



To: Town Meeting Members

From: Natick Finance Committee

Date: April 24, 2012

Re: ***Information Pertaining to Articles 3 and 14***

As Town Meeting members will recall, consideration on Articles 3 (Fiscal Year 2012 Omnibus Budget) and 14 (Fiscal Year 2013 Omnibus Budget) were postponed until April 24, 2012, in order to allow Town Administration, the Board of Selectmen, and the Finance Committee to evaluate the impact of a recent arbitration ruling on the FY 2012 and 2013 budgets.

The Finance Committee held a public hearing on Thursday April 19, 2012, to hear the Town Administration's proposals as a result of the arbitration ruling and other recent developments affecting the FY 2013 proposed budget. These items and relevant points from the Finance Committee's hearing are summarized below:

1. Final Assessment for South Middlesex Regional Technical Vocational High School ("Keefe Tech")

The Keefe Tech budget as presented in the Finance Committee Recommendation Book is based on estimates of the School's budget. Natick's final assessment for FY 2013 was received on April 10, 2012. The final assessment of \$1,271,613 is \$11,174 lower than the amount previously which had been voted by the Finance Committee and subsequently included in the Recommendation Book.

At its meeting on April 19, 2012, the Finance Committee voted unanimously by a vote of 10-0-0 to reconsider and recommend approval of the revised FY 2012 assessment.

This recommendation is reflected in the revised motion for Article 14, Motion A on page 11 of this memorandum.

2. Revised FY 2013 Budget for the Town Clerk's Office

The proposed FY 2013 operating budget for the Town Clerk's office as printed in the Finance Committee Recommendation Book reflects a recommended salary for the Town Clerk of \$75,000; however, Town Meeting voted under Article 11 to set the FY 2013 salary for the Town Clerk at \$70,000. As a result, the Town Administrator has proposed to reduce this budget by \$5,000. Specifically, this would result in a total FY 2013 operating budget for the Town Clerk's office of \$231,613, of which \$209,863 is for Salaries, and \$21,750 for Expenses.

At its meeting on April 19, 2012, the Finance Committee voted unanimously by a vote of 10-0-0 to reconsider and recommend approval of the revised FY 2013 budget for the Town Clerk's office.

This recommendation is reflected in the revised motion for Article 14, Motion E on pages 15-16 of this memorandum.



3. Revised FY 2012 and 2013 Budgets for the Natick Police Department

The recent arbitration ruling awarded an additional two percent cost of living adjustment (“COLA”) to members of the Natick Police Patrol Officers Association (“NPPOA”), effective July 1, 2011. During the Finance Committee’s public hearing on April 19, 2012, several relevant points were noted:

- The arbitrator’s decision will add \$89,486 in FY 2012, and \$90,988 in FY 2013 to the Police Department budgets. The decision affects base pay, overtime rates and any stipends which are tied to the base rate. The decision affects only full-time uniformed officers. No part-time personnel are affected by this settlement.
- Although the Patrol Officers’ Association filed the arbitration request, the settlement also affects the superior officers due to a contract provision which stipulates that the lowest rate paid to any sergeant must be 13% higher than the highest rate paid to any patrol officer.
- The Selectmen voted unanimously to support this, and not to appeal the arbitration decision following consultation with Town Counsel.
- Funding for the FY 2012 increase is proposed to be reallocated from savings in the Employee Fringe budget due to higher-than-anticipated opt-outs from the town’s health benefits coverage.
- The FY 2013 expense is proposed to be funded from the savings in the Keefe Tech and Town Clerk’s office budgets, and from savings in the FY 2012 snow and ice deficit which is not anticipated to be expended due to the mild 2011-2012 winter.
- Although consideration was given to whether this could be deferred to Fall Town Meeting, it was determined that, since Spring Town Meeting is still in session, this should be acted on immediately in the best interests of all parties.
- Details of the budgetary impacts for FY 2012 and 2013 are shown on page 4 of this memorandum.

At its meeting on April 19, 2012, the Finance Committee voted unanimously by a vote of 10-0-0 to reconsider and recommend approval of the revised FY 2012 budget (under Article 3) and the FY 2013 budget (under Article 14, Motion B) for the Natick Police Department.

This recommendation is reflected in the revised motions for Article 3 on page 6 of this memorandum, and for Article 14, Motion B on page 12.

4. Revised FY 2012 and FY 2013 Wages for Department of Public Works Laborers

During the Finance Committee’s public hearing on April 19, 2012, Town Administration advised the Finance Committee that following receipt of the NPPOA arbitration decision, the Administration had considered the fact that, as the only other bargaining unit which had not settled by the end of Fall 2010 Town Meeting – and were thus ineligible for the January 1, 2011 two percent COLA – the DPW Laborers’ union would now be the only unit not receiving the second increase. In the interests of fairness, Town Administration is proposing to grant the same two percent wage adjustment to the DPW Laborers, effective July 1, 2011.



