

**2014 Spring Annual Town Meeting  
Fine and Performing Arts Center  
Natick High School  
April 29, 2014  
Third Session**

The Third Session of the 2014 Spring Annual Town Meeting was called to order at 7:40 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Third Session of 2014 Spring Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting who have not yet been sworn in stand to take the oath of office. The meeting stood for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world and those in States that have been hard hit by severe weather.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Jonathan Freedman, Finance Committee Chair; James Everett, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Joshua Ostroff, Chair of the Board of Selectmen.

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

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator made several announcements regarding upcoming community wide events and volunteer opportunities. The Moderator announced Article 17 had been postponed until Thursday, May 1 and therefore we will begin with consideration of Article 19.

**ARTICLE 19: Fiscal 2014 Omnibus Budget Article (Town Administrator)**

To determine what sum or sums 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 2014 (July 1, 2013 through June 30, 2014) and to provide for a reserve fund for Fiscal Year 2014, and to see what budgets for Fiscal 2014 will be reduced to offset said additional appropriations; or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:** *By a vote of 11-1-0 on March 25, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 19.*

**MOTION A: (Requires a Majority Vote)**

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to reduce the sum of \$109,000 from the following appropriations voted at the 2013 Spring Annual Town Meeting under Article 12 as follows:

Article 12, Motion E	Board of Selectmen, Expenses	(\$44,000)
Article 12, Motion G	Shared Expenses	(\$65,000)

Ms. White spoke to both motions under this article at this time.

***Motion A under Article 19 passed unanimously.***

**MOTION B: (Requires a majority vote)**

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate the sum of \$109,000 in addition to the appropriation voted at the 2013 Spring Annual Town Meeting under Article 12 as follows:

Article 12, Motion E	Board of Selectmen, Salaries	\$44,000
Article 12, Motion E	Finance Expenses	\$45,000
Article 12, Motion E	Finance Salaries	\$20,000

And that to meet this appropriation, the sum of \$109,000 be raised from the Tax Levy.

Mr. Connolly moved, seconded by Mr. Gath to amend the words “tax levy” to “released appropriations (in Motion A)”.

***The amendment to Motion B under Article 19 passed by majority vote. The amended Motion B under Article 19 passed by majority vote.***

**ARTICLE 20: Elected Officials Salary (Town Administrator)**

To see if the Town will vote to fix the salary and compensation of all elected officers of the Town of Natick for Fiscal Year 2015 (July 1, 2014 through June 30, 2015) as provided by Section 108 of Chapter 41 of the General Laws, as amended; or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:** *By a vote of 12-2-0 on March 4, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 20.*

**MOTION (requires majority vote):**

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to fix the salary and compensation of the following elected officer of the Town for the Fiscal Year July 1, 2014 through June 30, 2015 as provided by Section 108 of Chapter 41 of the Massachusetts General Laws:

Town Clerk.....\$80,000

***The main motion under Article 20 passed by majority vote.***

**ARTICLE 21: Personnel Board Classification and Pay Plan (Town Administrator)**

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

**FINANCE COMMITTEE RECOMMENDATION:** *By a vote of 13-1-0 March 4, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 21.*

**MOTION (requires majority vote):**

Moved by Mr. Everett, seconded by Mr. Freedman 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:

Full-Time Positions

Town of Natick  
 Classification and Pay Plan  
 Fiscal Year 2015  
 Effective July 1, 2014

Grade	Minimum	Point 1	Point 2	Maximum
6	\$ 100,000.00	\$ 115,000.00	\$ 128,000.00	\$ 145,000.00
5	\$ 85,000.00	\$ 98,333.33	\$ 111,666.67	\$ 125,000.00
4	\$ 70,000.00	\$ 81,666.67	\$ 93,333.33	\$ 105,000.00
3	\$ 55,000.00	\$ 63,333.33	\$ 71,666.67	\$ 80,000.00
2	\$ 47,000.00	\$ 55,000.00	\$ 62,500.00	\$ 70,000.00
1	\$ 32,000.00	\$ 40,500.00	\$ 49,000.00	\$ 57,500.00

**GRADE 6**

Chief of Police  
 Deputy Town Adm./Dir. Of Finance  
 Deputy Town Adm./Operations  
 Fire Chief

