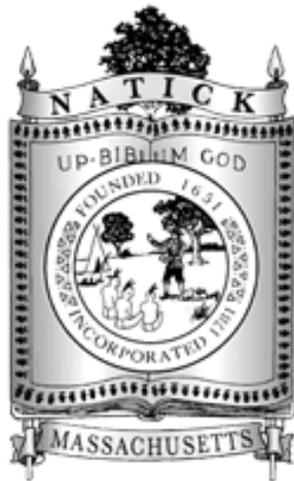


Town of Natick

2019 Spring Annual Town Meeting



Supplement #1 Recommendations of the Natick Finance Committee

April 9, 2019 - Natick High School - Natick, MA

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Finance Committee

Supplement #1 Recommendation Book

Table of Contents

Finance Committee Letter to Town Meeting 1

Errata Sheet for the Initial Recommendation Book **3**

Revised Consent Agenda Motion **5**

SATM Article 4- Personnel Board Classification and Pay Plan **9**

SATM Article 5 - Collective Bargaining **13**

SATM Article 8 - FY 2020 Omnibus Budget **15**

SATM Article 15 - Capital Improvements..... **31**

SATM Article 24 - Amend Historic Preservation .Zoning By-Law **39**

Appendix..... ..

American Communities Survey Data Set: Demographic, Financial and Economic Data for Natick.....**43**

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**Finance Committee
Town of Natick, Massachusetts**

April 8, 2019

2019 Spring Annual Town Meeting and Special Town Meeting #1

Greetings to all Town Meeting Members and Citizens of Natick,

The Finance Committee is providing Supplement #1 for the 2019 Spring Annual Town Meeting Recommendation Book, for your reading pleasure.

Included in this book are the motions for Article 4 and 24, and new motions for Articles, 5, 8 and 15 of the 2019 SATM, following the Finance Committee taking further action to reconsider those three motions at the request of Town Administration. Further action is still required for Article 26 & 27, pending any actions by the Planning Board at its Public Hearing later in April.

In reaching its recommendations the Finance Committee has considered the information and comments presented from all of the warrant article sponsors, Town department heads, and Town Administration.

Information relating to the Finance Committee may be found on the Town's public website, at the Finance Committee Web Page. Any questions or comments about the Finance Committee may also be submitted to us via an email at chair.fincom@natickma.org.

Natick Finance Committee

Patrick Hayes, Chair
Dan Sullivan
Dirk Coburn
David Coffey
Jim Scurlock

Linda Wollschlager, Vice Chair
Kristine Van Amsterdam
Bob McCauley
David Gallo
Bill Gome

Bruce Evans, Secretary
Mike Linehan
Jeff DeLuca
Phil Rooney

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Initial Recommendation Book

Errata Sheet

- Article 11: The quantum of vote is Majority, not Two-Thirds Majority.
- Article 15: The text of the Article language from the Warrant was incorrect. The correct language is contained in Supplement #1 for Article 15.
- Article 25: The quantum of vote is Two-Thirds Majority and not simple Majority.
- Article 28: The Finance Committee's actual recommendation and the quantum of vote were missing. The recommendation is Favorable Action; the vote was 9-0-0.

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Proposed Rule Motion:

A CONSENT AGENDA shall be in order during the first session of this Spring Annual Town Meeting; provided, however that the Moderator must ensure that said motion is published in the Finance Committee Recommendation Book which is required to be provided at least seven (7) days prior to the opening of the first session of this Spring Annual Town Meeting. The Moderator shall propose to Town Meeting Members a “Consent Agenda” in the form of a motion listing all articles and respective motions which (based on the advice of the Finance Committee, Town Clerk and Town Counsel) the Moderator deems to be non-controversial. At said first session of the meeting, seven (7) Town Meeting Members may be recognized by the Moderator so that any article shall be removed from the Consent Agenda and debated and voted upon in accordance with the provisions of Town Meeting Rules and practices. All articles remaining in the Consent Agenda shall then be voted upon by a single 2/3 vote without sponsor presentation or debate.

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**2019 SPRING ANNUAL TOWN MEETING
CONSENT AGENDA MOTION
April 9, 2019**

Move that the Town take Articles 1, 5, 7, 12, 17 and 19 out of order and that they be “Passed by Consent” in accordance with the Motions published in the Consent Agenda distributed in the Finance Committee Book of Recommendations.

ARTICLE 1 – Authorize Board of Selectmen to Acquire, Obtain, Abandon or Relocate Easements: Town Administrator

MOTION: Move that the Town vote to authorize the Board of Selectmen, during Fiscal Year 2020, 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 2020 to abandon or relocate easements acquired for any of the foregoing purposes.

ARTICLE 5 – Collective Bargaining: Town Administrator

MOTION: Move no action with regard to the subject matter of Article 5.

ARTICLE 7 – Fiscal 2019 Omnibus Budget: Town Administrator

MOTION: Move no action with regard to the subject matter of Article 7.

ARTICLE 12 – Revolving Funds: Town Administrator

MOTION: Move that the Town vote to reauthorize the following maximum expenditures from the listed revolving funds, established by the Town of Natick Bylaws, Article 41A, during the fiscal year beginning July 1, 2019, pursuant to Chapter 44, “53E 1/2 of the Massachusetts General Laws, as follows:

Revolving Fund entitled DPW Vehicles, under the supervision of the Director of Public Works and the Town Administrator, up to and including \$200,000; and,

Revolving Fund entitled Morse Institute Library Maintenance and Purchase of New Books and Related Materials, under the supervision of the Library Trustees, up to and including \$85,000; and,

Revolving Fund entitled Morse Institute Library Maintenance and Repair of Library Facilities and Equipment, under the supervision of the Library Trustees, up to and including \$25,000; and,

Revolving Fund entitled Community-Senior Center Rental, Maintenance and Improvement

Projects, under the supervision of the Town Administrator, up to and including \$75,000; and,

Revolving Fund entitled Flu Clinics, Immunization Programs, Pandemics and Emergency Preparedness, under the supervision of the Board of Health, up to and including \$40,000; and,

Revolving Fund entitled Community-Senior Center Programs and Activities, under the supervision of the Council on Aging, up to and including \$95,000; and,

Revolving Fund entitled Tobacco Control Programs and Enforcement, under the supervision of the Board of Health, up to and including \$25,000; and,

Revolving Fund entitled Energy Conservation and Renewable Energy Projects, under the supervision of the Town Administrator, up to and including \$25,000; and,

Revolving Fund entitled Tax Takings or Tax Title Foreclosures, under the supervision of the Finance Director, up to and including \$100,000; and,

Revolving Fund entitled Curbside Compost Collection Program, under the supervision of the Town Administrator, up to and including \$20,000.

ARTICLE 17 – Camp Mary Bunker: Town Administrator

MOTION: Move that the Town vote to dedicate property, commonly known as Camp Mary Bunker, as described in a deed recorded with the Middlesex South Registry of Deeds at Book 15706, Page 22, subject to the terms and conditions set forth in an Agreement recorded with said Registry of Deeds at Book 15706, Page 26, and modified to include a sidewalk to be constructed thereon as part of the North Main Street (Route 27) improvement project, to be protected under Article 97 of the Articles of Amendment to the Massachusetts Constitution.

ARTICLE 19 – Increase Personal Exemption Amounts: Board of Assessors

MOTION: Move that the Town vote to increase the Personal Exemption Amounts by 57.5% under the provisions of Chapter 73 of the Acts of 1986 as amended by Chapter 126 of the Acts of 1988 which provides for "Optional Additional Property Tax Exemptions" allowing an annually determined, uniform increase in the amount of exemption in General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22E, 37A, and 41C (elderly person, disabled veteran, or blind person.)

Respectfully submitted, Frank W. Foss, Natick Town Moderator

**Article 4
Personnel Board Classification and Pay Plan
(Personnel Board)**

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 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.

Purpose of The Article

To update the Personnel Board's Classification and Pay Plan to reflect new jobs added to the Classification. The pay plan creates the structure for compensation for town employees

Finance Committee Recommendation

**The Finance Committee
took the following action:**

DATE VOTED: **April 4, 2019**

RECOMMENDATION: **Favorable Action**

QUANTUM OF VOTE: **9-0-0**

**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. The new Classification and Pay Plan is as follows:

Town of Natick
Classification and Pay Plan
Effective July 1, 2019

Grade	Minimum	Point 1	Point 2	Maximum
6	\$ 125,000.00	\$ 140,000.00	\$ 155,000.00	\$ 165,000.00
5	\$ 100,000.00	\$ 120,000.00	\$ 135,000.00	\$ 145,000.00
4	\$ 75,000.00	\$ 90,000.00	\$ 105,000.00	\$ 125,000.00
3	\$ 60,000.00	\$ 72,000.00	\$ 85,000.00	\$ 105,000.00
2	\$ 48,000.00	\$ 55,000.00	\$ 62,500.00	\$ 80,000.00
1	\$ 42,000.00	\$ 48,000.00	\$ 54,000.00	\$ 60,000.00

GRADE 6

Chief of Police
Deputy Town Administrator/Director of Finance
Deputy Town Administrator/Operations
Fire Chief
Town Administrator

GRADE 5

Comptroller
Deputy Chief of Police
Director of Community & Economic Development
Director of Community Services
Director of Facilities Management/Strategic Capital Partnerships
Director of Human Resources/Labor Relations
Director of Information Technology
Director of Public Works

GRADE 4

Assistant Comptroller
Building Commissioner
Director of Assessing
Director of Council on Aging
Director of Public Health
Director of Recreation & Parks
Morse Library Director
Treasurer/Collector

GRADE 3

Assistant Assessor (certified)
Assistant Director Council on Aging
Assistant Director Recreation & Parks
Assistant Library Director, Morse Library
Assistant Treasurer/Collector
Bacon Free Library Director
Benefits Manager
Communications/Information Officer
Director of Recreation Programs/Special Events
Environmental Health Agent
Executive Director, Farm
Facility Maintenance Manager
Golf Course Manager
Housing/General Planner

GRADE 3 Continued

Information Systems Data Base Administrator
Information Systems Network Administrator
Local Building Inspector (certified)
Planner/Conservation Agent
Prevention and Outreach Program Manager
Procurement Manager
Project Manager
Public Health Nurse
Regulatory Compliance Coordinator
Senior Environmental Health Specialist
Senior Planner
Staff Accountant
Sustainability Coordinator
Veterans Agent

GRADE 2

Assistant Assessor (non-certified)
Assistant Director, Bacon Free Library
Assistant Director, Farm
Assistant Director Internal Operations
Clinical Social Worker
Data Analyst
Executive Assistant
Facility Custodial Supervisor
Golf Course Superintendent
Human Resources Coordinator
Payroll Manager
Sanitarian
Senior Executive Assistant
Social Worker
Social Worker Coordinator
Special Assistant to Director of Community Services
Special Assistant to Director of Facilities Management
Special Assistant to Director of Finance
Special Needs Coordinator
System Specialist Administrative

GRADE 1

Animal Control Officer
Finance Coordinator
Golf Professional
Meter Enforcement Officer
Outreach Coordinator
Program Manager Volunteer Services
Student Officer
Teen Center Coordinator

Town of Natick
Part-Time Classification and Pay Plan
Effective July 1, 2019

Hourly Wage Scale

Grade	Minimum	Point 1	Point 2	Maximum
1	\$ 11.00	\$ 14.00	\$ 17.00	\$ 20.00
2	\$ 14.00	\$ 24.00	\$ 27.00	\$ 30.00
3	\$ 24.00	\$ 34.00	\$ 37.00	\$ 40.00

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

Position	Annual Rate
Inspector of Animals	\$ 3,750.00
Registrar of Voters	\$ 966.00
Town Meeting Page	\$50.00 / Session

-----End of Motion-----

Note: The text of the motion ends at the end of the word- "session", contained in the table above under the column heading Annual Rate.