Natick Finance Committee
Memorandum for Town Meeting Members
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Page 3

- The impact of this proposal is an additional expense for FY 2012 of \$39,174, and for FY 2013 of \$39,768.
- Several DPW divisions are affected by this proposal: Building Maintenance, Equipment Maintenance, Highway and Sanitation, and Land, Facilities, and Natural Resources. DPW Laborers in the Water and Sewer division will also be affected. As a result of Town Meeting's approval of the Facilities Management consolidation (under Article 2), the Facilities Management budget will be impacted for FY 2013 instead of Building Maintenance.
- For DPW Laborers in the Water & Sewer Division, \$20,855 of the FY 2012 amount will be funded from Water & Sewer Enterprise Fund Reserves and \$19,636 of the FY 2013 amount is proposed to be funded from Water & Sewer user fees.
- The Board of Selectmen, as the Town's Water Commissioners, has voted to approve the expenditure from the Water and Sewer Reserve Fund, and has also voted unanimously to support the additional funding expense of \$39,174 in FY 2012 and \$39,768 in FY 2014.
- Similar to the funding source for the Police Department budget adjustments, FY 2012 funding from the General Fund will be sourced from the Employee Fringe Benefit budget. FY 2013 funding from the General Fund will be sourced from the lower Keefe Tech assessment, lower Town Clerk operating budget, higher water and sewer revenues, and lower snow and ice deficit.
- Town Administration advised Finance Committee members that this proposal was not expected to have any impact on residents' water rates for FY 2013.
- Details of the budgetary impacts for FY 2012 and 2013 are shown on page 5 of this memorandum.

At its meeting on April 19, 2012, the Finance Committee voted unanimously by a vote of 10-0-0 to reconsider and recommend approval of the revised FY 2012 budget (under Article 3) and the FY 2013 budget (under Article 14, Motions A, B, C, E, G, and H1) for the DPW Laborers wage adjustments as proposed by Town Administration.

This recommendation is reflected in the revised motions for Article 3 on page 6 of this memorandum, and for Article 14, Motions A, B, C, E, G and H1 on pages 11-21.

The remainder of this memorandum, provided by the Town Administration, contains the following information:

1. Discussion and details of the NPPOA arbitration ruling	Page 4
2. Impact of the NPPOA arbitration ruling on DPW Laborers	Page 5
3. Revised motion for Article 3 (FY 2012 Omnibus Budget)	Page 6
4. Article 14 discussion	Page 7
5. Revised General Fund Revenue/Expenditure Summary	Page 8
6. General Fund Allocation by Article (2012 SATM)	Page 9
7. Appropriations by Article (2012 SATM)	Page 10
8. Revised motions for Article 14 (FY 2013 Omnibus Budget)(All Sections)	Pages 11-21

Natick Police Patrol Officers' Association Arbitration Ruling

The Town of Natick has lost its arbitration case against the Natick Police Patrol Officers Association (NPPOA). The arbitrators decision in this matter is that the NPPOA is due an additional 2% effective 7/1/2011. Fortunately from a funding perspective, the 2012 Spring Annual Town Meeting is still in session, which allows the Town to settle this matter timely. Unfortunately, it means that the Town must come up with an additional sum of around \$90,000 for both FY 2012 and FY 2013. The impact to the FY 2012 and FY 2013 Police Department budgets are shown below.

Department: Police

	2012 Appropriated	2012 Post-Arbitration	Difference	2013 Recommended	2013 Post-Arbitration	Difference
Salaries Management	\$ 543,897	\$ 550,181	\$ 6,284	\$ 563,180	\$ 569,795	\$ 6,615
Salaries Supervisory	\$ 923,162	\$ 938,867	\$ 15,705	\$ 925,545	\$ 941,291	\$ 15,746
Salaries Operational Staff	\$ 2,703,973	\$ 2,746,605	\$ 42,632	\$ 2,747,886	\$ 2,791,284	\$ 43,398
Salaries Non-Uniform Staff	\$ 129,905	\$ 129,905	\$ -	\$ 128,360	\$ 128,360	\$ -
Management Additional Comp	\$ 53,963	\$ 54,776	\$ 813	\$ 55,304	\$ 56,140	\$ 836
Supervisory Additional Comp	\$ 107,452	\$ 109,280	\$ 1,828	\$ 110,347	\$ 112,224	\$ 1,877
Operational Staff Additional Comp	\$ 648,195	\$ 659,992	\$ 11,797	\$ 690,970	\$ 703,059	\$ 12,089
Non-Uniform Staff Additional Comp	\$ 493	\$ 493	\$ -	\$ -	\$ -	\$ -
<u>Court Overtime</u>						
Supervisory Overtime	\$ 22,986	\$ 23,446	\$ 460	\$ 22,986	\$ 23,446	\$ 460
Operational Staff Overtime	\$ 71,199	\$ 72,623	\$ 1,424	\$ 71,199	\$ 72,623	\$ 1,424
<u>Regular Overtime</u>						
Management Overtime	\$ 19,590	\$ 19,982	\$ 392	\$ 19,590	\$ 19,982	\$ 392
Supervisory Overtime	\$ 125,061	\$ 127,562	\$ 2,501	\$ 125,061	\$ 127,562	\$ 2,501
Operational Staff Overtime	\$ 282,508	\$ 288,158	\$ 5,650	\$ 282,508	\$ 288,158	\$ 5,650
Non-Uniform Staff Overtime	\$ 2,457	\$ 2,457	\$ -	\$ 2,457	\$ 2,457	\$ -
Personnel Services	\$ 5,634,841	\$ 5,724,327	\$ 89,486	\$ 5,745,393	\$ 5,836,381	\$ 90,988