**GRADE 5**

Comptroller  
 Deputy Chief of Police  
 Director of Community Development  
 Director of Community Services  
 Director of Facilities Management  
 Director of Human Resources  
 Director of Information Technology  
 Director of Public Works

**GRADE 4**

Building Commissioner  
 Director Morse Library  
 Director of Assessing  
 Director of Council on Aging & Human Services  
 Director of Recreation & Parks  
 Director Public Health  
 Staff Accountant  
 Treasurer/Collector

**GRADE 3**

Assistant Assessor (certified)  
 Assistant Comptroller  
 Assistant Director Council on Aging  
 Assistant Director Recreation & Parks  
 Assistant Library Director Morse Library  
 Assistant Treasurer/Collector  
 Benefits Manager  
 Communications/Information Officer  
 Director Bacon Free Library  
 Director, Recreation Programs/Special Events  
 Economic Development Planner  
 Environmental Health Agent  
 Facility Custodial Manager

**GRADE 3 Continued**

Facility Maintenance Manager  
 Farm Director  
 Golf Course Manager  
 Housing/General Planner  
 Information System Network Administrator  
 Information Systems Data Base Administrator  
 Local Building Inspector (certified)  
 Planner/Conservation Agent  
 Procurement Manager  
 Public Health Nurse  
 Senior Environmental Health Specialist  
 Sustainability Coordinator  
 Veterans Agent

**GRADE 2**

Assistant Assessor (non-certified)  
 Assistant Director Bacon Free Library  
 Assistant Farm Director  
 Clinical Social Worker  
 Data Analyst  
 Executive Assistant  
 Golf Course Superintendent  
 Office Administrator Farm  
 Payroll Manager  
 Personnel Coordinator  
 Sanitarian  
 Senior Executive Assistant  
 Social Worker  
 Special Assistant to Director Community Services  
 Special Assistant to Director of Facilities Management  
 Special Assistant to Director of Finance  
 Special Needs Coordinator

**GRADE 1**

Animal Control Officer  
 Golf Course Assistant Superintendent  
 Golf Professional  
 Outreach Coordinator  
 Student Officer

Part-Time Positions

Town of Natick

<u>Hourly Wage Scale:</u>		<u>STEPS</u>							
<u>Description ! Position</u>	<u>Grade! Code</u>	<u>Start</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>Maximum</u>	
Laborer I, Town Meeting Page, Custodian	H1	\$8.40	\$8.80	\$9.21	\$9.67	\$10.09	\$10.48	\$10.81	
Census Taker	H2	\$9.21	\$9.67	\$10.09	\$10.48	\$10.90	\$11.34	\$11.65	
Clerical Assistant, Laborer II	H3	\$10.09	\$10.90	\$11.74	\$12.61	\$13.41	\$14.25	\$14.69	
Deputy Animal Control Officer, Clerk, Instructor	H4	\$10.90	\$11.74	\$12.61	\$13.41	\$14.25	\$15.08	\$15.53	
Admin Support (Grants), Recycling Attendant, Nurse, Volunteer Coordinator I, Laborer III, Program Assistant	H5	\$12.61	\$13.41	\$14.25	\$15.08	\$15.93	\$16.78	\$17.28	
Police Matron	H6	\$18.45	\$19.00	\$19.55	\$20.14				
Bus Coordinator, Volunteer Coordinator II, Meter Enforcement Operator, Plumbing and Wiring Inspector, Community Garden Coordinator, Laborer IV	H7	\$17.60	\$18.13	\$18.67	\$19.22	\$19.82	\$20.40	\$21.01	
Bus Driver	H8	\$12.61	\$13.41	\$14.25	\$15.09	\$15.62	\$16.78	\$17.28	
Bus Dispatcher	H9	\$12.61	\$13.41	\$14.25	\$15.09	\$15.93	\$16.78	\$16.94	
Social Worker	H10	\$20.72	\$21.35	\$21.99	\$22.63	\$23.27	\$24.01		
Police Transcriber, Conservation Agent	H11	\$19.44	\$20.02	\$20.61	\$21.23	\$21.89			
Building Inspector	H12	\$29.00	\$30.00	\$31.00	\$32.00				