Finance Committee Public Hearing Discussion

This article's public hearing was initially heard on March 5 and then was continued on April 4, 2019.

During the Public Hearing the *Town Administration provided the following information* related to the subject matter of Article

Summary

The Personnel Board is charged with presenting a Classification and Pay Plan to Town Meeting:

- Proposed changes contemplated under this article are only for the full-time salaried employees, and more specifically the following roles:
 - Director of Facilities Management/Strategic Capital Partnerships – Grade 5
 - Director of Human Resources/Labor Relations – Grade 5
 - Executive Director, Farm – Grade 3
 - Assistant Direct, Farm – Grade 2
 - Assistant Director Internal Operations – Grade 2
 - Systems Specialist Administrative – Grade 2
 - Meter Enforcement Officer – Grade 2
 - Program Manager Volunteer Services – Grade 2
- The Personnel Board is not recommending any changes to the Classification and Pay Plans for part-time personnel
- This warrant article does not seek any funding. Actual funding for town departments and employees is handled in other warrant articles
- This plan covers the general government, non-union employees of the town - roughly 65 full-time employees and also cover part-time workers for various jobs throughout municipal government operations
- Establishing individual employee salaries is the responsibility of the Town Administrator
- All full-time, non-union job descriptions can be accessed on-line at [Full Time Job Descriptions](https://www.natickma.gov/285/Non-Union-Full-Time-Job-Descriptions) (<https://www.natickma.gov/285/Non-Union-Full-Time-Job-Descriptions>)

End of Article

**Article 5
Collective Bargaining
(Town Administrator)**

Article Language

To see if the Town will vote to raise and appropriate, or otherwise provide, the funds necessary to implement the Terms of Agreements reached between the Town and the following collective bargaining units:

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

Or otherwise act thereon.

Purpose of the Article

Under this Article, Town Meeting is asked to appropriate funds for the current fiscal year (and prior fiscal year, if applicable) for collective bargaining agreements (CBAs) that have been ratified by the respective union as well as management; such appropriation requirement applies only to General Government unions, of which there are ten.

Finance Committee Recommendation

**The Finance Committee
took the following action:**

DATE VOTED: **April 4, 2019**

RECOMMENDATION: **Favorable Action**

QUANTUM OF VOTE: **9-0-0**

MOTION

Requires a Majority Vote

Move that the Town vote to appropriate the sum of \$720,000 to implement the terms of the FY2016-FY2018 collective bargaining agreement reached between the Town of Natick and The Natick Patrol Officers' Association, said funds to be added to the FY 2019 Police Department Personnel Services budget; said sum of \$720,000 to be transferred from the Board of Selectmen's FY 2019 budget Selectmen CBA Settlements.

Finance Committee Public Hearing Discussion

Article 5 was originally heard by the Finance Committee on March 21 and a motion to recommend "No Action" was voted (13-0-0). Subsequently, the Town of Natick reached an agreement with The Natick Patrol Officers' Association, on April 3, 2019. For that reason the Town Administration requested this article be reconsidered in light of new and compelling information.

On April 4, 2019 the Finance Committee heard the rationale for reconsideration. The committee voted 9-0-0 to reconsider Article 5.

The Town Administration provided a summary of the new CBA which is effective from July 1, 2015 to June 30, 2018.

The Finance Committee asked questions and gathered information specific to:

- The start date of the CBA
- That the funding that was anticipated in the FY19 budget is enough to cover the agreement
- The status of the appeal.

The administration noted that the funding that was set aside is sufficient to cover the total increase as specified in the CBA. The Town Administrator also noted that the Natick Patrol Officers' Association appeal of the Arbitration Ruling has been dropped.

End of Article

**Article 8
FY 2020 Omnibus
(Town Administrator)**

Article Language

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 2020 (July 1, 2019 to June 30, 2020), and to provide for a reserve fund for Fiscal Year 2020; or to otherwise act thereon.

Purpose of the Article

To fund the operations of the various Town and School Departments, the Water & Sewer Enterprise Fund and the Sassamon Trace Golf Course Enterprise Fund.

Finance Committee Public Hearing Discussion

The Finance Committee heard the original motions for Article 8 on March 19, 2019 and voted to recommend Favorable Action on all motions. **On April 1, 2019 the Town Administration notified the Finance Committee of the need to reconsider certain motions under Article 8, specifically Motions E, G and H1.**

On April 4, 2019 the Finance Committee heard the request for reconsideration and the supporting rationale. The committee took motions to Reconsider Article 8, Motions E, G and H1. The Reconsideration motions for each carried by a 9-0-0 vote.

The committee then took up each of the three motions under Article 8 and reviewed the changes presented by the administration for each of the motions.

The changes under Article 8 are:

- Article 8, Motion E –Town Clerk’s Budget – Salary Line – Increased from \$266,105 to \$266,398 due to an increase in the proposed Clerk’s salary of \$298. The total for the revised Motion E is \$7,502,649.
- Article 8 Motion G – Debt Service – Line reduced by \$366,250 to \$16,260,482 due to the deferred debt service associated with the South Main Street Project. Project will be revisited in FATM 2019. Motion G will have a reduction in the Tax Levy spending for FY 2020 of \$366,250 with makes the total Motion G - \$47,558,225.
- Article 8 Motion H1 – Water & Sewer – Increase in Debt service costs of \$35,000 due to the Tonka High Pressure Filter Project. Total motion increased to \$14,227,636.

For the ease of Town Meeting to manage the various motions under Article 8 as easily as possible this supplement document contains all of the motions- those voted originally and that are not changing and then those that were reconsidered and have different motion appropriation requests. The reconsidered motions will be noted as such, with graphical indicators calling out the new motion and identifying the location where the budget has changed.

Finally, after all reconsidered motions were voted- all favorable action recommendations, the Finance Committee took a motion to reaffirm all other prior votes under Article 8. That motion carried 9-0-0..

Finance Committee Recommendation

The Finance Committee took the following action on Motion A1:

DATE VOTED: **March 19, 2019**
 RECOMMENDATION: **Favorable Action**
 QUANTUM OF VOTE: **14-0-0**

MOTION A1

Motion A1: Requires majority vote	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the Natick Public Schools	
Salaries & Expenses	\$67,810,346
Total Natick Public Schools	\$67,810,346
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Local Receipts	\$684,572
Tax Levy of Fiscal Year 2020	\$67,125,774

Finance Committee Recommendation

**The Finance Committee
took the following action on
Motion A2:**

DATE VOTED: March 19, 2019

RECOMMENDATION: Favorable Action

QUANTUM OF VOTE: 14-0-0

MOTION A2

Motion A2: (Requires majority vote)	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown below, said funds are to be expended under the direction of the School Committee:	
South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)	
Expenses (Assessment)	\$1,554,748
Total South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)	\$1,554,748
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2020	\$1,554,748

Motions contained on next page.

Finance Committee Recommendation

**The Finance Committee
took the following action on
Motion B1:**

DATE VOTED: March 19, 2019

RECOMMENDATION: Favorable Action

QUANTUM OF VOTE: 14-0-0

MOTION B1

Motion B1: (Requires majority Vote)	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating	
Emergency Management	
Expenses	\$39,100
Total Emergency Management	\$39,100
Parking Enforcement	
Salaries	\$114,144
Expenses	\$89,833
Total Parking Enforcement	\$203,977
Police	
Salaries	\$7,177,380
Expenses	\$263,813
Total Police	\$7,441,193
Total Budget Amount for Motion B1	\$7,684,270
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2020	\$7,604,270
Parking Meter Revenues	\$80,000

Motions contained on next page.

Finance Committee Recommendation

**The Finance Committee
took the following action on
Motion B2:**

DATE VOTED: **March 19, 2019**

RECOMMENDATION: **Favorable Action**

QUANTUM OF VOTE: **14-0-0**

MOTION B2

Motion B2: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown under the associated categories, said funds are to be expended under the direction of the Department Head:

Fire

Salaries	\$8,696,846
Expenses	\$187,600

Total Fire	\$8,884,446
-------------------	--------------------

Total Budget Amount for Motion B2

\$8,884,446

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

Tax Levy of Fiscal Year 2020	\$8,884,446
------------------------------	-------------

Motion B2: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown under the associated categories, said funds are to be expended under the direction of the Department Head:

Fire

Salaries	\$8,696,846
Expenses	\$187,600

Total Fire	\$8,884,446
-------------------	--------------------

Total Budget Amount for Motion B2

\$8,884,446

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

Tax Levy of Fiscal Year 2020	\$8,884,446
------------------------------	-------------

Motions contained on next page.

Finance Committee Recommendation

**The Finance Committee
took the following action on
Motion C:**

DATE VOTED: **March 19, 2019**

RECOMMENDATION: **Favorable Action**

QUANTUM OF VOTE: **14-0-0**

MOTION C

Motion for Section C : (Requires a majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

Department of Public Works

Salaries	\$3,897,254
Expenses	\$2,906,335
Municipal Energy	\$1,505,038
Snow & Ice	\$550,000
Total Department of Public Works	\$8,858,627

Total Budget Amount for Motion C

\$8,858,627

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

Tax Levy of Fiscal Year 2020	\$8,458,627
Local Receipts	\$400,000

Motions contained on next page.

Finance Committee Recommendation

**The Finance Committee
took the following action on
Motion D:**

DATE VOTED: March 19, 2019

RECOMMENDATION: Favorable Action

QUANTUM OF VOTE: 14-0-0

MOTION D

Motion for Section D: (Requires majority vote)

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

Community Services

Salaries	\$1,417,228
Expenses	\$523,664
Total Community Services	\$1,940,892

Board of Health

Salaries	\$583,583
Expenses	\$87,000
Total Board of Health	\$670,583

Total Budget Amount for Motion D:

\$2,611,475

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

Tax Levy of Fiscal Year 2020	\$2,611,475
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Motions contained on next page.

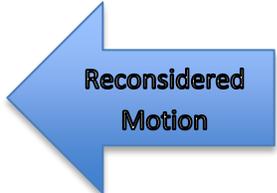
Finance Committee Recommendation

The Finance Committee took the following action on Motion E:

DATE VOTED: April 4, 2019

RECOMMENDATION: Favorable Action

QUANTUM OF VOTE: 9-0-0



MOTION E

Motion E: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

Board of Selectmen

Salaries	\$1,039,307
Expenses	\$1,505,050
Total Board of Selectmen	\$2,544,357

Personnel Board

Expenses	\$1,000
Total Personnel Board	\$1,000

Town Report

Expenses	\$4,100
Total Town Report	\$4,100

Legal

Expenses	\$512,100
Total Legal Services	\$512,100

Finance

Salaries	\$1,159,868
Expenses	\$422,330
Total Finance	\$1,582,198

Motion continued on next Page --->

Motion E contained on next page.

Adjusted amount

Information Technology	
Salaries	\$415,138
Expenses	\$1,024,000
Total Information Technology	\$1,439,138
Town Clerk	
Salaries	\$266,398
Expenses	\$51,150
Total Town Clerk	\$317,548
Elections	
Salaries (Registrars)	\$55,400
Expenses (Registrars)	\$55,100
Total Elections	\$110,500
Sealer of Weights & Measures	
Salaries	\$30,400
Expenses	\$990
Total Sealer Weights/Meas.	\$31,390
Community & Economic Development	
Salaries	\$878,618
Expenses	\$81,700
Total Community & Economic Development	\$960,318
Total Budget Amount for Motion E	\$7,502,649
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2020	\$7,502,649

Motions continued on the next page.