It should be noted that the multiple lines must increase as a result of this settlement - including supervisory and management salaries. This is due to contractual terms within the Supervisors contract which mandate a 13% differential between the highest patrol officers wage and the lowest sergeant wage. Thus even though the arbitration only applies to the NPPOA contract, Supervisors' wages are also affected.

Impact of Arbitration Ruling on DPW Laborers' Unit

The arbitration with the NPPOA stemmed around the issue of a 2% Cost-of-Living Allowance (COLA) that the Town did not award to the NPPOA in that it did not settle a contract prior to the October 2010 Fall Annual Town Meeting, and thus members of the NPPOA were not enrolled in the Rate Saver health care plans effective January 1, 2011. The 8 unions that did settle prior to that Town Meeting received a 2% COLA effective January 1, 2011 (to coincide with enrollment in the Rate Saver Plans) and another 2% on July 1, 2011. The DPW Laborers also did not settle by the 2010 Fall Annual Town Meeting and thus, like the NPPOA, did not get the 2% COLA effective January 1, 2011. Both of these unions did settle by the 2011 Spring Annual Town Meeting and enrolled in the Rate Savers effective July 1, 2011; both unions received a 2% COLA effective July 1, 2011. The arbitrator's award for the NPPOA for an additional 2% effective July 1, 2011 creates a significant disparity in wage adjustments for the DPW Laborers, some of whom are among the lowest wage earners within general government. In the interest of fairness, we are proposing to award the DPW Laborers the same settlement awarded to the NPPOA by the arbitrator - 2% effective July 1, 2011. This, of course, impacts FY 2012 and FY 2013 DPW budgets, as shown below.

Department: Public Works

	2012 Appropriated	2012 Post-Arbitration	Difference	2013 Recommended	2013 Post-Arbitration	Difference
Building Maintenance*	\$ 270,476	\$ 275,886	\$ 5,410	\$ 264,696	\$ 269,990	\$ 5,294
Equipment Maintenance	\$ 377,514	\$ 385,064	\$ 7,550	\$ 368,556	\$ 375,927	\$ 7,371
Highway & Sanitation	\$ 1,019,566	\$ 1,039,957	\$ 20,391	\$ 1,062,260	\$ 1,083,500	\$ 21,240
Land, Facilities & Natural Resources	\$ 291,142	\$ 296,965	\$ 5,823	\$ 293,123	\$ 298,986	\$ 5,863
Total DPW General Fund	\$ 1,958,698	\$ 1,997,872	\$ 39,174	\$ 1,988,635	\$ 2,028,403	\$ 39,768

*Building Maintenance Salaries in FY 2013 budgeted in Facilities Management Budget

Water Salaries	\$ 422,528	\$ 430,979	\$ 8,451	\$ 438,146	\$ 446,468	\$ 8,322
Sewer Salaries	\$ 620,198	\$ 632,602	\$ 12,404	\$ 612,047	\$ 623,361	\$ 11,314
Total DPW Water & Sewer	\$ 1,042,726	\$ 1,063,581	\$ 20,855	\$ 1,050,193	\$ 1,069,829	\$ 19,636

The result of the mandate with respect to the NPPOA and the proposal with respect to the DPW Laborers is that both the FY 2012 and the FY 2013 budgets for these departments must be increased. Because both years are affected, we have postponed Articles 3 (FY 2012 Omnibus Budget) and Article 14 (FY 2013 Omnibus Budget) until April 24th. We shall take each one at a time.

Article 3 - FY 2012 Omnibus Budget

Article 3 as presented in the Finance Committee Recommendation Book proposes to effectively transfer \$37,000 from Comptroller Salaries to Comptroller Expenses to reflect the current method of paying the Interim Comptroller, who serves as a consultant, not an employee. With respect to the Police and DPW COLAs discussed above, Town Administration recommends that the \$128,660 required to fund FY 2012 wages for the Police Department and DPW be transferred from Employee Fringe - Other Personnel Services. There is sufficient balance within the Health Insurance line to accommodate this transfer.