<u>Library Personnel:</u>		<u>STEPS</u>							
<u>Description ! Positions</u>	<u>Grade! Code</u>	<u>Start</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>Maximum</u>	
Library Page (Morse)	L1	\$8.40	\$8.67	\$8.92	\$9.19	\$9.47	\$9.75	\$10.05	
Library Clerk (Bacon)	L2	\$11.55	\$11.89	\$12.24	\$12.62	\$13.01	\$13.38	\$13.79	
Library Assistant (Bacon)	L3	\$14.97	\$15.41	\$15.87	\$16.36	\$16.84	\$17.35	\$17.88	

Recreation Revolving:

<u>Hourly Wage Scale:</u>		<u>STEPS</u>							
<u>Descriptions ! Positions</u>	<u>Grade! Code</u>	<u>Start</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>Maximum</u>	
Attendant, Assistant Leader, Junior Counselor, Assistant Instructor	R1	\$8.46	\$8.86	\$9.23	\$9.60	\$9.99	\$10.36	\$10.70	
Leader, Instructor, Part-time Laborer I, Senior Counselor, Building Monitor I	R2	\$9.23	\$9.60	\$9.99	\$10.36	\$10.73	\$11.10	\$11.47	
Senior Counselor (certified)	R2A	\$9.85	\$10.24	\$10.65	\$11.08	\$11.52	\$11.98	\$12.46	
Lifeguard, Program Instructor, Specialist, Laborer II, Concession Manager, Assistant Swim Coach	R3	\$10.67	\$11.08	\$11.92	\$12.55	\$13.19	\$13.80	\$14.45	
Assistant Director, Head Lifeguard, Swim Coach, Water Safety Instructor, Director Medium Sized Programs, Building Monitor II	R4	\$12.55	\$13.19	\$13.80	\$14.45	\$15.07	\$15.70	\$16.31	
Manager, Supervisor Major Programs	R5	\$15.07	\$15.70	\$16.31	\$16.96	\$17.57	\$18.19	\$18.82	
Beach Manager	R8	\$18.00	\$19.00	\$20.00					
Camp Woodtrail Director, Certified Camp Nurse	R9	\$20.00	\$21.00	\$22.00					
Nurse	R12	\$29.00	\$30.00	\$31.00					

<u>Golf Course</u>		<u>STEPS</u>							
<u>Descriptions ! Positions</u>	<u>Grade! Code</u>	<u>Start</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>Maximum</u>	
Golf Cart Attendant	GC1	\$8.00	\$8.25	\$8.50					
Ranger/Starter	GC2	\$9.00	\$9.50	\$10.00					
Club House Attendant	GC3	\$10.00	\$10.50	\$11.00					
Club House Supervisor, Equipment Operator	GC4	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00			
Golf Course Mechanic, Equipment Manager	GC5	\$14.00	\$15.00	\$16.00	\$17.00	\$18.00			

<u>Session Wage Schedule:</u>		<u>Start</u>	<u>Maximum</u>
<u>Descriptions ! Positions</u>	<u>Grade! Code</u>		
Timer/Scorer	S2	\$10.82	\$11.16
i Parking ClerkClerk	S2	\$10.82	\$11.16
Farm Instructor	S4	\$13.91	\$14.33
Adult Contractor, Yoga Instructor	S9	\$27.83	\$30.35
Certified Sports Official	S12	\$37.10	\$38.22

<u>Election Workers: (Daily Rates)</u>			
<u>Descriptions ! Positions</u>	<u>Grade! Code</u>	<u>Start</u>	<u>Maximum Half-Day</u>
Warden	E1	\$150.00	\$185.00 \$92.50
Clerk	E2	\$135.00	\$160.00 \$80.00
Poll Worker	E3	\$125.00	\$140.00 \$70.00

<u>Clinic Nurse:</u>		<u>Start</u>	<u>Maximum</u>
<u>Descriptions ! Positions</u>	<u>Grade! Code</u>		
Nurse	N1	\$24.83	

<u>Annual Wage Schedule: (Annual Rates)</u>			
<u>Descriptions ! Positions</u>	<u>Grade! Code</u>	<u>Start</u>	<u>Maximum</u>
Inspector of Animals	A2	\$3,377.51	
Registrar of Voters	A1	\$579.60	\$615.08