Finance Committee Recommendation

**The Finance Committee
took the following action on
Motion F:**

DATE VOTED: **March 19, 2019**

RECOMMENDATION: **Favorable Action**

QUANTUM OF VOTE: **14-0-0**

MOTION F

Motion F: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

Finance Committee	
Expenses	\$37,800
Total Finance Committee	\$37,800
Commission on Disability	
Expenses	\$750
Total Commission on Disability	\$750
Natick Cultural Council	
Expenses	\$700
Total Natick Cultural Council	\$700
Historical Commission	
Expenses	\$750
Total Historical Commission	\$750
Historic District Commission	
Expenses	\$550
Total Historic District Commission	\$550
Affordable Housing Trust	
Expenses	\$80,000
Total Affordable Housing Trust	\$80,000
Total Budget Amount for Motion F	\$120,550
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2020	\$70,550
Free Cash	\$50,000
	\$120,550

Motions continued on next page.

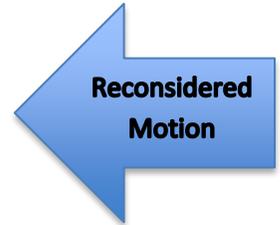
Finance Committee Recommendation

The Finance Committee took the following action on Motion G:

DATE VOTED: **April 4, 2019**

RECOMMENDATION: **Favorable Action**

QUANTUM OF VOTE: **9-0-0**



MOTION G

Motion G: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of funding the accounts and funds shown below, said funds are to be expended under the direction of the following officials or committees: Employee Fringe Benefits - Town Administrator; Property and Liability Insurance - Town Administrator; Contributory Retirement System Pension Liability – Collector/Treasurer; Non Contributory Retirement Pension Liability - Comptroller; Debt Service - Collector/Treasurer; Reserve Fund – Finance Committee; Facilities Management - Town Administrator & Superintendent of Public Schools.

INSURANCES & BENEFITS

Employee Fringe

Other Personnel Services	\$16,593,422
Other Personnel Services - Merit / Performance	\$150,000
Total Employee Fringe	\$16,743,422

Property & Liability Insurance

Purchased Services	\$807,150
Total Prop. & Liab. Insurance	\$807,150

RETIREMENT

Contributory Retirement

Pension Assessment	\$10,050,826
Total Contributory Retirement	\$10,050,826

Non-Contributory Retirement

Pensions	\$19,726
Total Non-Contributory Retirement	\$19,726

Remainder of Motion G continues on next page

**Adjusted
Amount**

DEBT SERVICE	
Expenses	\$16,260,482
Total Debt Service	\$16,260,482
RESERVE FUND - FINANCE COMMITTEE	
Expenses	\$250,000
Total Reserve Fund	\$250,000
FACILITIES MANAGEMENT	
Facilities Management	
Salaries	\$2,756,119
Expenses	\$670,500
Total Facilities Management	\$3,426,619
Total Budget Amount for Motion G	\$47,558,225
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2020	\$12,802,464
State Aid	\$12,922,254
Local Receipts	\$16,736,968
Free Cash	\$1,800,000
Overlay Surplus	\$500,000
Water-Sewer User Fees	\$2,533,300
Golf User Fees	\$51,930
Premiums	\$88,142
School Building Assistance	\$123,167
	\$47,558,225

Motions continue on next page.

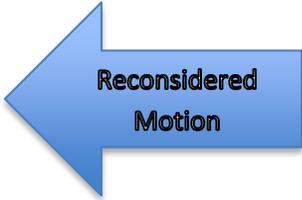
Finance Committee Recommendation

The Finance Committee took the following action on Motion H1:

DATE VOTED: **April 4, 2019**

RECOMMENDATION: **Favorable Action**

QUANTUM OF VOTE: **9-0-0**



MOTION H1

Motion H1: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

Water & Sanitary Sewer Operations

Salaries	\$2,099,089
Expenses	\$7,935,672
Total Sanitary Sewer	\$10,034,761

Utility Billing

Salaries	\$107,981
Expenses	\$89,000
Total Utility Billing	\$196,981

Fringe Benefits

Expenses	\$880,690
Total Employee Benefits	\$880,690



Water & Sewer Debt Service

Principal	\$2,194,620
Interest	\$720,584
Total Debt Service	\$2,915,204

Water & Sewer Reserve Fund

Expenses	\$200,000
Total W & S Reserve Fund	\$200,000

Total Budget Amount for Motion H1	\$14,227,636
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And that the above Total Budget Amount be raised from the following sources:

Water-Sewer User Fees	\$14,227,636
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Town

Motions continued on next page.

Finance Committee Recommendation

**The Finance Committee
took the following action on
Motion H2:**

DATE VOTED: **March 19, 2019**

RECOMMENDATION: **Favorable Action**

QUANTUM OF VOTE: **14-0-0**

**MOTION H2
Requires a Majority Vote**

Motion H2 (Requires a Majority vote)

Water Sewer Staff Performing General Fund Functions	
GIS Services	-\$51,892
W/S Admin. Asst. - DPW	-\$28,758
W/S Admin. Asst. - Collector	-\$52,096
Snow and Ice Removal	-\$35,904
Subtotal - Water Sewer	-\$168,650
Total Water and Sewer Indirect Costs	\$2,533,300
And that the sum of \$2,533,300.20 appropriated in the General Fund be raised from the following source:	
Water-Sewer User Fees	\$2,533,300

Motions continued on next page.

Finance Committee Recommendation

The Finance Committee took the following action on Motion I1:

DATE VOTED: March 19, 2019

RECOMMENDATION: Favorable Action

QUANTUM OF VOTE: 14-0-0

MOTION I1

Motion I1: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

Sassamon Trace Operations	
Salaries	\$318,362
Expenses	\$296,342
Total GC Operations	\$614,704
Sassamon Trace Fringe Benefits	
Other Personal Services	\$54,844
Other - Retirement Assessment	\$12,639
Total GC Fringe Benefits	\$67,483
Sassamon Trace Debt Service	
Principal	\$196,540
Interest	\$45,101
Total GC Debt Service	\$241,641
Golf Reserve Fund	
Expense	\$20,000
Total Golf Reserve Fund	\$20,000
Total Budget Amount for Motion I	\$943,828
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2019	\$240,000
Golf User Fees	\$703,828
	\$943,828

Motions continue on next page.

Finance Committee Recommendation

**The Finance Committee
took the following action on
Motion I2:**

DATE VOTED: **March 19, 2019**

RECOMMENDATION: **Favorable Action**

QUANTUM OF VOTE: **14-0-0**

MOTION I2

Motion I2:(Requires Majority Vote)

Sassamon Trace Enterprise Fund Indirect Allocations

Move that the Town vote to APPROVE the following indirect cost allocations raised in the General Fund:

PERCENTAGE ALLOCATIONS	TOTAL
Public Works Administration	\$1,263
Equipment Maintenance	\$5,443
Highway, Sanitation, Recycling	\$926
Recreation	\$8,372
Land Facilities and Natural Resources	\$10,449
Public Safety	\$1,613
Finance	\$3,927
Town Administration	\$5,654
Procurement	\$323
Human Resources	\$658
Legal Services	\$980
Property & Liability Insurance	\$5,672
Utilities	\$4,016
Vehicle Fuel	\$2,634
Total Golf Indirect Costs	\$51,930

And that the Sum of \$51,930 appropriated in the General Fund be raised from the following source:

Golf User Fees	\$51,930
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End of Article

**Article 15
Capital Improvements
(Town Administrator)**

Article Language

To see if the Town will vote to appropriate and raise, borrow or otherwise provide, a sum of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick, to add new physical infrastructure, or to improve community assets; and, further, to determine whether this appropriation shall be raised by borrowing or otherwise; or to otherwise act thereon.

Purpose of The Article

The purpose of this Article is to fund the Town's capital improvement needs for specific needs and purposes.

Finance Committee Public Hearing Discussion

The Finance Committee heard the original motions for Article 15 on March 19, 2019 and voted to recommend Favorable Action on all motions. **On April 1, 2019 the Town Administration notified the Finance Committee of the need to reconsider certain motions under Article 15, specifically Motions B, and D.**

On April 4, 2019 the Finance Committee heard the request for reconsideration and the supporting rationale. The committee took motions to Reconsider Article 15, Motions B, and D. The Reconsideration motions for each carried by a 9-0-0 vote.

The committee then took up each of the two motions under Article 15 and reviewed the changes presented by the administration for each of the motions. The changes under Article 15 are:

- Article 15, Motion B- Remove the capital item for the South Main St. roadway project as the project timing is not consistent with the need for the Town to borrow the money at this time. It's expected this capital project will come back to the 2019 Fall Annual Town Meeting. **It is important to note that the Town Administration has this project on the Five (5) Year Capital Plan and it carries a very high priority.**

- Article 15, Motion D- Adds the cost of the Springvale Water Treatment Plant Tonka High Pressure Filter replacements in the amount of \$520,000 with the funding source being Water & Sewer Borrowing.

For the ease of Town Meeting to manage the various motions under Article 15 as easily as possible this supplement document contains all of the motions- those voted originally and that are not changing and then those that were reconsidered and have different motion appropriation requests. As was done with the motions under Article 8, the reconsidered motions under Article 15 will be noted as such, with graphical indicators calling out the new motion and identifying the location where the budget has changed.

Finally, after all reconsidered motions were voted- all favorable action recommendations, the Finance Committee took a motion to reaffirm all other prior votes under Article 15. That motion carried 9-0-0.

Finance Committee Recommendation

The Finance Committee took the following action on Article 15, Motion A:

DATE VOTED: March 19, 2019

RECOMMENDATION: Favorable Action

QUANTUM OF VOTE: 13-0-0

MOTION A

MOTION A: (Requires a two-thirds majority vote)

Move that the Town vote to appropriate the sum of \$1,708,000 to be expended under the direction of the Facilities Management Department for the purpose of replacing carpet at the Morse Library, replacing carpet, furniture, and painting the library at the Wilson Middle School, repairs to the Town Hall main entrance, painting classroom walls and ceilings at Memorial School, retiling classrooms at the Johnson School, engineering the roof replacement at the Public Safety Building, engineering the roof

replacement at the Town Hall, retiling the second floor hallway at the Johnson School, painting classroom walls and ceilings at Bennett Hemenway School, replacing hallway walls with drywall at Lilja School, replacing the bathroom partitions at Memorial School, replacing office carpet and classroom tile at Memorial School, replacing office carpet at Bennett Hemenway School, replacing the Window Glazing at the Public Safety Building, exterior masonry repair at Bennett Hemenway School, resurface parking lot and sidewalks at Bennett Hemenway School, replacing the exterior doors at the Morse Institute Library, installing air conditioning in the gym at the Lilja School, installing air conditioning in the music room and cafeteria at the Bennett Hemenway School, adding a door between classrooms at the preschool at Natick High School, replacing the roof at the Morse Institute Library, under the direction of Town Administration for capital maintenance, and under the direction of the Community Services Department for repairing the community garden plots at JJ Lane Park, individually shown as items 1 through 23 in the Table A below, and that to meet this appropriation the sum of \$1,708,000 be raised from the Capital Stabilization Fund.