As a result, Motions under Article 3 would read as follows:

MOTION A: (Requires a Majority Vote)

Move that the Town vote to reduce the following appropriations voted at the Spring Annual Town Meeting commencing on April 12, 2011 under Article 11 as follows:

Article 11, Motion E	Comptroller Salaries	\$ (37,000)
Article 11, Motion G	Employee Fringe - Other Personnel Services	\$ (128,660)

MOTION B: (Requires a Majority Vote)

Move that the Town vote to appropriate the sum of \$165,660 as an amendment to the following appropriations voted at the Spring Annual Town Meeting commencing on April 12, 2011 under Article 11 as follows:

Article 11, Motion B	Police Salaries	\$ 89,486
Article 11, Motion C	DPW Building Maintenance Salaries	\$ 5,410
Article 11, Motion C	DPW Equipment Maintenance Salaries	\$ 7,550
Article 11, Motion C	DPW Highway & Sanitation Salaries	\$ 20,391
Article 11, Motion C	DPW Land, Facilities and Natural Resources Salaries	\$ 5,823
Article 11, Motion E	Comptroller Expenses	\$ 37,000

And that to meet this appropriation, the sum of \$165,660 be raised from the Tax Levy.

(Note: NOT included under Article 3 is a request to fund Water & Sewer laborers a 2% COLA in FY 2012 to the amount of \$20,855. Board of Selectmen voted unanimously on April 19, 2012 to fund this amount under from the Water & Sewer Reserve Fund; expenditures from this fund are at the sole discretion of the Water & Sewer Commissioners and does not require Town Meeting action.

Article 14 - FY 2013 Omnibus Budget

The necessary amount for FY 2013 can be funded from a combination of sources, specifically:

- (1) Utilize the lower than anticipated assessment from Keefe Tech. Specifically, the District has voted an assessment which is \$11,174 lower than voted by the Finance Committee.
- (2) Take a portion of the balance from the amount set aside for Snow and Ice. To date, we have spent \$342,058 on Snow & Ice Removal for FY 2012. We have allocated a total of \$500,000 for this purpose within the budget. It is highly unlikely that we will need additional funds for this purpose before the end of the fiscal year.
- (3) Lower the Town Clerk Salaries line for FY 2013 by \$5,000 to match the vote of Town Meeting under Article 11.
- (4) Sufficient balance exists in the Water & Sewer Revenues to account for the increase necessary to cover the 2% for Water & Sewer Laborers.

Thus to fund the FY 2013 amount:

Lower Keefe Tech Assessment	\$	11,174
Lower Town Clerk Salaries	\$	5,000
Higher Water & Sewer Revenues	\$	19,636
Lower Snow & Ice Deficit*	\$	114,582
Total Amount	\$	150,392

*This will leave 43,360 in Snow & Ice for the remainder of FY 2012.

As a result of these changes, Motions A, B, C, E, G and H1 have to change under Article 14. Snow and Ice is budgeted separately and not subject to appropriation by Town Meeting. The impact of these changes is shown on the following pages, along with the revised motions under Article 14. Revisions are shown in ***BOLD Italics*** with a black box around line-items which have changed since April 10.