<u>School Crossing Guards:</u>			
<u>Descriptions ! Positions</u>	<u>Grade! Code</u>	<u>Start</u>	<u>Maximum</u>
M1 Monthly School Year	M1	\$717.97	\$738.08
M3 Monthly School Year (2 Posts)	M3		\$1,103.76
M2 Daily School Year	M2	\$39.87	\$41.00

2/24/14

Mr. Levinsky spoke to the article. *The main motion under Article 21 passed by majority vote.*

**ARTICLE 22: Collective Bargaining (Town Administrator)**

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) Local 1707 International Association of Firefighters
- b) The Deputy Fire Chiefs Association;

or otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:** *By a vote of 11-1-0 on March 25, 2014, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 22.*

**MOTIONS (all require majority votes):**

Motion A-1 (Local 1707 International Association of Firefighters for FY 2013)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to transfer the sum of \$151,622 from the FY 2013 Selectmen Contract Settlements line item (as approved by vote of the 2012 Fall Annual Town Meeting under Article 1, Motion B) to the FY 2014 Fire Department Salaries budget for distribution to members of Local 1707 International Association of Firefighters in the form of retroactive payments for the amounts due for FY 2013 pursuant to the terms of the March 10, 2014 Collective Bargaining Agreement between the Town of Natick and Local 1707.

Ms. White spoke to all of the motions under this article at the same time. ***Motion A-1 under Article 22 passed by majority vote.***

Motion A-2 (Local 1707 International Association of Firefighters for FY 2014)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to transfer the total sum of \$206,460 of which \$199,227 shall be transferred from the FY 2014 Selectmen Contract Settlements line item (as approved by vote of the 2013 Spring Annual Town Meeting under Article 12, Motion E) and \$7,233 shall be transferred from the FY 2014 Employee Fringe Benefits Budget (as approved by vote of the 2013 Spring Annual Town Meeting under Article 12, Motion G), said total amount of \$206,460 to be transferred to the FY 2014 Fire Department Salaries budget with a portion of said funds to be distributed to members of Local 1707 International Association of Firefighters in the form of retroactive payments for the amounts due for FY 2014 pursuant to the terms of the March 10, 2014 Collective Bargaining Agreement between the Town of Natick and Local 1707 and the balance to be added to the Fire Department Salaries budget to fund FY 2014 salary-related items pursuant to the terms of said Agreement.

***Motion A-2 under Article 22 passed by majority vote.***

Motion B-1 (Deputy Fire Chiefs' Association for FY 2013)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to transfer the total sum of \$21,409 of which \$11,284 shall be transferred from the FY 2013 Selectmen Contract Settlements line item (as approved by vote of the 2012 Fall Annual Town Meeting under Article 1, Motion B) and \$10,125 shall be transferred from the FY 2014 Employee Fringe Benefits Budget (as approved by vote of the 2013 Spring Annual Town Meeting under Article 12, Motion G), said total amount of \$21,409 to be transferred to the FY 2014 Fire Department Salaries budget for distribution to members of the Deputy Fire Chiefs' Association in the form of retroactive payments for the amounts due for FY 2013 pursuant to the terms of the March 10, 2014 Collective Bargaining Agreement between the Town of Natick and the Deputy Fire Chiefs' Association.

***Motion B-1 under Article 22 passed by majority vote.***

Motion B-2 (Deputy Fire Chiefs' Association for FY 2014)

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to transfer the sum of \$26,135 from the FY 2014 Employee Fringe Budget (as approved by vote of the 2013 Spring Annual Town Meeting under Article 12, Motion G), said sum to be transferred to the FY 2014 Fire Department Salaries budget with a portion of said funds to be distributed to members of the Deputy Fire Chiefs' Association in the form of retroactive payments for the amounts due for FY 2014 pursuant to the terms of the March 10, 2014 Collective Bargaining Agreement between the Town of Natick and the Deputy Fire Chiefs' Association and the balance to be added to the Fire Department Salaries budget to fund salary-related items pursuant to the terms of said Agreement.

**Motion B-2 under Article 22 passed by majority vote.**

The next order of business is the FY 2015 Omnibus budget article. It is the practice of Town Meeting to allow the Town Administrator to give a presentation on the State of the Town. The Moderator asked, that without objection, Ms. White be allowed to give the presentation even if it goes more than ten minutes.

**ARTICLE 23: Fiscal 2015 Omnibus Budget Article (Town Administrator)**

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 2015 (July 1, 2014 to June 30, 2015), and to provide for a reserve fund for Fiscal Year 2015; or to otherwise act thereon.