TABLE A, MOTION A: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Facilities	MORSE LIBRARY - REPLACE CARPETING	Capital Stabilization Fund	\$150,000
2	Facilities	WILSON - REPLACE LIBRARY CARPET, FURNITURE, PAINT	Capital Stabilization Fund	\$125,000
3	Facilities	TOWN HALL MAIN ENTRANCE REPAIRS	Capital Stabilization Fund	\$85,000
4	Facilities	MEMORIAL - PAINT CLASSROOM WALLS AND CEILINGS	Capital Stabilization Fund	\$75,000
5	Facilities	JOHNSON - RETILE CLASSROOMS	Capital Stabilization Fund	\$70,000
6	Facilities	PUBLIC SAFETY BUILDING - REPLACE ROOF - ENGINEERING	Capital Stabilization Fund	\$60,000
7	Facilities	TOWN HALL - REPLACE ROOF - ENGINEERING	Capital Stabilization Fund	\$45,000
8	Facilities	JOHNSON SCHOOL - RETILE SECOND FLOOR HALLWAY	Capital Stabilization Fund	\$40,000
9	Facilities	BENNETT HEMENWAY - PAINT SECOND FLOOR CLASSROOM WALLS & CEILINGS	Capital Stabilization Fund	\$40,000
10	Facilities	LILJA - REPLACE HALLWAY WALLS WITH DRYWALL	Capital Stabilization Fund	\$40,000
11	Facilities	MEMORIAL - REPLACE BATHROOM PARTITIONS	Capital Stabilization Fund	\$40,000
12	Facilities	MEMORIAL - REPLACE OFFICE CARPET AND CLASSROOM VCT	Capital Stabilization Fund	\$40,000
13	Facilities	BEN-HEM REPLACE ADMIN OFFICE CARPET	Capital Stabilization Fund	\$30,000
14	Facilities	PUBLIC SAFETY BUILDING - REPLACE WINDOWS GLAZING	Capital Stabilization Fund	\$30,000
15	Facilities	BEN-HEM EXTERIOR MASONRY REPAIR	Capital Stabilization Fund	\$20,000
16	Facilities	BEN HEM - RESURFACE PARKING LOT AND SIDEWALKS	Capital Stabilization Fund	\$160,000
17	Facilities	LIBRARY - REPLACE EXTERIOR DOORS	Capital Stabilization Fund	\$15,000
18	Facilities	LILJA AC IN GYM	Capital Stabilization Fund	\$15,000
19	Facilities	BEN HEM AC MUSIC ROOM & CAFETERIA	Capital Stabilization Fund	\$10,000
20	Facilities	NHS PRESCHOOL - INSTALL CLASSROOM CONNECTING DOOR	Capital Stabilization Fund	\$8,000
21	Facilities	LIBRARY - REPLACE THE ROOF	Capital Stabilization Fund	\$500,000
22	Town Administration	CAPITAL MAINTENANCE	Capital Stabilization Fund	\$100,000
23	Community Services Recreation	COMMUNITY GARDEN PLOT REPAIR-JJ LANE	Capital Stabilization Fund	\$10,000
Appropriation under Article 15: MOTION A				\$ 1,708,000

Motions continued no next page

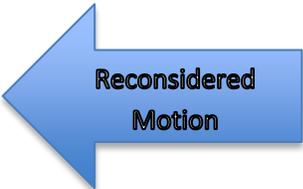
Finance Committee Recommendation

The Finance Committee took the following action on Article 15, Motion B:

DATE VOTED: April 4, 2019

RECOMMENDATION: Favorable Action

QUANTUM OF VOTE: 9-0-0



Reconsidered Motion

MOTION B

MOTION B: (Requires a two-thirds majority vote)

Move that the Town vote to appropriate the sum of \$2,000,000 to be expended under the direction of the Department of Public Works for the purpose of Engineering & Repairs To The Charles River Dam and the Roadway & Sidewalks Improvement Supplement, individually shown as items 1 and 2 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$2,000,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$2,000,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

TABLE B, MOTION B: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	DPW Engineering	Engineering & Repairs To The Charles River Dam	Tax Levy Borrowing	\$ 1,250,000
2	DPW Engineering	Roadway & Sidewalks Supplement	Tax Levy Borrowing	\$ 750,000
Appropriation under Article 15: MOTION B				\$ 2,000,000

Finance Committee Recommendation

The Finance Committee took the following action on Article 15, Motion C:

DATE VOTED: March 19, 2019

RECOMMENDATION: Favorable Action

QUANTUM OF VOTE: 13-0-0

MOTION C

MOTION C: (Requires a majority vote)

Move that the Town vote to appropriate the sum of \$6,000 to be expended under the direction of the Community Services Department for the purpose of bunker renovation at the Sassamon Trace Golf Course, individually shown as item 1 in the Table C below, and that to meet this appropriation the sum of \$6,000 be raised from the from golf course retained earnings

MOTION C: (majority vote required)

Move that the Town vote to appropriate the sum of \$6,000 to be expended under the direction of the Community Services Department for the purpose of bunker renovation at the Sassamon Trace Golf Course, individually shown as item 1 in the Table C below, and that to meet this appropriation the sum of \$6,000 be raised from the from golf course retained earnings.

TABLE C, MOTION C: Article 15 - Capital Improvement- 2019 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
636	Golf Course	BUNKER RENOVATION	GC Retained Earnings	\$6,000
Appropriation under Article 15: MOTION C				\$ 6,000

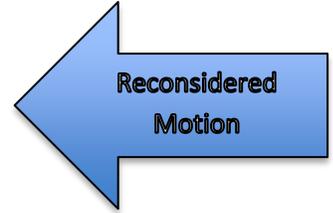
Finance Committee Recommendation

The Finance Committee took the following action on Article 15, Motion D:

DATE VOTED: April 4, 2019

RECOMMENDATION: Favorable Action

QUANTUM OF VOTE: 9-0-0



MOTION D

MOTION D: (Requires a two-thirds majority vote)

Move that the Town vote to appropriate the sum of \$2,020,000 to be expended under the direction of the Department of Public Works for the purpose of water main relining and replacement of the Tonka Pressure filters, individually shown as item 1 and 2, in Table D below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$2,020,000 under Massachusetts General Laws Chapter 44, Section 8, as amended or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$2,020,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Table D, MOTION: Article 15 – Capital Improvement – 2019 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1.	Water And Sewer Enterprise	Water Main Relining	Water and Sewer Borrowing	\$1,500,000
2.	Water and Sewer Enterprise	Tonka Pressure Filter	Water and Sewer Borrowing	\$ 520,000
				\$2,020,000

Finance Committee Recommendation

**The Finance Committee
took the following action on
Article 15, Motion E:**

DATE VOTED: March 19, 2019

RECOMMENDATION: Favorable Action

QUANTUM OF VOTE: 13-0-0

MOTION E

MOTION E: (Requires a majority vote)

Move that the Town vote to appropriate the sum of \$15,000 to be expended under the direction of the Department of Public Works for the purpose of supplementing roadway and sidewalk improvements, individually shown as item 1, in Table E below, and that to meet this appropriation the sum of \$15,000 be raised from Transportation Network Funds in accordance with Chapter 187 of the Acts of 2016.

TABLE E, MOTION E: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	DPW Engineering	Roadway & Sidewalks Supplement	Transportation Network Funds	\$ 15,000
Appropriation under Article 15: MOTION E				\$ 15,000

Motions continued on next page

Finance Committee Recommendation

The Finance Committee took the following action on Article 15, Motion F:

DATE VOTED: March 19, 2019

RECOMMENDATION: Favorable Action

QUANTUM OF VOTE: 13-0-0

MOTION F

MOTION F: (Requires a majority vote)

Move that the Town vote to appropriate the sum of \$780,000 to be expended under the direction of the Department of Public Works for the purpose of high lift Hungerford and Terry Building Modifications, and Springvale air stripper media replacement, individually shown as items 1 and 2, in Table F below, and that to meet this appropriation the sum of \$780,000 be raised from the environmental bond bill.

TABLE F, MOTION F: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Water and Sewer Enterprise	HIGH LIFT, H&T BUILDING MODIFICATIONS SPRINGVALE	Env Bond Bill	\$400,000
2	Water and Sewer Enterprise	SPRINGVALE WTR AIR STRIPPER MEDIA REPLACEMENT	Env Bond Bill	\$380,000
Appropriation under Article 15: MOTION F				\$ 780,000

End of Article

Article 24
Amend Historic Preservation Zoning By-Law
(Planning Board)

Article Language

“To see if the Town will vote amend the Town of Natick Zoning Bylaws, Historic Preservation By Law (Section III-J) to establish regulations promoting the preservation of smaller historic estates in residential single family zoning districts, including, but not limited to the following:

- 1) Create and/or specify the special permit and/or site plan review requirements and/or process;
- 2) Specify the applicability of the provisions of the zoning bylaw;
- 3) Specify the density and/or maximum number of units allowed;
- 4) Specify the amount (if any) of “new” construction to be permitted as part of any project, and/or the design and/or materials to be used as part of the project;
- 5) Specify the affordable housing requirements;
- 6) Specify any and/or all dimensional requirements, including but not limited to minimum and/or maximum lot area requirements, minimum and/or maximum lot area per dwelling unit requirements, Floor Area Ratios, setbacks for all potential uses, buildings, or structures on site, sky exposure plane provisions, and/or other provisions;
- 7) Specify the required peer review and/or reviews by other boards/committees in Town, including but not limited to the Natick Historical Commission and/or Design Review Board, as part of the permitting process;
- 8) Specify the relationship with other provisions within the zoning bylaw, including but not limited to underlying or overlay zoning districts and/or cluster zoning provisions; and/or
- 9) Specify any other factors or requirements that may affect the preservation of historic properties while protecting abutters and the neighborhood;

or otherwise act thereon.”

Purpose of The Article

To amend the Town of Natick Zoning Bylaws, Historic Preservation By-Law (Section III-J) to establish regulations promoting the preservation of smaller historic estates in residential single-family zoning districts.

Finance Committee Recommendation

**The Finance Committee
took the following action:**

DATE VOTED: April 4, 2019

RECOMMENDATION: Favorable Action

QUANTUM OF VOTE: 8-1-0

MOTION

Requires a 2/3 Majority Vote

Move to amend the Historic Preservation Bylaw Section III-J of the Town of Natick Zoning By Laws by adding a new paragraph number 10 immediately after the existing paragraph number 9 as follows:

10. Historic Preservation: Smaller Estates. The SPGA may, at its sole discretion, consider an alternative preservation option for certain parcels that exceed the minimum lot size of the underlying zone by at least 20% but not more than 100%, and have a documented history of single ownership comprising houses, outbuildings, and supporting land or woods. For such projects the following criteria shall apply.

1. Number of Dwelling Units. The maximum number of dwelling units allowed shall equal the net useable land area of the parcel divided by 6,000 square feet, rounded to the nearest whole number.

2. New construction shall be of design and materials contemporaneous with the structure being preserved, or replicate documented previous structures that had existed on the site.

3. New construction shall not exceed the greater of:

a. For design and materials contemporaneous with the structure being preserved; 100 percent of the interior habitable floor area or above grade gross volume of the historic building. This shall exclude aspects of construction that pertain to components required for code compliance, of the existing historic building, for access and egress, such as stairs and elevators, or

b. For replication of documented previous structures, 200 percent of the interior habitable floor area or above grade gross volume of the historic building.

4. The FAR of the interior habitable floor area shall not exceed 0.50.

5. All parking, areas of active use, play areas, communal gathering areas, and storage; whether in buildings, accessory structures, or outdoor; shall be subject to the district's setbacks as shown in Table IV – B.