General Fund Revenue/Expenditure Summary

General Fund Revenues	2010	2011	2012	2013	2012 vs. 2013	
	Actual	Actual	Appropriated	Revised 4/19	\$	%
Tax Levy	\$ 77,024,748	\$ 79,684,179	\$ 86,502,701	\$ 88,894,846	2,392,145	2.77%
State Aid	\$ 10,619,913	\$ 11,711,880	\$ 11,509,427	\$ 11,130,647	-378,780	-3.29%
Estimated Receipts	\$ 10,524,325	\$ 11,922,815	\$ 9,281,733	\$ 10,142,890	861,157	9.28%
Local Option Taxes	\$ 307,913	\$ 1,170,876	\$ 1,000,000	\$ 1,000,000	0	0.00%
Other Local Receipts						
Indirects	\$ 2,506,416	\$ 2,449,757	\$ 2,535,883	\$ 2,581,514	45,631	1.80%
Free Cash	\$ 2,147,380	\$ 3,425,336	\$ 5,466,393	\$ 2,979,340	-2,487,053	-45.50%
Stabilization Fund (s)	\$ 950,751	\$ 98,550	\$ 689,340	\$ 1,048,652	359,312	52.12%
Overlay Surplus	\$ 1,000,000		\$ 1,000,000	\$ -	-1,000,000	-100.00%
Other Available Funds	\$ 210,851	\$ 190,851	\$ 281,532	\$ 460,407	178,875	63.54%
Total General Fund Revenues	105,292,298	110,654,244	118,267,009	118,238,296	-28,713	-0.02%
General Fund Expenses						
Education & Learning						
Natick Public Schools	\$ 41,769,099	\$ 44,364,711	\$ 46,406,138	\$ 46,200,514	-205,624	-0.44%
Keefe Tech	\$ 1,283,158	\$ 1,469,598	\$ 1,396,865	\$ 1,271,613	-125,252	-8.97%
Morse Institute Library	\$ 1,699,158	\$ 1,739,131	\$ 1,848,818	\$ 1,865,058	16,240	0.88%
Bacon Free Library	\$ 115,846	\$ 109,706	\$ 118,827	\$ 130,082	11,255	9.47%
Public Safety	\$ 11,602,965	\$ 12,052,297	\$ 13,124,052	\$ 13,584,930	460,878	3.51%
Public Works	\$ 7,228,240	\$ 7,542,691	\$ 7,653,410	\$ 7,343,432	-309,978	-4.05%
Health & Human Services	\$ 1,492,356	\$ 1,560,965	\$ 1,733,513	\$ 1,822,398	88,885	5.13%
Administrative Support Services	\$ 3,728,593	\$ 3,831,269	\$ 4,354,576	\$ 4,602,406	247,830	5.69%
Committees	\$ 26,438	\$ 23,278	\$ 25,510	\$ 26,010	500	1.96%
Shared Expenses						
Fringe Benefits	\$ 13,660,686	\$ 14,200,952	\$ 15,076,350	\$ 15,174,510	98,160	0.65%
Prop & Liab. Insurance	\$ 431,162	\$ 451,853	\$ 520,958	\$ 553,175	32,217	6.18%
Retirement	\$ 5,243,247	\$ 5,475,739	\$ 5,717,032	\$ 6,150,200	433,168	7.58%
Debt Services	\$ 6,723,610	\$ 6,787,251	\$ 10,989,545	\$ 10,271,915	-717,630	-6.53%
Reserve Fund	\$ -	\$ -	\$ 400,000	\$ 400,000	0	0.00%
Facilities Management	\$ -	\$ -	\$ -	\$ 2,449,793	2,449,793	#DIV/0!
General Fund Oper. Expenses	\$ 95,004,559	\$ 99,609,440	\$ 109,365,594	\$ 111,846,036	2,480,443	2.27%
Capital Improvements	\$ 300,940	\$ 543,120	\$ 1,401,900	\$ 1,269,277	-132,623	-9.46%
School Bus Transportation	\$ 311,186	\$ 290,014	\$ 330,137	\$ 340,041	9,904	3.00%
State & County Assessments	\$ 1,540,299	\$ 1,351,044	\$ 1,360,929	\$ 1,397,812	36,883	2.71%
Cherry Sheet Offsets	\$ 56,369	\$ 131,434	\$ 155,298	\$ 189,873	34,575	22.26%
Tax Title	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	0	0.00%
Snow Removal Supplement	\$ 749,655	\$ 448,991	\$ 765,163	\$ 235,418	-529,745	-69.23%
Overlay	\$ 1,321,477	\$ 1,112,323	\$ 1,133,967	\$ 1,400,000	266,033	23.46%
Golf Course Deficit	\$ 355,000	\$ 334,500	\$ 320,000	\$ 310,000	-10,000	-3.13%
General Stabilization Fund	\$ 800,000	\$ 1,634,439	\$ -	\$ -	0	#DIV/0!
Operational Stabilization Fund	\$ -	\$ -	\$ 856,478	\$ -	-856,478	-100.00%
Capital Stabilization Fund	\$ -	\$ 307,913	\$ 1,859,511	\$ 1,000,000	-859,511	-46.22%
FLSA Settlement	\$ 950,751	\$ -	\$ 593,032	\$ -	-593,032	-100.00%
Misc. Articles	\$ 10,000	\$ 85,000	\$ 100,000	\$ 224,838	124,838	124.84%
Non-Union Adjustments	\$ -	\$ 63,512	\$ -	\$ -	0	#DIV/0!
Total General Fund Expenses	#####	\$ 105,936,730	\$ 118,267,009	\$ 118,238,296	-28,713	-0.02%
Net Excess / (Deficit)	3,867,062	4,717,514	0	0		