**FINANCE COMMITTEE RECOMMENDATION:** *By various votes as shown in the table below, the Finance Committee recommends **Favorable Action** with regard to the subject of Article 23 and that the sum of \$132,688,294 be appropriated as specified in the individual motions for the purpose of funding the operations of the various Town departments during Fiscal Year 2015.*

	<b>Proposed Budget Amount</b>	<b>Finance Committee Recommendation</b>	<b>Finance Committee Vote</b>	<b>Date of Finance Committee Vote</b>
Article 23, Section A: Education & Learning	\$52,586,719	Favorable Action	11-1-0	3/25/2014
Article 23, Section B: Public Safety	\$14,684,195	Favorable Action	12-0-0	3/25/2014
Article 23, Section C: Public Works	\$6,853,866	Favorable Action	11-1-0	3/25/2014
Article 23, Section D: Health and Community Services	\$2,099,328	Favorable Action	11-1-0	3/25/2014
Article 23, Section E Administrative Support Services	\$5,347,461	Favorable Action	11-1-0	3/25/2014
Article 23, Section F: Committees and Commissions	\$27,860	Favorable Action	11-1-0	3/25/2014
Article 23, Section G: Shared Expenses	\$38,305,204	Favorable Action	10-2-0	3/25/2014
Article 23, Section H (Motion 1): Water/Sewer Enterprise Fund	\$11,895,288	Favorable Action	11-1-0	3/25/2014
Article 23, Section H (Motion 2): Water/Sewer Enterprise Fund Indirect Cost Allocations	\$2,207,400	Favorable Action	12-0-0	3/25/2014
Article 23, Section I (Motion 1): Sassamon Trace Enterprise Fund	\$868,373	Favorable Action	11-1-0	3/25/2014
Article 23, Section I (Motion 2): Water/Sewer Enterprise Fund Indirect Cost Allocations	\$34,087	Favorable Action	11-1-0	3/25/2014

**Total: Omnibus Budget (Article 23) \$132,688,294<sup>1</sup> Favorable Action**

<sup>1</sup> Shaded amounts shown in the table are indirect cost allocations that are appropriated from the General Fund, and are already included in the applicable motions under this Article. However, Town Meeting must vote to approve these allocations. For this reason, the shaded amounts in this column are not added to the remaining amounts when calculating the total amount proposed for appropriation under Article 23.

**Motion A: Education and Learning**

Motion A was moved by Mr. Freedman, seconded by Mr. Everett.

**Motions for Article 23, Section A: Education & Learning**

<b>Motion for Section A under Article 23:</b>	
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:	
<b>Natick Public Schools</b>	
Salaries & Expenses	51,494,817
<b>Total Natick Public Schools</b>	<b>\$ 51,494,817</b>
<b>South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)</b>	
Expenses (Assessment)	\$ 1,091,902
<b>Total South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)</b>	<b>\$ 1,091,902</b>
<b>Motion Total</b>	<b>\$ 52,586,719</b>
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2015	\$ 52,586,719
	<b>\$ 52,586,719</b>

Dr. Sanchioni spoke to this article. He introduced his staff members and gave a presentation on the FY 2015 budget. Superintendent Evans from the South Middlesex Vocational Technical School (Joseph P. Keefe Technical School) also introduced his staff and gave a presentation on his budget.

*Motion A under Article 23 passed by majority vote.*

**Motion for Section B: Public Safety**

Motion B was moved by Mr. Everett, seconded by Mr. Freedman.

<b>Motion for Section B under Article 23:</b>	
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:	
<b>Emergency Management</b>	
Expenses	\$ 35,600
<b>Total Emergency Management</b>	<b>\$ 35,600</b>
<b>Parking Enforcement</b>	
Salaries	\$ 51,114
Expenses	\$ 77,040
<b>Total Parking Enforcement</b>	<b>\$ 128,154</b>
<b>Police</b>	
Salaries	\$ 6,390,831
Expenses	\$ 208,838
Other Chgs. & Expenses	\$ 7,500
<b>Total Police</b>	<b>\$ 6,607,169</b>
<b>Fire</b>	
Salaries	\$ 7,692,922
Expenses	\$ 220,350
<b>Total Fire</b>	<b>\$ 7,913,272</b>
<b>Motion Total</b>	<b>\$ 14,684,195</b>
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2015	\$ 14,604,195
Parking Meter Revenues	\$ 80,000
	<b>\$ 14,684,195</b>

*Motion B under Article 23 passed by majority vote.*

**Motion for Section C: Public Works**

Motion C was moved by Mr. Everett, seconded by Mr. Freedman.