6. The SPGA shall seek input and review of the proposal from the Natick Historical Commission.

7. Unless specifically modified in this subsection 10, all the preceding criteria and standards of Section III-J shall apply.

8. Notwithstanding the foregoing and in order to encourage the preservation of structures on larger historic estates, in the event a project consists of more land than 100% of the minimum lot size of the underlying zoning and the remaining land would otherwise qualify for a cluster project or conventional subdivision elsewhere under the Bylaw, the total of the land owned (including the parcel created to qualify under this Section 10) shall be counted and included in the calculation of the amount of land needed to qualify under the cluster or subdivision regulations of the Bylaw.

Finance Committee Public Hearing Discussion

There was limited questioning or discussion on the subject matter of Article 24. One member felt the proposed changes were too broad and weren't warranted.

End of Article

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Finance Committee Supplemental Data – ACS Survey Data Set

Town Meeting members may recall in the Finance Committee letter to Town Meeting in the initial Recommendation book, that the committee commented on a number of things that the committee felt required more time and attention in order to be in a better position to evaluate budgets and spending plans. The point made in that letter was:

- What is the inflection point of the tax growth curve, for each cohort group in the taxpayer population, and how much headroom does Natick have before we hit the top of the curve(s) and “tax-out” our residents?

Recently the Finance Committee chair gave a presentation at a public forum on the Natick Budget Process, during that presentation the Chair made the same point and offered up a hypothetical example comparing two different cohort groups. The intent was to just spur some thinking on the things that the Finance Committee wants to better understand. Take it from the Known-Unknowns as expressed in the letter to a Known-Known.

Following that presentation, the Chair received some comments from residents regarding the presentation and some of the anecdotal examples used during that presentation. In particular it was felt that rather than use just one or two select data points, such as median income, to make an example, to fit the storyline, residents would be well-served in knowing that a wide range of data was being evaluated and considered.

Taking that to heart the Finance Committee is starting down that path. To that end, we’re providing the **ACS 2017 survey data**, with a comparative from the 2010 or 2009 data set to allow you to see changes over time.

In some places the committee has begun to analyze the data, but the effort is not complete and certainly not thorough. Still, rather than wait for the gold paved horse cart to be completed, we’ve opted to share this data set with Town Meeting members. Even in this raw download there are some interesting learnings that come to the forefront.

We hope that you might find this at least informative. The Finance Committee will continue to analyze this data and other data sources in an effort to be more informed about our community and the rich diversity of our town.

American Communities Survey-Reference Sources

The American Community Survey (ACS) is a nationwide survey designed to provide communities a fresh look at how they are changing. It is a critical element in the Census Bureau's decennial census program. The ACS collects information such as age, race, income, commute time to work, home value, veteran status, and other important data. As with the 2010 decennial census, information about individuals remains confidential.

The ACS collects and produces population and housing information every year instead of every ten years. Collecting data every year provides more up-to-date information throughout the decade about the U.S. population at the local community level. About 3.5 million housing unit addresses are selected annually, across every county in the nation.

Survey Coverage

Single-Year Estimates

The ACS produces 1-year estimates annually for geographic areas with a population of 65,000 or more. This includes the nation, all states and the District of Columbia, all congressional districts, approximately 800 counties, and 500 metropolitan and micropolitan statistical areas, among others.

Multiyear Estimates

The ACS produces 3-year estimates annually for geographic areas with a population of 20,000 or more, including the nation, all states and the District of Columbia, all congressional districts, approximately 1,800 counties, and 900 metropolitan and micropolitan statistical areas, among others.

Home page: <https://factfinder.census.gov/faces/nav/jsf/pages/programs.xhtml?program=acs>

Fact-Finder Tables: https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_17_5YR_S2506&prodType=table

2017 - HOUSEHOLDS AND FAMILIES

Natick town, Middlesex County, Massachusetts													
Subject	Total		Married-couple family household			Male householder, no wife present, family household			Female householder, no husband present, family household			Nonfamily household	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	
Total households	14,263	+/-290	8,075	+/-304	306	+/-103	1,146	+/-195	4,736	+/-348			
Average household size	2.49	+/-0.05	3.22	+/-0.07	3.19	+/-0.33	2.77	+/-0.19	1.14	+/-0.04			
FAMILIES													
Total families	9,527	+/-257	8,075	+/-304	306	+/-103	1,146	+/-195	(X)	(X)			
Average family size	3.12	+/-0.06	3.20	+/-0.07	2.68	+/-0.18	2.68	+/-0.19	(X)	(X)			
AGE OF OWN CHILDREN													
Households with own children of the householder under 18 years	4,798	+/-222	4,145	+/-190	97	+/-63	556	+/-162	(X)	(X)			
Under 6 years only	29.1%	+/-4.4	31.7%	+/-4.8	0.0%	+/-29.4	14.9%	+/-11.7	(X)	(X)			
Under 6 years and 6 to 17 years	14.4%	+/-3.6	16.0%	+/-4.1	0.0%	+/-29.4	5.0%	+/-5.8	(X)	(X)			
6 to 17 years only	56.5%	+/-4.6	52.3%	+/-5.2	100.0%	+/-29.4	80.0%	+/-12.9	(X)	(X)			
Total households	14,263	+/-290	8,075	+/-304	306	+/-103	1,146	+/-195	4,736	+/-348			
SELECTED HOUSEHOLDS BY TYPE													
Households with one or more people under 18 years	34.5%	+/-1.8	51.8%	+/-2.5	39.5%	+/-15.3	52.6%	+/-9.8	0.1%	+/-0.2			
Households with one or more people 60 years and over	37.2%	+/-2.1	31.1%	+/-2.5	32.0%	+/-13.9	41.5%	+/-9.5	47.0%	+/-4.4			
Householder living alone	29.2%	+/-2.0	(X)	(X)	(X)	(X)	(X)	(X)	87.9%	+/-2.9			
65 years and over	12.1%	+/-1.5	(X)	(X)	(X)	(X)	(X)	(X)	36.3%	+/-4.1			
UNMARRIED-PARTNER HOUSEHOLDS													
Same sex	0.3%	+/-0.3	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)			
Opposite sex	2.9%	+/-0.9	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)			
UNITS IN STRUCTURE													
1-unit structures	65.9%	+/-1.7	80.4%	+/-2.4	76.8%	+/-16.5	64.4%	+/-10.1	40.9%	+/-4.0			
2-or-more-unit structures	34.0%	+/-1.7	19.6%	+/-2.4	23.2%	+/-16.5	34.8%	+/-10.0	58.9%	+/-4.0			
Mobile homes and all other types of units	0.1%	+/-0.1	0.0%	+/-0.4	0.0%	+/-10.8	0.8%	+/-1.2	0.1%	+/-0.2			
HOUSING TENURE													
Owner-occupied housing units	71.9%	+/-2.0	84.6%	+/-2.6	65.7%	+/-15.9	64.9%	+/-10.2	52.3%	+/-4.8			
Renter-occupied housing units	28.1%	+/-2.0	15.4%	+/-2.6	34.3%	+/-15.9	35.1%	+/-10.2	47.7%	+/-4.8			

General Economic Characteristics

2017 ACS Data: SELECTED ECONOMIC CHARACTERISTICS

INCOME AND BENEFITS (IN 2017 INFLATION-ADJUSTED DOLLARS)					
Total households	14,263	+/-290	14,263	(X)	
Less than \$10,000	364	+/-100	2.6%	+/-0.7	
\$10,000 to \$14,999	292	+/-108	2.0%	+/-0.8	
\$15,000 to \$24,999	887	+/-191	6.2%	+/-1.3	
\$25,000 to \$34,999	893	+/-177	6.3%	+/-1.2	
\$35,000 to \$49,999	1,051	+/-214	7.4%	+/-1.5	
\$50,000 to \$74,999	1,759	+/-274	12.3%	+/-1.9	
\$75,000 to \$99,999	1,418	+/-246	9.9%	+/-1.7	
\$100,000 to \$149,999	2,782	+/-293	19.5%	+/-2.1	
\$150,000 to \$199,999	1,975	+/-192	13.8%	+/-1.4	
\$200,000 or more	2,842	+/-306	19.9%	+/-2.1	
Median household income (dollars)	106,027	+/-4,609	(X)	(X)	
Mean household income (dollars)	135,824	+/-7,441	(X)	(X)	
With earnings	11,993	+/-303	84.1%	+/-1.6	
Mean earnings (dollars)	137,419	+/-8,462	(X)	(X)	
With Social Security	3,689	+/-291	25.9%	+/-2.0	
Mean Social Security income (dollars)	20,722	+/-1,150	(X)	(X)	
With retirement income	2,187	+/-264	15.3%	+/-1.8	
Mean retirement income (dollars)	32,112	+/-6,336	(X)	(X)	
With Supplemental Security Income	350	+/-107	2.5%	+/-0.8	
Mean Supplemental Security Income (dollars)	12,784	+/-2,389	(X)	(X)	
With cash public assistance income	163	+/-55	1.1%	+/-0.4	
Mean cash public assistance income (dollars)	2,247	+/-1,336	(X)	(X)	
With Food Stamp/SNAP benefits in the past 12 months	408	+/-111	2.9%	+/-0.8	

2017 ACS Data: SELECTED ECONOMIC CHARACTERISTICS

Families	9,527	+/-257	9,527	(X)
Less than \$10,000	85	+/-51	0.9%	+/-0.5
\$10,000 to \$14,999	27	+/-29	0.3%	+/-0.3
\$15,000 to \$24,999	255	+/-87	2.7%	+/-0.9
\$25,000 to \$34,999	207	+/-84	2.2%	+/-0.9
\$35,000 to \$49,999	546	+/-135	5.7%	+/-1.4
\$50,000 to \$74,999	999	+/-192	10.5%	+/-2.0
\$75,000 to \$99,999	768	+/-175	8.1%	+/-1.8
\$100,000 to \$149,999	2,308	+/-275	24.2%	+/-2.9
\$150,000 to \$199,999	1,739	+/-177	18.3%	+/-1.9
\$200,000 or more	2,593	+/-304	27.2%	+/-3.1
Median family income (dollars)	140,837	+/-5,607	(X)	(X)
Mean family income (dollars)	168,795	+/-9,894	(X)	(X)
Per capita income (dollars)	54,488	+/-2,947	(X)	(X)
Nonfamily households	4,736	+/-348	4,736	(X)
Median nonfamily income (dollars)	49,683	+/-5,711	(X)	(X)
Mean nonfamily income (dollars)	66,365	+/-5,930	(X)	(X)
Median earnings for workers (dollars)	59,062	+/-3,324	(X)	(X)
Median earnings for male full-time, year-round workers (dollars)	93,242	+/-4,675	(X)	(X)
Median earnings for female full-time, year-round workers (dollars)	67,209	+/-3,579	(X)	(X)