General Fund Allocation by Article at 2012 Spring Town Meeting

	FC Rec'd - 4/10	TA Rec'd - 4/19
Article 3 FY 2012 Omnibus Budget	\$ -	\$ -
Article 4 Stabilization Fund	\$ -	\$ -
Article 5 Capital Stabilization Fund	\$ -	\$ -
Article 6 Operational/Rainy Day Stabilization Fund	\$ -	\$ -
Article 8 Other Post-Employment Benefits (OPEB) Fund	\$ 221,608	\$ 221,608
Article 9 Collective Bargaining	\$ -	\$ -
Article 12 Morse Institute Library	\$ 1,865,058	\$ 1,865,058
Article 13 Bacon Free Library	\$ 130,082	\$ 130,082
Article 14 Fiscal 2013 Omnibus Budget Article		
Omnibus Budget G/F	\$ 109,736,315	\$ 109,850,897
Sassamon Trace Subsidy	\$ 310,000	\$ 310,000
Total Article 14	\$ 110,046,315	\$ 110,160,897
Article 15 Capital Equipment	\$ 288,937	\$ 288,937
Article 16 Capital Improvement	\$ 130,500	\$ 130,500
Article 17 School Bus Transportation Subsidy	\$ 340,041	\$ 340,041
Article 18 Appropriate Funds for Rockland and Farwell Street Improvement	\$ 300,000	\$ 300,000
Article 19 Transfer Funds to Community/Senior Center Project	\$ 3,230	\$ 3,230
Article 20 Unpaid Bills	\$ -	\$ -
Total G/F Budget from Articles	\$ 113,325,771	\$ 113,440,353
Total State Assessments & Other Charges	\$ 1,612,685	\$ 1,612,685
Total Assessor's Overlay	\$ 1,400,000	\$ 1,400,000
Total Snow & Ice Deficit for FY 2012	\$ 350,000	\$ 235,418
Total G/F FY 2013	\$ 116,688,456	\$ 116,688,456
<i>Capital Stabilization Fund (to be Appropriated at the 2012 Fall ATM)</i>	\$ 1,000,000	\$ 1,000,000
<i>Capital (to be Appropriated at the 2012 Fall ATM)</i>	\$ 549,840	\$ 549,840
Total G/F FY 2013 as per Revenue/Expenditure Reconciliation	\$ 118,238,296	\$ 118,238,296

Appropriations by Article for 2012 Spring Town Meeting

For FY 2013	FC Rec'd - 4/10	TA Rec'd - 4/19
Article 3 FY 2012 Omnibus Budget	\$ -	\$ -
Article 4 Stabilization Fund	\$ -	\$ -
Article 5 Capital Stabilization Fund	\$ -	\$ -
Article 6 Operational/Rainy Day Stabilization Fund	\$ -	\$ -
Article 8 Other Post-Employment Benefits (OPEB) Fund	\$ 221,608	\$ 221,608
Article 9 Collective Bargaining	\$ -	\$ -
Article 12 Morse Institute Library	\$ 1,865,058	\$ 1,865,058
Article 13 Bacon Free Library	\$ 130,082	\$ 130,082
Article 14 Fiscal 2013 Omnibus Budget Article		
General Fund	\$ 109,736,315	\$ 109,850,897
Water/Sewer Enterprise Fund	\$ 10,801,236	\$ 10,820,872
Sassamon Trace Enterprise Fund (inclusive of \$310,000 of G/F tax levy)	\$ 886,361	\$ 886,361
Total Article 14	\$ 121,423,912	\$ 121,558,130
Article 15 Capital Equipment	\$ 1,537,937	\$ 1,537,937
Article 16 Capital Improvement	\$ 4,001,400	\$ 4,001,400
Article 17 School Bus Transportation Subsidy	\$ 340,041	\$ 340,041
Article 18 Appropriate Funds for Rockland and Farwell Street Improvement	\$ 300,000	\$ 300,000
Article 19 Transfer Funds to Community/Senior Center Project	\$ 3,230	\$ 3,230
Article 20 Unpaid Bills	\$ -	\$ -

Article 14 Funding Breakdown

Tax Levy	\$ 104,470,517	\$ 104,585,099
Water Sewer User Rates	\$ 10,801,236	\$ 10,820,872
Free Cash	\$ 2,604,502	\$ 2,604,502
Parking Meter Fees	\$ 60,000	\$ 60,000
Title V Septic	\$ 7,684	\$ 7,684
Premiums	\$ 90,681	\$ 90,681
Capital Stabilization Fund	\$ 108,250	\$ 108,250
School Building Assistance	\$ 123,167	\$ 123,167
Indirects	\$ 2,581,514	\$ 2,581,514
Golf User Fees	\$ 540,000	\$ 540,000
Golf Retained Earnings	\$ 36,361	\$ 36,361
Total for Article 14	\$ 121,423,912	\$ 121,558,130



Town of Natick

2012 Spring Town Meeting - FY 2013 Recommended Budget - *Revisions in BOLD Italics*

Finance Committee Recommendation

Motions for Section A: Education & Learning

Motion for Section A under Article 14:

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:

Natick Public Schools

Salaries & Expenses 46,200,514

Total Natick Public Schools \$ 46,200,514

Keefe Tech

***Expenses (Assessment)* \$ 1,271,613**

Total Keefe Tech \$ 1,271,613

Motion Total \$ 47,472,127

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

Tax Levy of Fiscal Year 2013 \$ 47,472,127

\$ 47,472,127



Town of Natick

2012 Spring Town Meeting - FY 2013 Recommended Budget - *Revisions in BOLD Italics*

Finance Committee Recommendation

Motions for Section B: Public Safety

Motion for Section B under Article 14:

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:

Emergency Management

Expenses	\$ 35,600
Total Emergency Management	\$ 35,600

Parking Enforcement

Salaries	\$ 31,950
Expenses	\$ 73,000
Total Parking Enforcement	\$ 104,950

Police

<i>Salaries</i>	<i>\$ 5,836,381</i>
Expenses	\$ 226,188
Other Chgs. & Expenses	\$ 7,500
Total Police	\$ 6,070,069

Fire

Salaries	\$ 7,184,411
Expenses	\$ 189,900
Total Fire	\$ 7,374,311

Motion Total	\$ 13,584,930
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2013	\$ 13,524,930
Parking Meter Revenues	\$ 60,000
	\$ 13,584,930



Town of Natick

2012 Spring Town Meeting - FY 2013 Recommended Budget - *Revisions in BOLD Italics*

Finance Committee Recommendation

Motions for Section C: Public Works

Motion for Section C under Article 14:

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:

DPW Administration

Salaries	\$	234,322
Expenses	\$	43,490

Total DPW Administration	\$	277,812
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DPW Building Maintenance

Salaries	\$	-
Expenses	\$	360,150

Total DPW Build. Maint.	\$	360,150
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DPW Energy

Purchase of Services	\$	1,535,348
Other Charges	\$	1,500

Total DPW Energy	\$	1,536,848
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DPW Engineering

Salaries	\$	387,519
Expenses	\$	100,400

Total DPW Engineering	\$	487,919
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DPW Equipment Maintenance

Salaries	\$	508,691
Expenses	\$	269,889
Other - Capital Outlay	\$	5,000

Total DPW Equip. Maint.	\$	783,580
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DPW Highway & Sanitation

Salaries	\$	1,349,018
Expenses	\$	388,900
Other - Charges & Expenditures	\$	1,461,800

Total DPW Highway & San.	\$	3,199,718
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DPW Land, Facilities & Nat. Resources

Salaries	\$	459,360
Expenses	\$	238,045

Total DPW LF & NR	\$	697,405
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Motion Total	\$	7,343,432
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2013	\$	7,343,432
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Total	\$	7,343,432
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Town of Natick

2012 Spring Town Meeting - FY 2013 Recommended Budget - *Revisions in BOLD Italics*

Finance Committee Recommendation

Motions for Section D: Health and Human Services

Motion for Section D under Article 14:

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:

Community Services

Salaries	\$ 1,093,253
Expenses	\$ 291,677

Total Community Services	\$ 1,384,930
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Board of Health

Salaries	\$ 387,518
Expenses	\$ 34,950
Other Changes & Expenditures	\$ 15,000

Total Board of Health	\$ 437,468
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Motion Total	\$ 1,822,398
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2013	\$ 1,822,398
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	\$ 1,822,398
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Town of Natick

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Finance Committee Recommendation

Motions for Section E: Administrative Support Services

Motion for Section E under Article 14:

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	\$	572,890
Expenses	\$	248,750
Other Charges & Expenditures	\$	18,357

Total Board of Selectmen	\$	839,997
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Personnel Board

Other Charges & Expenditures	\$	1,000
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Total Personnel Board	\$	1,000
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Town Report

Professional Services	\$	5,500
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Total Town Report	\$	5,500
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Legal

Expenses	\$	294,480
Other Charges & Expenditures	\$	10,000

Total Legal Services	\$	304,480
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Finance

Salaries	\$	1,056,222
Expenses	\$	320,300
Other Charges & Expenditures	\$	75,000

Total Finance	\$	1,451,522
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Motion continued on next Page --->



Town of Natick

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Finance Committee Recommendation

Motions for Section E: Administrative Support Services

Information Technology	
Salaries	\$ 238,945
Expenses	\$ 374,100
Other Chgs. & Expenditures	\$ 265,000
Total Information Technology	\$ 878,045
Town Clerk	
<i>Salaries</i>	\$ 209,863
Expenses	\$ 21,750
Total Town Clerk	\$ 231,613
Elections	
Salaries (Registrars)	\$ 59,565
Expenses (Registrars)	\$ 62,500
Total Elections	\$ 122,065
Sealer of Weights & Measures	
Salaries	\$ 14,659
Expenses	\$ 850
Total Sealer Weights/Meas.	\$ 15,509
Community Development	
Salaries	\$ 728,864
Expenses	\$ 23,811
Total Community Development	\$ 752,675
Motion Total	\$ 4,602,406
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2013	\$ 4,602,406
	\$ 4,602,406



Town of Natick

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Finance Committee Recommendation

Motions for Section F: Committees and Commissions

Motion for Section F under Article 14:

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	\$ 22,000
Total Finance Committee	\$ 22,000

Commission on Disability

Expenses	\$ 1,810
Total Commission on Disability	\$ 1,810

Natick Cultural Council

Expenses	\$ 700
Total Natick Cultural Council	\$ 700

Historical Commission

Expenses	\$ 1,000
Total Historical Commission	\$ 1,000

Historic District Commission

Expenses	\$ 500
Total Historic District Commission	\$ 500

Motion Total	\$ 26,010
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2013	\$ 26,010
	\$ 26,010



Town of Natick

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Finance Committee Recommendation

Motions for Section G: Shared Expenses (Unclassified)

Motion for Section G under Article 14:

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.