<b>Motion for Section C under Article 23:</b>	
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:	
<b>Department of Public Works</b>	
Salaries	\$ 3,368,673
Expenses	\$ 1,881,769
Municipal Energy	\$ 1,453,424
Snow & Ice	\$ 150,000
<b>Total Department of Public Works</b>	<b>\$ 6,853,866</b>
<b>Motion Total</b>	<b>\$ 6,853,866</b>
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2015	\$ 6,853,866
	<b>\$ 6,853,866</b>

*Motion C under Article 23 passed by majority vote.*

**Motion for Section D: Health and Community Services**

Motion D was moved by Mr. Everett, seconded by Mr. Freedman.

<b>Motion for Section D under Article 23:</b>	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under	
<b>Community Services</b>	
Salaries	\$ 1,215,339
Expenses	\$ 425,457
<b>Total Community Services</b>	<b>\$ 1,640,796</b>
<b>Board of Health</b>	
Salaries	\$ 408,582
Expenses	\$ 34,950
Other Changes & Expenditures	\$ 15,000
<b>Total Board of Health</b>	<b>\$ 458,532</b>
<b>Motion Total</b>	<b>\$ 2,099,328</b>
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2015	\$ 2,099,328
	<b>\$ 2,099,328</b>

Motion D under Article 23 passed by majority vote.

**Motion for Section E: Administrative Support Services**

Motion E was moved by Mr. Everett, seconded by Mr. Freedman.

<b>Motion for Section E under Article 23:</b>	
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:	
<b>Board of Selectmen</b>	
Salaries	\$ 858,496
Expenses	\$ 277,250
Other Charges & Expenditures	\$ 18,357
Contract Settlements	\$ -
Recruitment	\$ -
<b>Total Board of Selectmen</b>	<b>\$ 1,154,103</b>
<b>Personnel Board</b>	
Other Charges & Expenditures	\$ 1,000
<b>Total Personnel Board</b>	<b>\$ 1,000</b>
<b>Town Report</b>	
Professional Services	\$ 5,500
<b>Total Town Report</b>	<b>\$ 5,500</b>
<b>Legal</b>	
Expenses	\$ 302,800
Other Charges & Expenditures	\$ 10,000
<b>Total Legal Services</b>	<b>\$ 312,800</b>
<b>Finance</b>	
Salaries	\$ 1,165,181
Expenses	\$ 314,800
Other Charges & Expenditures	\$ 75,000
<b>Total Finance</b>	<b>\$ 1,554,981</b>
Motion continued on next Page --->	

<b>Information Technology</b>	
Salaries	\$ 315,863
Expenses	\$ 441,800
Other Chgs. & Expenditures	\$ 357,000
<b>Total Information Technology</b>	<b>\$ 1,114,663</b>
<b>Town Clerk</b>	
Salaries	\$ 232,443
Expenses	\$ 22,150
<b>Total Town Clerk</b>	<b>\$ 254,593</b>
<b>Elections</b>	
Salaries (Registrars)	\$ 50,570
Expenses (Registrars)	\$ 48,600
<b>Total Elections</b>	<b>\$ 99,170</b>
<b>Sealer of Weights &amp; Measures</b>	
Salaries	\$ 14,659
Expenses	\$ 875
<b>Total Sealer Weights/Meas.</b>	<b>\$ 15,534</b>
<b>Community Development</b>	
Salaries	\$ 811,306
Expenses	\$ 23,811
<b>Total Community Development</b>	<b>\$ 835,117</b>
<b>Motion Total</b>	<b>\$ 5,347,461</b>
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2015	\$ 5,347,461
	<b>\$ 5,347,461</b>