2010 ACS Data: SELECTED ECONOMIC CHARACTERISTICS

INCOME AND BENEFITS (IN 2010 INFLATION-ADJUSTED DOLLARS)				
Total households	13,115	+/-297	13,115	(X)
Less than \$10,000	406	+/-149	3.1%	+/-1.1
\$10,000 to \$14,999	501	+/-151	3.8%	+/-1.1
\$15,000 to \$24,999	574	+/-141	4.4%	+/-1.0
\$25,000 to \$34,999	693	+/-137	5.3%	+/-1.0
\$35,000 to \$49,999	1,226	+/-255	9.3%	+/-1.9
\$50,000 to \$74,999	1,989	+/-281	15.2%	+/-2.1
\$75,000 to \$99,999	1,886	+/-270	14.4%	+/-2.0
\$100,000 to \$149,999	2,879	+/-281	22.0%	+/-2.2
\$150,000 to \$199,999	1,256	+/-214	9.6%	+/-1.7
\$200,000 or more	1,705	+/-214	13.0%	+/-1.6
Median household income (dollars)	87,568	+/-3,182	(X)	(X)
Mean household income (dollars)	112,583	+/-4,352	(X)	(X)
With earnings				
Mean earnings (dollars)	11,204	+/-269	85.4%	+/-1.7
With Social Security	115,770	+/-4,787	(X)	(X)
Mean Social Security income (dollars)	3,212	+/-225	24.5%	+/-1.6
With retirement income	16,552	+/-882	(X)	(X)
Mean retirement income (dollars)	1,869	+/-207	14.3%	+/-1.6
With Supplemental Security Income	22,595	+/-2,700	(X)	(X)
Mean Supplemental Security Income (dollars)	204	+/-106	1.6%	+/-0.8
With cash public assistance income	9,617	+/-3,337	(X)	(X)
Mean cash public assistance income (dollars)	139	+/-65	1.1%	+/-0.5
With Food Stamp/SNAP benefits in the past 12 months	6,806	+/-2,955	(X)	(X)
Mean Food Stamp/SNAP benefits in the past 12 months	285	+/-112	2.2%	+/-0.9

2010 ACS Data: SELECTED ECONOMIC CHARACTERISTICS

Families	8,663	+/-234	8,663	(X)
Less than \$10,000	128	+/-63	1.5%	+/-0.7
\$10,000 to \$14,999	100	+/-62	1.2%	+/-0.7
\$15,000 to \$24,999	192	+/-115	2.2%	+/-1.3
\$25,000 to \$34,999	297	+/-94	3.4%	+/-1.1
\$35,000 to \$49,999	605	+/-171	7.0%	+/-1.9
\$50,000 to \$74,999	1,034	+/-190	11.9%	+/-2.2
\$75,000 to \$99,999	1,277	+/-182	14.7%	+/-2.0
\$100,000 to \$149,999	2,307	+/-244	26.6%	+/-2.7
\$150,000 to \$199,999	1,196	+/-199	13.8%	+/-2.3
\$200,000 or more	1,527	+/-193	17.6%	+/-2.2
Median family income (dollars)	111,848	+/-4,508	(X)	(X)
Mean family income (dollars)	137,864	+/-6,567	(X)	(X)
Per capita income (dollars)	45,968	+/-1,838	(X)	(X)
Nonfamily households	4,452	+/-400	4,452	(X)
Median nonfamily income (dollars)	51,909	+/-6,023	(X)	(X)
Mean nonfamily income (dollars)	61,926	+/-5,446	(X)	(X)
Median earnings for workers (dollars)	49,524	+/-3,101	(X)	(X)
Median earnings for male full-time, year-round workers (dollars)	79,758	+/-3,847	(X)	(X)
Median earnings for female full-time, year-round workers (dollars)	58,392	+/-3,907	(X)	(X)

Housing – Mortgage Units

2017 - FINANCIAL CHARACTERISTICS FOR HOUSING UNITS WITH A MORTGAGE -- Page 1

Subject	Natick town, Middlesex County, Massachusetts			
	Owner-occupied housing units with a mortgage	Percent owner-occupied housing units with a mortgage	Margin of Error	
Estimate	Estimate	Estimate	Margin of Error	
Owner-occupied housing units with a mortgage	7,259	+/-342	7,259	+/-342
VALUE				
Less than \$50,000	27	+/-28	0.4%	+/-0.4
\$50,000 to \$99,999	0	+/-26	0.0%	+/-0.5
\$100,000 to \$299,999	695	+/-159	9.6%	+/-2.0
\$300,000 to \$499,999	2,762	+/-246	38.0%	+/-3.1
\$500,000 to \$749,999	2,598	+/-261	35.8%	+/-3.4
\$750,000 to \$999,999	950	+/-172	13.1%	+/-2.3
\$1,000,000 or more	227	+/-94	3.1%	+/-1.3
Median (dollars)	514,000	+/-21,230	514,000	+/-21,230
MORTGAGE STATUS				
With either a second mortgage, or home equity loan, but not both	1,583	+/-200	21.8%	+/-2.8
Second mortgage only	80	+/-45	1.1%	+/-0.6
Home equity loan only	1,503	+/-202	20.7%	+/-2.9
Both second mortgage and home equity loan	13	+/-15	0.2%	+/-0.2
No second mortgage and no home equity loan	5,663	+/-378	78.0%	+/-2.9
HOUSEHOLD INCOME IN THE PAST 12 MONTHS (IN 2017 INFLATION-ADJUSTED DOLLARS)				
Less than \$10,000	55	+/-38	0.8%	+/-0.5
\$10,000 to \$24,999	130	+/-62	1.8%	+/-0.8
\$25,000 to \$34,999	200	+/-105	2.8%	+/-1.4
\$35,000 to \$49,999	303	+/-130	4.2%	+/-1.8
\$50,000 to \$74,999	619	+/-154	8.5%	+/-2.1
\$75,000 to \$99,999	621	+/-173	8.6%	+/-2.3
\$100,000 to \$149,999	1,728	+/-227	23.8%	+/-2.9
\$150,000 or more	3,603	+/-283	49.6%	+/-3.7
Median household income (dollars)	149,482	+/-6,152	149,482	+/-6,152
RATIO OF VALUE TO HOUSEHOLD INCOME IN THE PAST 12 MONTHS				
Less than 2.0	904	+/-189	12.5%	+/-2.5
2.0 to 2.9	2,158	+/-239	29.7%	+/-3.2
3.0 to 3.9	1,650	+/-211	22.7%	+/-2.8
4.0 or more	2,536	+/-315	34.9%	+/-3.7
Not computed	11	+/-17	0.2%	+/-0.2

2017 - FINANCIAL CHARACTERISTICS FOR HOUSING UNITS WITH A MORTGAGE – Page 2

Subject	Natick town, Middlesex County, Massachusetts		
	Owner-occupied housing units with a mortgage	Percent owner-occupied housing units with a mortgage	Margin of Error
	Estimate	Estimate	Margin of Error
MONTHLY HOUSING COSTS			
Less than \$200	0	+/-26	0.0%
\$200 to \$399	0	+/-26	0.0%
\$400 to \$599	6	+/-11	0.1%
\$600 to \$799	44	+/-30	0.6%
\$800 to \$999	99	+/-48	1.4%
\$1,000 to \$1,499	627	+/-159	8.6%
\$1,500 to \$1,999	970	+/-152	13.4%
\$2,000 to \$2,499	1,575	+/-235	21.7%
\$2,500 to \$2,999	1,548	+/-193	21.3%
\$3,000 or more	2,390	+/-265	32.9%
Median (dollars)	2,600	+/-75	2,600
MONTHLY HOUSING COSTS AS A PERCENTAGE OF HOUSEHOLD INCOME IN THE PAST 12 MONTHS			
Less than \$20,000	101	+/-53	1.4%
Less than 20 percent	0	+/-26	0.0%
20 to 29 percent	0	+/-26	0.0%
30 percent or more	101	+/-53	1.4%
\$20,000 to \$34,999	273	+/-115	3.8%
Less than 20 percent	0	+/-26	0.0%
20 to 29 percent	0	+/-26	0.0%
30 percent or more	273	+/-115	3.8%
\$35,000 to \$49,999	303	+/-130	4.2%
Less than 20 percent	0	+/-26	0.0%
20 to 29 percent	14	+/-22	0.2%
30 percent or more	289	+/-127	4.0%
\$50,000 to \$74,999	619	+/-154	8.5%
Less than 20 percent	29	+/-28	0.4%
20 to 29 percent	126	+/-77	1.7%
30 percent or more	464	+/-120	6.4%
\$75,000 or more	5,952	+/-297	82.0%
Less than 20 percent	3,016	+/-265	41.5%
20 to 29 percent	2,034	+/-259	28.0%
30 percent or more	902	+/-195	12.4%
Zero or negative income	11	+/-17	0.2%
REAL ESTATE TAXES			
Less than \$800	8	+/-12	0.1%
\$800 to \$1,499	52	+/-44	0.7%
\$1,500 or more	7,193	+/-340	99.1%
No real estate taxes paid	6	+/-11	0.1%
Median (dollars)	6,195	+/-152	6,195

2009 - Financial Characteristics for Housing Units With a Mortgage

Subject	United States	
	Owner-occupied housing units with a mortgage Estimate	Margin of Error
Owner-occupied housing units with a mortgage VALUE	51,267,052	+/-239,391
Less than \$50,000	4.5%	+/-0.1
\$50,000 to \$99,999	13.3%	+/-0.1
\$100,000 to \$149,999	16.0%	+/-0.1
\$150,000 to \$199,999	14.7%	+/-0.1
\$200,000 to \$299,999	18.7%	+/-0.1
\$300,000 to \$499,999	18.9%	+/-0.1
\$500,000 or more	14.0%	+/-0.1
Median (dollars)	206,700	+/-287
MORTGAGE STATUS		
With either a second mortgage, or home equity loan, but not both	25.1%	+/-0.1
Second mortgage only	6.3%	+/-0.1
Home equity loan only	18.8%	+/-0.1
Both second mortgage and home equity loan	1.1%	+/-0.1
No second mortgage and no home equity loan	73.8%	+/-0.1
HOUSEHOLD INCOME IN THE PAST 12 MONTHS (IN 2009 INFLATION-ADJUSTED DOLLARS)		
Less than \$10,000	2.1%	+/-0.1
\$10,000 to \$24,999	6.7%	+/-0.1
\$25,000 to \$34,999	6.9%	+/-0.1
\$35,000 to \$49,999	12.4%	+/-0.1
\$50,000 to \$74,999	21.8%	+/-0.1
\$75,000 to \$99,999	17.5%	+/-0.1
\$100,000 to \$149,999	19.2%	+/-0.1
\$150,000 or more	13.4%	+/-0.1
Median household income (dollars)	75,147	+/-100
RATIO OF VALUE TO HOUSEHOLD INCOME IN THE PAST 12 MONTHS		
Less than 2.0	30.4%	+/-0.1
2.0 to 2.9	22.9%	+/-0.1
3.0 to 3.9	14.8%	+/-0.1
4.0 or more	31.5%	+/-0.1
Not computed	0.4%	+/-0.1
MONTHLY HOUSING COSTS		
Less than \$200	0.0%	+/-0.1
\$200 to \$299	0.2%	+/-0.1
\$300 to \$399	0.6%	+/-0.1
\$400 to \$499	1.4%	+/-0.1
\$500 to \$599	2.4%	+/-0.1
\$600 to \$699	3.4%	+/-0.1
\$700 to \$799	4.4%	+/-0.1
\$800 to \$899	5.1%	+/-0.1
\$900 to \$999	5.6%	+/-0.1
\$1,000 to \$1,249	14.4%	+/-0.1
\$1,250 to \$1,499	13.1%	+/-0.1
\$1,500 to \$1,999	19.7%	+/-0.1
\$2,000 or more	29.6%	+/-0.1
Median (dollars)	1,486	+/-1

