Base Administrator	
Deputy Town Administrator/Director of Finance			Information Systems Network Administrator	
Deputy Town Administrator/Operations			Local Building Inspector (certified)	
Fire Chief			Planner/Conservation Agent	
			Procurement Manager	
<b>GRADE 5</b>			Public Health Nurse	
Comptroller			Regulatory Compliance Coordinator	
Deputy Chief of Police			Senior Environmental Health Specialist	
Director of Community & Economic Development			Senior Planner	
Director of Community Services			Staff Accountant	
Director of Facilities Management			Sustainability Coordinator	
Director of Human Resources			Veterans Agent	
Director of Information Technology				
Director of Public Works			<b>GRADE 2</b>	
			Assistant Assessor (non-certified)	
<b>GRADE 4</b>			Assistant Director, Bacon Free Library	
Assistant Comptroller			Assistant Farm Director	
Building Commissioner			Clinical Social Worker	
Director of Assessing			Data Analyst	
Director of Council on Aging			Executive Assistant	
Director of Public Health			Facility Custodial Supervisor	
Director of Recreation & Parks			Golf Course Superintendent	
Morse Library Director			Human Resources Coordinator	
Treasurer/Collector			Office Administrator, Farm	
			Payroll Manager	
<b>GRADE 3</b>			Sanitarian	
Assistant Assessor (certified)			Senior Executive Assistant	
Assistant Director Council on Aging			Social Worker	
Assistant Director Recreation & Parks			Social Worker Coordinator	
Assistant Library Director, Morse Library			Special Assistant to Director of Community Services	
Assistant Treasurer/Collector			Special Assistant to Director of Facilities Management	
Bacon Free Library Director			Special Assistant to Director of Finance	
Benefits Manager			Special Needs Coordinator	
Communications/Information Officer				
Director of Recreation Programs/Special Events			<b>GRADE 1</b>	
Environmental Health Agent			Animal Control Officer	
Executive Farm Director			Golf Professional	
Facility Maintenance Manager			Outreach Coordinator	
Golf Course Manager			Student Officer	
Housing/General Planner				
			3/23/2016	

Town of Natick				
Part-Time Classification and Pay Plan				
Fiscal Year 2017				
Effective July 1, 2016				
Hourly Wage Scale				
Grade	Minimum	Point 1	Point 2	Maximum
1	\$ *10.00	\$ 14.00	\$ 17.00	\$ 20.00
2	\$ 14.00	\$ 24.00	\$ 27.00	\$ 30.00
3	\$ 24.00	\$ 34.00	\$ 37.00	\$ 40.00
Grade 1	Grade 2		Grade 3	
Assistant Leader (Rec)	Administrative Support (Grants)		Adult Contractor	
Assistant Swim Coach	Assistant Director (Rec)		Building Inspector	
Attendant (Rec)	Beach Manager		Certified Sports Official	
Building Monitor I (Rec)	Bookkeeper		Instructor III	
Bus Dispatcher	Building Monitor II (Rec)		Laborer III	
Bus Driver	Camp Director		Nurse (RN)	
Cart Attendant (Golf)	Community Garden Coordinator		Volunteer Coordinator II	
Clerical Assistant	Conservation Agent			
Club House Attendant (Golf)	Election Warden			
Club House Supervisor (Golf)	Golf Course Mechanic			
Concession Manager	Head Lifeguard			
Custodian	Instructor II			
Deputy Animal Control Officer	Laborer II			
Election Clerk	Library Assistant (Bacon)			
Election Inspector	Meter Enforcement Operator			
Equipment Operator (Golf)	Plumbing and Wiring Inspector			
Instructor	Police Matron			
Laborer I	Police Transcriber			
Leader/Counselor (Rec)	Program Assistant			
Library Page (Morse)	Program Supervisor (Rec)			
Lifeguard	Recycling Attendant			
Parking Clerk	School Crossing Guard			
Ranger/Starter (Golf)	Seasonal Construction Engineer			
Receptionist	Social Worker			
School Crossing Guard (1st Year)	Swim Coach			
Senior Counselor (Certified-Rec)	Transportation Coordinator			
Specialist (Rec)	Volunteer Coordinator I			
Timer/Scorer				
Position	Annual Rate			
Inspector of Animals	\$ 3,750.00			
Registrar of Voters	\$ 966.00			
Town Meeting Page	\$50.00 / Session			
*Minimum Wage rate of \$10.00 effective through December 31, 2016 and \$11.00 effective January 1, 2017.				
				3/23/2016

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

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

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

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Diane Packer, Town Clerk