*Motion E under Article 23 passed by majority vote.*

**Motions for Section F: Committees and Commissions**

Motion F was moved by Mr. Everett, seconded by Mr. Freedman

<b>Motion for Section F under Article 23:</b>	
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:	
<b>Finance Committee</b>	
Expenses	\$ 23,800
<b>Total Finance Committee</b>	<b>\$ 23,800</b>
<b>Commission on Disability</b>	
Expenses	\$ 1,810
<b>Total Commission on Disability</b>	<b>\$ 1,810</b>
<b>Natick Cultural Council</b>	
Expenses	\$ 700
<b>Total Natick Cultural Council</b>	<b>\$ 700</b>
<b>Historical Commission</b>	
Expenses	\$ 1,000
<b>Total Historical Commission</b>	<b>\$ 1,000</b>
<b>Historic District Commission</b>	
Expenses	\$ 550
<b>Total Historic District Commission</b>	<b>\$ 550</b>
<b>Motion Total</b>	<b>\$ 27,860</b>
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
<b>Tax Levy of Fiscal Year 2015</b>	\$ 27,860
	<b>\$ 27,860</b>

*Motion F under Article 23 passed by majority vote.*

**Motions for Article 23, Section G: Shared Expenses (Unclassified)**

Motion G was moved by Mr. Everett, seconded by Mr. Freedman.

<b>Motion for Section G under Article 23:</b>	
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.	
<b>Employee Fringe</b>	
Other Personnel Services	\$ 15,777,574
Other Personnel Services - Merit / Performance	\$ 157,500
<b>Total Employee Fringe</b>	<b>\$ 15,935,074</b>
<b>Property &amp; Liability Insurance</b>	
Purchased Services	\$ 615,300
<b>Total Prop. &amp; Liab. Insurance</b>	<b>\$ 615,300</b>
<b>Contributory Retirement</b>	
Pension Assessment	\$ 7,079,771
<b>Total Contributory Retirement</b>	<b>\$ 7,079,771</b>
<b>Non-Contributory Retirement</b>	
Pensions	\$ 41,496
<b>Total Non-Contributory Retirement</b>	<b>\$ 41,496</b>
<b>Debt Service</b>	
Leased Equipment	\$ 82,000
Principal	\$ 8,491,268
Interest	\$ 2,743,691
<b>Total Debt Service</b>	<b>\$ 11,316,959</b>
<b>Reserve Fund</b>	
Other Charges	\$ 300,000
<b>Total Reserve Fund</b>	<b>\$ 300,000</b>
<b>Facilities Management</b>	
Salaries	\$ 2,515,220
Expenses	\$ 501,384
<b>Total Facilities Management</b>	<b>\$ 3,016,604</b>
<b>Motion Total</b>	<b>\$ 38,305,204</b>
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2015	\$ 10,656,745
State Aid	\$ 10,993,292
Local Receipts	\$ 11,120,563
Free Cash	\$ 1,500,000
Overlay Surplus	\$ 500,000
Title V Septic	\$ 7,684
Water-Sewer User Fees	\$ 2,207,400
Golf User Fees	\$ 34,087
Capital Stabilization Fund	\$ 1,055,508
Premiums	\$ 106,758
School Building Assistance	\$ 123,167
	<b>\$ 38,305,204</b>

*Motion G under Article 23 passed by two-thirds vote.*

**Motions for Section H: Water/Sewer Enterprise**

Motion 1 under Section H was moved by Mr. Everett, seconded by Mr. Freedman

<b>Motion 1 for Water/Sewer Enterprise Fund - Section H under Article 23:</b>	
<b>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:</b>	
<b>Water &amp; Sanitary Sewer Operations</b>	
Salaries	\$ 1,837,255
Expenses	\$ 6,491,188
Other - Chgs. & Expenditures	\$ 4,788,550
<b>Total Sanitary Sewer</b>	<b>\$ 8,328,443</b>
<b>Utility Billing</b>	
Salaries	\$ 99,090
Expenses	\$ 129,950
<b>Total Utility Billing</b>	<b>\$ 229,040</b>
<b>Fringe Benefits</b>	
Other Personal Services	\$ 432,164
Other - Chgs. & Expenditures	\$ 259,925
<b>Total Benefits</b>	<b>\$ 692,089</b>
<b>Water &amp; Sewer Debt Service</b>	
Principal	\$ 1,914,138
Interest	\$ 531,578
New Debt Service	\$ -
<b>Total Debt Service</b>	<b>\$ 2,445,716</b>
<b>Water &amp; Sewer Reserve Fund</b>	
Expenses	\$ 200,000
<b>Total W &amp; S Reserve Fund</b>	<b>\$ 200,000</b>
<b>Motion Total</b>	<b>\$ 11,895,288</b>
<b>And that the above Total Budget Amount be raised from the following sources:</b>	
Water-Sewer User Fees	\$ 11,895,288
	<b>\$ 11,895,288</b>

*Motion 1 of Section H under Article 23 passed by majority vote.*

Motion 2 under Section H was moved by Mr. Everett, seconded by Mr. Freedman.