Employee Fringe

Other Personnel Services	\$ 15,084,510
Other Personnel Services - Merit / Performance	\$ 90,000

Total Employee Fringe	\$ 15,174,510
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Property & Liability Insurance

Purchased Services	\$ 553,175
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Total Prop. & Liab. Insurance	\$ 553,175
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Contributory Retirement

Pension Assessment	\$ 6,082,991
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Total Contributory Retirement	\$ 6,082,991
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Non-Contributory Retirement

Pensions	\$ 67,209
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Total Non-Contributory Retire.	\$ 67,209
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Debt Service

Leased Equipment	\$ 82,000
Principal	\$ 7,411,031
Interest	\$ 2,778,884

Total Debt Service	\$ 10,271,915
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Reserve Fund

Other Charges	\$ 400,000
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Total Reserve Fund	\$ 400,000
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Facilities Management

<i>Salaries</i>	<i>\$ 2,324,809</i>
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Expenses	\$ 124,984
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Total Facilities Management	\$ 2,449,793
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Motion Total	\$ 34,999,593
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2013	\$ 29,483,795
Free Cash	\$ 2,604,502
Title V Septic	\$ 7,684
Water-Sewer User Fees	\$ 2,581,514
Capital Stabilization Fund	\$ 108,250
Premiums	\$ 90,681
School Building Assistance	\$ 123,167

\$ 34,999,593



Town of Natick

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Finance Committee Recommendation

Motions for Section H: Water/Sewer Enterprise

Motion for Water/Sewer Enterprise Fund - Section H under Article 14:

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 \$ **1,659,661**

Expenses \$ 6,109,600

Total Sanitary Sewer \$ **7,769,261**

Utility Billing

Salaries \$ 103,618

Expenses \$ 129,950

Total Utility Billing \$ **233,568**

Fringe Benefits

Other Personal Services \$ 452,634

Other - Chgs. & Expenditures \$ 199,959

Total Benefits \$ **652,593**

Water & Sewer Debt Service

Principal \$ 1,514,188

Interest \$ 451,262

Total Debt Service \$ **1,965,450**

Water & Sewer Reserve Fund

Expenses \$ 200,000

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

Motion Total \$ **10,820,872**

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

Water-Sewer User Fees \$ 10,820,872

\$ 10,820,872



Town of Natick

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Finance Committee Recommendation

Motions for Section H: Water/Sewer Enterprise

Water/Sewer Indirect Cost Allocations - Motion under Article 14

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

PERCENTAGE ALLOCATIONS	TOTAL
DPW ADMINISTRATION	\$ 126,753
BUILDING MAINTENANCE	123,071
ENGINEERING SERVICES	318,870
GIS SERVICES	(66,936)
EQUIPMENT MAINTENANCE	333,476
HIGHWAY MAINTENANCE	367,483
PUBLIC SAFETY	\$ 369,890
FINANCIAL / ADMINISTRATIVE	619,583
DEBT SERVICE	69,626
PROPERTY INSURANCE	208,383
ENERGY	111,315
SUBTOTAL - GENERAL FUND	2,581,514

And that the Sum of \$2,581,514 appropriated in the General Fund be raised from the following source:

Water-Sewer User Fees	\$ 2,581,514
(See Motion for Section G, Article 14: Shared Expenses (Unclassified))	\$ 2,581,514



Town of Natick

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Finance Committee Recommendation

Motions for Section I: Sassamon Trace Enterprise Fund

Motion for Sassamon Trace Enterprise Fund - Section I under Article 14:

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	\$	194,655
Expenses	\$	358,752

Total GC Operations	\$	553,407
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Sassamon Trace Reserve Fund

Expenses	\$	-
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Total GC Reserve Fund	\$	-
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Sassamon Trace Fringe Benefits

Other Personal Services	\$	34,918
Other - Chgs. & Expenditures	\$	9,691

Total GC Fringe Benefits	\$	44,609
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Sassamon Trace Debt Service

Principal	\$	195,930
Interest	\$	92,415

Total GC Debt Service	\$	288,345
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Motion Total	\$	886,361
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2013	\$	310,000
Golf User Fees	\$	540,000
Golf Retained Earnings	\$	36,361

\$	886,361
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