2009 - Financial Characteristics for Housing Units With a Mortgage – Page 2

Subject	United States	
	Owner-occupied housing units with a mortgage	Margin of Error
Estimate		
MONTHLY HOUSING COSTS AS A PERCENTAGE OF HOUSEHOLD INCOME IN THE PAST 12 MONTHS		
Less than \$20,000	5.7%	+/-0.1
Less than 20 percent	0.0%	+/-0.1
20 to 29 percent	0.1%	+/-0.1
30 percent or more	5.6%	+/-0.1
\$20,000 to \$34,999	9.6%	+/-0.1
Less than 20 percent	0.4%	+/-0.1
20 to 29 percent	1.4%	+/-0.1
30 percent or more	7.8%	+/-0.1
\$35,000 to \$49,999	12.4%	+/-0.1
Less than 20 percent	1.5%	+/-0.1
20 to 29 percent	3.6%	+/-0.1
30 percent or more	7.3%	+/-0.1
\$50,000 to \$74,999	21.8%	+/-0.1
Less than 20 percent	5.6%	+/-0.1
20 to 29 percent	8.0%	+/-0.1
30 percent or more	8.2%	+/-0.1
\$75,000 or more	50.1%	+/-0.1
Less than 20 percent	26.8%	+/-0.1
20 to 29 percent	15.5%	+/-0.1
30 percent or more	7.8%	+/-0.1
Zero or negative income	0.4%	+/-0.1
REAL ESTATE TAXES		
Less than \$800	15.5%	+/-0.1
\$800 to \$1,499	19.6%	+/-0.1
\$1,500 or more	62.6%	+/-0.1
No real estate taxes paid	2.2%	+/-0.1
Median (dollars)	2,061	+/-3
PERCENT IMPUTED		
Mortgage status	36.6%	(X)

Real Estate Taxes 2017 & 2010

2017 vs. 2010 - MORTGAGE STATUS BY REAL ESTATE TAXES PAID

2017 MORTGAGE STATUS BY REAL ESTATE TAXES PAID

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Total:	10,249	+/-363
With a mortgage:	7,259	+/-342
Less than \$800	8	+/-12
\$800 to \$1,499	52	+/-44
\$1,500 to \$1,999	108	+/-70
\$2,000 to \$2,999	413	+/-120
\$3,000 or more	6,672	+/-317
No real estate taxes paid	6	+/-11
Not mortgaged:	2,990	+/-287
Less than \$800	45	+/-28
\$800 to \$1,499	65	+/-57
\$1,500 to \$1,999	25	+/-30
\$2,000 to \$2,999	139	+/-114
\$3,000 or more	2,675	+/-241
No real estate taxes paid	41	+/-34

2010 MORTGAGE STATUS BY REAL ESTATE TAXES PAID

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Total:	10,035	+/-276
With a mortgage:	7,578	+/-333
Less than \$800	76	+/-61
\$800 to \$1,499	191	+/-107
\$1,500 to \$1,999	310	+/-124
\$2,000 to \$2,999	796	+/-155
\$3,000 or more	6,148	+/-320
No real estate taxes paid	57	+/-56
Not mortgaged:	2,457	+/-205
Less than \$800	34	+/-32
\$800 to \$1,499	26	+/-25
\$1,500 to \$1,999	54	+/-58
\$2,000 to \$2,999	171	+/-71
\$3,000 or more	2,172	+/-204
No real estate taxes paid	0	+/-127

Housing – By Tenure of Move-In Year

2017 vs. 2009 - TENURE BY YEAR HOUSEHOLDER MOVED INTO UNIT

2017 -TENURE BY YEAR HOUSEHOLDER MOVED INTO UNIT

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Total:	14,263	+/-290
Owner occupied:	10,249	+/-363
Moved in 2015 or later	462	+/-112
Moved in 2010 to 2014	2,380	+/-288
Moved in 2000 to 2009	2,854	+/-313
Moved in 1990 to 1999	1,936	+/-223
Moved in 1980 to 1989	1,092	+/-186
Moved in 1979 or earlier	1,525	+/-180
Renter occupied:	4,014	+/-299
Moved in 2015 or later	875	+/-217
Moved in 2010 to 2014	1,938	+/-277
Moved in 2000 to 2009	794	+/-170
Moved in 1990 to 1999	325	+/-134
Moved in 1980 to 1989	47	+/-46
Moved in 1979 or earlier	35	+/-33

2009 -TENURE BY YEAR HOUSEHOLDER MOVED INTO UNIT

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Total:	12,465	+/-366
Owner occupied:	9,524	+/-352
Moved in 2005 or later	1,391	+/-246
Moved in 2000 to 2004	2,125	+/-267
Moved in 1990 to 1999	2,559	+/-249
Moved in 1980 to 1989	1,230	+/-196
Moved in 1970 to 1979	1,051	+/-134
Moved in 1969 or earlier	1,168	+/-175
Renter occupied:	2,941	+/-269
Moved in 2005 or later	1,319	+/-209
Moved in 2000 to 2004	941	+/-180
Moved in 1990 to 1999	476	+/-160
Moved in 1980 to 1989	133	+/-100
Moved in 1970 to 1979	29	+/-32
Moved in 1969 or earlier	43	+/-52

2017 - TENURE BY AGE OF HOUSEHOLDER BY YEAR HOUSEHOLDER MOVED INTO UNIT

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Total:	14,263	+/-290
Owner occupied:	10,249	+/-363
Householder 15 to 34 years:	834	+/-179
Moved in 2015 or later	164	+/-70
Moved in 2010 to 2014	574	+/-163
Moved in 2000 to 2009	96	+/-62
Moved in 1990 to 1999	0	+/-26
Moved in 1980 to 1989	0	+/-26
Moved in 1979 or earlier	0	+/-26
Householder 35 to 64 years:	6,713	+/-347
Moved in 2015 or later	268	+/-89
Moved in 2010 to 2014	1,530	+/-214
Moved in 2000 to 2009	2,400	+/-277
Moved in 1990 to 1999	1,599	+/-204
Moved in 1980 to 1989	685	+/-135
Moved in 1979 or earlier	231	+/-80
Householder 65 years and over:	2,702	+/-255
Moved in 2015 or later	30	+/-33
Moved in 2010 to 2014	276	+/-104
Moved in 2000 to 2009	358	+/-109
Moved in 1990 to 1999	337	+/-102
Moved in 1980 to 1989	407	+/-123
Moved in 1979 or earlier	1,294	+/-174

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Renter occupied:	4,014	+/-299
Householder 15 to 34 years:	1,390	+/-247
Moved in 2015 or later	420	+/-190
Moved in 2010 to 2014	793	+/-181
Moved in 2000 to 2009	160	+/-102
Moved in 1990 to 1999	17	+/-27
Moved in 1980 to 1989	0	+/-26
Moved in 1979 or earlier	0	+/-26
Householder 35 to 64 years:	1,777	+/-260
Moved in 2015 or later	379	+/-144
Moved in 2010 to 2014	869	+/-175
Moved in 2000 to 2009	367	+/-104
Moved in 1990 to 1999	124	+/-72
Moved in 1980 to 1989	38	+/-42
Moved in 1979 or earlier	0	+/-26
Householder 65 years and over:	847	+/-165
Moved in 2015 or later	76	+/-38
Moved in 2010 to 2014	276	+/-93
Moved in 2000 to 2009	267	+/-98
Moved in 1990 to 1999	184	+/-113
Moved in 1980 to 1989	9	+/-14
Moved in 1979 or earlier	35	+/-33

Housing – Rental Units

HOUSEHOLD INCOME IN THE PAST 12 MONTHS (IN 2009 INFLATION-ADJUSTED DOLLARS) Universe: Households

Natick town, Middlesex County, Massachusetts	
Estimate	Margin of Error
106,027	+/-4,609

2017 ACS Dataset

Natick town, Middlesex County, Massachusetts	
Estimate	Margin of Error
Total:	+/-290
Less than \$10,000	+/-100
\$10,000 to \$14,999	+/-108
\$15,000 to \$19,999	+/-140
\$20,000 to \$24,999	+/-126
\$25,000 to \$29,999	+/-122
\$30,000 to \$34,999	+/-149
\$35,000 to \$39,999	+/-107
\$40,000 to \$44,999	+/-114
\$45,000 to \$49,999	+/-147
\$50,000 to \$59,999	+/-200
\$60,000 to \$74,999	+/-150
\$75,000 to \$99,999	+/-246
\$100,000 to \$124,999	+/-231
\$125,000 to \$149,999	+/-203
\$150,000 to \$199,999	+/-192
\$200,000 or more	+/-306

2009 ACS Dataset

Natick town, Middlesex County, Massachusetts	
Estimate	Margin of Error
Total:	+/-366
Less than \$10,000	+/-146
\$10,000 to \$14,999	+/-125
\$15,000 to \$19,999	+/-84
\$20,000 to \$24,999	+/-101
\$25,000 to \$29,999	+/-89
\$30,000 to \$34,999	+/-108
\$35,000 to \$39,999	+/-114
\$40,000 to \$44,999	+/-152
\$45,000 to \$49,999	+/-117
\$50,000 to \$59,999	+/-162
\$60,000 to \$74,999	+/-219
\$75,000 to \$99,999	+/-232
\$100,000 to \$124,999	+/-216
\$125,000 to \$149,999	+/-200
\$150,000 to \$199,999	+/-188
\$200,000 or more	+/-207

- 1543 or **10.8%** of Households have income less than \$25,000 in 2017; 1450 or 11.6% of Households have income less than \$25,000 in 2017
- 3703 or **26%** of Households have income between \$25,000 and \$74,999 in 2017; 3521 or 28% of Households have income between \$25,000 and \$74,999 in 2009
- 9017 or **63%** of Households have income greater than \$75,000 in 2017; 7494 or 60% of Households have income greater than \$75,000 in '09

2017 ACS Report: EARNINGS IN THE PAST 12 MONTHS (IN 2010 INFLATION-ADJUSTED DOLLARS)

2017 ACS Dataset

Subject	Total		P
	Estimate	Margin of Error	
Population 16 years and over with earnings	21,182	+/-475	21,182
Median earnings (dollars)	59,062	+/-3,324	(X)
FULL-TIME, YEAR-ROUND WORKERS WITH EARNINGS	13,723	+/-511	13,723
\$1 to \$9,999 or loss	191	+/-98	1.4%
\$10,000 to \$14,999	168	+/-74	1.2%
\$15,000 to \$24,999	479	+/-137	3.5%
\$25,000 to \$34,999	901	+/-195	6.6%
\$35,000 to \$49,999	1,617	+/-263	11.8%
\$50,000 to \$64,999	1,934	+/-282	14.1%
\$65,000 to \$74,999	1,096	+/-213	8.0%
\$75,000 to \$99,999	2,183	+/-232	15.9%
\$100,000 or more	5,154	+/-367	37.6%
Median earnings (dollars) for full-time, year-round workers with earnings	81,325	+/-4,391	(X)
Mean earnings (dollars) for full-time, year-round workers with earnings	100,636	+/-5,677	(X)
MEDIAN EARNINGS BY EDUCATIONAL ATTAINMENT			
Population 25 years and over with earnings	64,466	+/-3,144	(X)
Less than high school graduate	19,487	+/-5,416	(X)
High school graduate (includes equivalency)	40,445	+/-5,912	(X)
Some college or associate's degree	43,714	+/-6,763	(X)
Bachelor's degree	63,215	+/-3,633	(X)
Graduate or professional degree	84,257	+/-3,745	(X)