<b>Water/Sewer Indirect Cost Allocations - Motion 2 under Section H Article 23:</b>	
<b>Move that the Town vote to approve the following indirect cost allocations raised in the General Fund:</b>	
<b>PERCENTAGE ALLOCATIONS</b>	<b>TOTAL</b>
DPW ADMINISTRATION	\$ 136,047
BUILDING MAINTENANCE	44,800
ENGINEERING SERVICES	344,478
GIS SERVICES	(66,936)
EQUIPMENT MAINTENANCE	350,305
HIGHWAY MAINTENANCE	349,374
PUBLIC SAFETY	124,992
FINANCIAL / ADMINISTRATIVE	563,621
PROPERTY INSURANCE	235,270
ENERGY	125,449
<b>SUBTOTAL - GENERAL FUND</b>	<b>2,207,400</b>
<b>And that the Sum of \$2,207,400 appropriated in the General Fund be raised from the following source:</b>	
Water-Sewer User Fees	\$ 2,207,400
(See Motion for Section G, Article 23: Shared Expenses (Unclassified))	<b>\$ 2,207,400</b>

*Motion 2 of Section H under Article 23 passed by majority vote.*

**Motions for Section I: Sassamon Trace Enterprise Fund**

Motion 1 under Section I was moved by Mr. Everett, seconded by Mr. Freedman.

<b>Motion 1 for Sassamon Trace Enterprise Fund - Section I under Article 23:</b>	
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:	
<b>Sassamon Trace Operations</b>	
Salaries	\$ 279,013
Expenses	\$ 286,611
<b>Total GC Operations</b>	<b>\$ 565,623</b>
<b>Sassamon Trace Fringe Benefits</b>	
Other Personal Services	\$ 29,972
Other - Chgs. & Expenditures	\$ 4,816
<b>Total GC Fringe Benefits</b>	<b>\$ 34,788</b>
<b>Sassamon Trace Debt Service</b>	
Principal	\$ 218,040
Interest	\$ 49,922
<b>Total GC Debt Service</b>	<b>\$ 267,962</b>
<b>Motion Total</b>	<b>\$ 868,373</b>
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2015	\$ 309,087
Golf User Fees	\$ 524,286
Golf Retained Earnings	\$ 35,000
	<b>\$ 868,373</b>

*Motion 1 in Section I under Article 23 passed by majority vote.*

Motion 2 in Section I was moved by Mr. Everett, seconded by Mr. Freedman.

<b>Motion 2 for Sassamon Trace Enterprise Fund - Section I under Article 23:</b>	
Move that the Town vote to approve the following indirect cost allocations raised in the General Fund:	
<b>PERCENTAGE ALLOCATIONS</b>	<b>TOTAL</b>
LF & NR	\$ 7,372
RECREATION	\$ 9,041
TOWN ADMINISTRATOR	\$ 3,237
FINANCE	\$ 5,725
PROPERTY INSURANCE	\$ 5,882
GASOLINE/DIESEL	\$ 2,830
<b>SUBTOTAL - GENERAL FUND</b>	<b>34,087</b>
And that the Sum of \$34,087 appropriated in the General Fund be raised from the following source:	
Golf User Fees	\$ 34,087
(See Motion for Section G, Article 23: Shared Expenses (Unclassified))	<b>\$ 34,087</b>

*Motion 2 in Section I under Article 23 passed by majority vote.*

Mr. Sidney moved, seconded by Mr. Gath to adjourn. *The motion to adjourn passed by majority vote. The meeting adjourned at 10:17 PM until Thursday, May 1<sup>st</sup> at 7:30 PM.*

A record of the Third Session of 2014 Spring Annual Town Meeting  
April 29, 2014

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Diane Packer, Town Clerk