2009 ACS Dataset

Subject	Total		Natick town, Middles	
	Estimate	Margin of Error	Estimate	Estimate
Population 16 years and over with earnings	19,366	+/-479		10,210
Median earnings (dollars)	47,261	+/-3,239		60,943
Full-time, year-round workers with earnings	11,925	+/-489		7,197
\$1 to \$9,999 or loss	0.7%	+/-0.5		0.6%
\$10,000 to \$14,999	1.5%	+/-0.7		1.7%
\$15,000 to \$24,999	5.1%	+/-1.4		5.5%
\$25,000 to \$34,999	10.3%	+/-1.8		8.3%
\$35,000 to \$49,999	15.7%	+/-2.3		10.4%
\$50,000 to \$64,999	15.1%	+/-2.1		14.5%
\$65,000 to \$74,999	9.1%	+/-1.8		8.5%
\$75,000 to \$99,999	17.4%	+/-2.2		18.8%
\$100,000 or more	25.0%	+/-2.5		31.6%
Median earnings (dollars)	(X)	(X)		75,650
Mean earnings (dollars)	85,263	+/-4,544		96,657
MEDIAN EARNINGS BY EDUCATIONAL ATTAINMENT				
Population 25 years and over with earnings	54,917	+/-3,405		70,899
Less than high school graduate	24,000	+/-9,518		27,619
High school graduate (includes equivalency)	35,122	+/-4,227		41,715
Some college or associate's degree	41,536	+/-5,696		54,045
Bachelor's degree	59,766	+/-5,248		80,611
Graduate or professional degree	80,560	+/-4,782		100,991

Comparative between 2017 and 2009 for:
AGE OF HOUSEHOLDER BY GROSS RENT AS A PERCENTAGE OF HOUSEHOLD INCOME IN THE PAST 12 MONTHS (of that year)
Universe: Renter-occupied housing units

2017 ACS Dataset		
	Natick town, Middlesex County, Massachusetts Estimate	Margin of Error
Total:	4,014	+/-299
Householder 15 to 24 years:	155	+/-74
Less than 20.0 percent	0	+/-26
20.0 to 24.9 percent	15	+/-25
25.0 to 29.9 percent	9	+/-14
30.0 to 34.9 percent	20	+/-32
35.0 percent or more	71	+/-54
Not computed	40	+/-44
Householder 25 to 34 years:	1,235	+/-243
Less than 20.0 percent	565	+/-172
20.0 to 24.9 percent	94	+/-53
25.0 to 29.9 percent	160	+/-85
30.0 to 34.9 percent	108	+/-95
35.0 percent or more	300	+/-169
Not computed	8	+/-12
Householder 35 to 64 years:	1,777	+/-260
Less than 20.0 percent	538	+/-170
20.0 to 24.9 percent	306	+/-94
25.0 to 29.9 percent	127	+/-61
30.0 to 34.9 percent	198	+/-107
35.0 percent or more	527	+/-148
Not computed	81	+/-49
Householder 65 years and over:	847	+/-165
Less than 20.0 percent	92	+/-58
20.0 to 24.9 percent	83	+/-59
25.0 to 29.9 percent	110	+/-45
30.0 to 34.9 percent	82	+/-58
35.0 percent or more	386	+/-103
Not computed	94	+/-68

Change over 8 years

- 45.5% of HH over age 65 spend 35% or more for rent in 2017 vs. 25% of HH in 2009
- 9.7% of HH over age 65 spend 30-34.9% for rent in 2017 vs. 12.7% of HH in 2009
- 13% of HH over age 65 spend 25-29.9% for rent in 2017 vs. 22.6% of HH in 2009

2009 ACS Dataset		
	Natick town, Middlesex County, Massachusetts Estimate	Margin of Error
Total:	2,941	+/-269
Householder 15 to 24 years:	97	+/-61
Less than 20.0 percent	8	+/-13
20.0 to 24.9 percent	19	+/-22
25.0 to 29.9 percent	51	+/-55
30.0 to 34.9 percent	12	+/-19
35.0 percent or more	7	+/-11
Not computed	0	+/-127
Householder 25 to 34 years:	763	+/-206
Less than 20.0 percent	235	+/-129
20.0 to 24.9 percent	234	+/-134
25.0 to 29.9 percent	109	+/-67
30.0 to 34.9 percent	90	+/-74
35.0 percent or more	95	+/-66
Not computed	0	+/-127
Householder 35 to 64 years:	1,538	+/-247
Less than 20.0 percent	480	+/-133
20.0 to 24.9 percent	139	+/-88
25.0 to 29.9 percent	218	+/-142
30.0 to 34.9 percent	144	+/-75
35.0 percent or more	500	+/-146
Not computed	57	+/-40
Householder 65 years and over:	543	+/-126
Less than 20.0 percent	70	+/-69
20.0 to 24.9 percent	77	+/-48
25.0 to 29.9 percent	123	+/-55
30.0 to 34.9 percent	69	+/-56
35.0 percent or more	136	+/-54
Not computed	68	+/-69

2017 vs. 2009 HOUSEHOLD INCOME BY GROSS RENT AS A PERCENTAGE OF HOUSEHOLD INCOME COMPARATIVE

Universe: Renter-occupied housing units

2017 ACS Dataset		2009 ACS Dataset
Household Income	Rent = 50% or greater (2017)	Rent = 35% or greater (2017)
Less than \$10,000	44% of HH	60%
\$10,000 - \$19,999	24% of HH	47.5%
\$20,000 - \$34,999	57% of HH	82%
\$35,000 - \$49,999	4.3% of HH	47%
\$50,000 - \$74,999	9.8% of HH	12%
\$75,000 - \$99,999	0% of HH	1%
\$100,000 or more	0% of HH	0%

* Note: No income group spent more than 50% of HH income on rent

2017 HOUSEHOLD INCOME BY GROSS RENT AS A PERCENTAGE OF HOUSEHOLD INCOME IN THE PAST 12 MONTHS

Universe: Renter-occupied housing units

2017 ACS Dataset

Comparative by Income Group

	Natick town, Middlesex County, Massachusetts		Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error	Estimate	Margin of Error
Total:	4,014	+/-299	614	+/-176
Less than \$10,000:	263	+/-89	54	+/-45
Less than 20.0 percent	0	+/-26	100	+/-66
20.0 to 24.9 percent	0	+/-26	197	+/-85
25.0 to 29.9 percent	0	+/-26	144	+/-105
30.0 to 34.9 percent	10	+/-15	8	+/-13
35.0 to 39.9 percent	0	+/-26	40	+/-36
40.0 to 49.9 percent	44	+/-45	60	+/-66
50.0 percent or more	116	+/-62	11	+/-17
Not computed	93	+/-58	473	+/-126
\$10,000 to \$19,999:	473	+/-125	250	+/-114
Less than 20.0 percent	0	+/-26	136	+/-57
20.0 to 24.9 percent	37	+/-36	36	+/-29
25.0 to 29.9 percent	74	+/-35	9	+/-14
30.0 to 34.9 percent	119	+/-71	42	+/-45
35.0 to 39.9 percent	29	+/-26	0	+/-26
40.0 to 49.9 percent	83	+/-84	0	+/-26
50.0 percent or more	113	+/-63	0	+/-26
Not computed	18	+/-20	1,122	+/-262
\$20,000 to \$34,999:	629	+/-168	819	+/-233
Less than 20.0 percent	45	+/-49	183	+/-85
20.0 to 24.9 percent	42	+/-34	23	+/-27
25.0 to 29.9 percent	69	+/-53	18	+/-20
30.0 to 34.9 percent	20	+/-21	17	+/-27
35.0 to 39.9 percent	46	+/-47	0	+/-26
40.0 to 49.9 percent	9	+/-15	0	+/-26
50.0 percent or more	359	+/-127	0	+/-26
Not computed	39	+/-35	62	+/-43
\$35,000 to \$49,999:	440	+/-151		
Less than 20.0 percent	27	+/-21		
20.0 to 24.9 percent	0	+/-26		
25.0 to 29.9 percent	7	+/-12		
30.0 to 34.9 percent	88	+/-67		
35.0 to 39.9 percent	162	+/-137		
40.0 to 49.9 percent	137	+/-91		
50.0 percent or more	19	+/-23		
Not computed	0	+/-26		

- 44% of HH earning less than \$10,000 spend 50% or more on rent; 60% spent 35% or more of HH income on rent
- 24% of HH earning between \$10,000 - \$19,999 spend 50% or more on rent; 47.5% spent 35% or more of HH income
- 57% of HH earning between \$20,000 - \$34,999 spend 50% or more on rent; 66% spent 35% or more of HH income on rent
- 4.3% of HH earning between \$35,000 - \$49,999 spend 50% or more on rent; 72% spent 35% or more of HH income on rent
- 9.8% of HH earning between \$50,000 - \$74,999 spend 50% or more on rent; 18% spent 35% or more of HH income
- 0% of HH earning between \$75,000 - \$99,999 spend 50% or more on rent; 9% spent 35% or more of HH income on rent
- 0% of HH earning \$100,000 or more spend 50% or more on rent; 1.5% spent 35% or more of HH income on rent

2009 HOUSEHOLD INCOME BY GROSS RENT AS A PERCENTAGE OF HOUSEHOLD INCOME IN THE PAST 12 MONTHS

Universe: Renter-occupied housing units

2009 ACS Dataset

	Natick town, Middlesex County, Massachusetts		Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error	Estimate	Margin of Error
Total:	2,941	+/-269	610	+/-171
Less than \$10,000:	329	+/-137	91	+/-48
Less than 20.0 percent	0	+/-127	207	+/-95
20.0 to 24.9 percent	18	+/-26	220	+/-126
25.0 to 29.9 percent	90	+/-85	9	+/-14
30.0 to 34.9 percent	74	+/-71	73	+/-57
35.0 percent or more	103	+/-60	10	+/-15
Not computed	44	+/-64	496	+/-162
\$10,000 to \$19,999:	297	+/-94	223	+/-104
Less than 20.0 percent	50	+/-66	170	+/-115
20.0 to 24.9 percent	25	+/-30	69	+/-59
25.0 to 29.9 percent	69	+/-42	16	+/-26
30.0 to 34.9 percent	51	+/-35	5	+/-9
35.0 percent or more	91	+/-45	13	+/-21
Not computed	11	+/-16	473	+/-114
\$20,000 to \$34,999:	341	+/-116	395	+/-110
Less than 20.0 percent	9	+/-14	31	+/-28
20.0 to 24.9 percent	9	+/-14	0	+/-127
25.0 to 29.9 percent	22	+/-26	0	+/-127
30.0 to 34.9 percent	21	+/-24	0	+/-127
35.0 percent or more	280	+/-110	47	+/-36
Not computed	0	+/-127		
\$35,000 to \$49,999:	395	+/-130		
Less than 20.0 percent	25	+/-40		
20.0 to 24.9 percent	9	+/-15		
25.0 to 29.9 percent	31	+/-48		
30.0 to 34.9 percent	144	+/-81		
35.0 percent or more	186	+/-96		
Not computed	0	+/-127		

Comparative by Income Group

- No income group spent more than 50% of HH income on rent
- 31% of HH with less than \$10,000 spent 35% or more of HH income on rent
- 31% of HH with income between \$10,000 - \$19,999 spent 35% or more of HH income on rent
- 82% of HH with income between \$20,000 - \$34,999 spent 35% or more of HH income on rent
- 47% of HH with income between \$35,000 - \$49,999 spent 35% or more of HH income on rent
- 12% of HH with income between \$50,000 - \$74,999 spent 35% or more of HH income on rent
- 1% of HH with income between \$75,000 - \$99,999 spent 35% or more of HH income on rent

Inside Back Cover