

**2012 Fall Annual Town Meeting  
Natick High School Auditorium  
October 16, 2012  
First Session**

The First Session of the 2012 Fall Annual Town Meeting was called to order at 7:30 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the First Session of 2012 Fall Annual Town Meeting. Mr. Foss presented the official, duly posted warrant signed by the Board of Selectmen, with the officer's return thereon, to the Town Clerk to be entered into the official record of the town. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. The oath was given to all new Town Meeting Members. The members of Town Meeting stood for the Pledge of Allegiance and a moment of silence for all those serving overseas and in memory of Robert Palmer, the former Finance Director.

The Moderator introduced the officials who were present on stage and in the well of the auditorium: Diane Packer, Town Clerk; Jonathan Freedman, Finance Committee Chair; James Everett, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Paul Joseph, 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 Meeting are governed by *Town Meeting Time*, the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

All motions offered for consideration of Town Meeting shall be in writing if required by the Moderator; and all motions involving the expenditure of money shall be in writing when required by any Town Meeting Member. No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, once a member is recognized, it is the practice of Town Meeting to first ask questions, then propose a motion and/or debate the highest ranking motion. This practice is unchanged. Once a speaker is called upon by the Moderator the speaker's time will begin. Time expended asking questions will be considered part of the speaker's time, pursuant to the Natick By-Laws. Responses to the speaker's question will not be considered part of the speaker's requisite time. Each speaker will be limited to three questions, whether or not they are stated singularly or in a compound question and divided by the Moderator. When a question on an article is before Town Meeting, motions shall be received and have precedence as listed in the table entitled "Precedence of Motions," found in the Natick By-Laws, the Town Meeting Member Handbook and *Town Meeting Time*. Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon. The motion for the previous question shall not be entertained by the Moderator if three or more persons, who have not previously spoken to the question, are seeking recognition. Without objection, the preceding statements were accepted as rules of 2012 Fall Annual Town Meeting.

The Moderator suggested a motion to waive the reading of articles and motions. Moved by Mr. Glater, seconded by Mr. Healey to waive reading the text of all 2012 Fall Annual Town Meeting warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications. *The motion passed unanimously.*

The Moderator made several announcements regarding events taking place in the community over the next few weeks.

Mr. Ostroff moved, seconded by Mr. Glater, to allow Mr. Joseph to offer a resolution to Town Meeting. *The motion passed unanimously.* Mr. Joseph offered the following resolution on behalf of the Board of Selectmen and Town Meeting.

WHEREAS, Alice Hanlon Peisch has represented the Town of Natick in the Massachusetts General Court as the State Representative for the Fourteenth Norfolk district, including Natick's Precinct 10, and

WHEREAS, effective with the most recent redistricting, the Fourteenth Norfolk district no longer includes any part of Natick, such that Representative Peisch will no longer represent the Town in the State Legislature, and

WHEREAS, Representative Peisch has served our community and region with distinction, as an advocate for the entire town in close cooperation with our legislative delegation, and with a particular focus on education, local aid, transportation and pension reform, and

WHEREAS, Representative Peisch has brought to the State House an extensive knowledge of local government, serving as a Town Clerk, School Committee member, Advisory Committee member and Town Meeting member in Wellesley,

NOW THEREFORE the Natick Board of Selectmen and Representative Town Meeting thank Alice Hanlon Peisch for her accomplished representation of the Town of Natick, and offer our best wishes for continued effective public service.

Offered by the Natick Board of Selectmen, October 16, 2012.

The Moderator asked Representative Peisch to come to the podium. Representative David Linsky spoke on the resolution and thanked Representative Peisch for her support and work on behalf of the Town of Natick. Representative Linsky requested permission from Town Meeting to allow Representative Peisch to speak. Moved by Mr. Levinsky, seconded by Mr. Jennett, that Representative Peisch be allowed to speak before Town Meeting. *The motion passed unanimously.* Ms. Peisch addressed Town Meeting.

*The resolution was accepted into the Town Meeting record by majority vote.*

**ARTICLE 1: Fiscal 2013 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 2013 (July 1, 2012 through June 30, 2013) and to provide for a reserve fund for Fiscal Year 2013, and to see what budgets for Fiscal 2013 will be reduced to offset said additional appropriations, or otherwise act thereon.

RECOMMENDATION:

By a vote of 14-0-0 on September 24, 2012, the Finance Committee recommends favorable action with regard to the subject of Article 1, Motion A.

By a vote of 10-4-0 on September 24, 2012, the Finance Committee recommends favorable action with regard to the subject of Article 1, Motion B.

MOTION A (Requires Majority Vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to reduce certain appropriations voted by the 2012 Spring Annual Town Meeting under Article 14 by the following amounts:

Article 14, Motion E	Finance Salaries	\$(75,000)
Article 14, Motion G	Debt Service Interest	\$(163,684)
Article 14, Motion I	Sassamon Trace Debt Service Interest	\$(10,601)
Total		\$(249,285)

With Town Meeting's approval the Moderator announced that Ms. White, the Town Administrator, would give an overall budget presentation.

Mr. Freedman moved, seconded by Mr. Everett to postpone consideration of Article 1 until Tuesday, October 23. Mr. Freedman informed Town Meeting, that although Finance Committee had heard Article 1, several union contracts had been settled since that time and the Finance

Committee had scheduled a meeting for Thursday, October 18 to address and hear the new information on contract settlements. They will provide Town Meeting with revised recommendations if appropriate and necessary.

*The motion to postpone Article 1 until October 23<sup>rd</sup> passed by majority vote.*

**ARTICLE 2: Stabilization Fund (Town Administrator)**

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the stabilization fund established by vote of the 1961 Annual Town Meeting under Article 22, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

RECOMMENDATION:

By a vote of 13-0-0 on September 24, 2012, the Finance Committee recommends no action with regard to the subject of Article 2.

MOTION (Requires Majority Vote):

Moved by Mr. Everett, seconded by Mr. Freedman, that no action be taken on Article 2.

Ms. White spoke on Articles 2 and 3 at this time.

*The motion to take no action on the subject matter of Article 2 passed unanimously.*

**ARTICLE 3: Stabilization Fund – Operating/Rainy Day (Town Administrator)**

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Operational Stabilization Fund established by vote of the 2011 Spring Annual Town Meeting under Article 4, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

RECOMMENDATION:

By a vote of 13-0-0 on September 24, 2012, the Finance Committee recommends no action with regard to the subject of Article 3.

MOTION (Requires Majority Vote):

Moved by Mr. Everett, seconded by Mr. Freedman, that no action be taken on Article 3.

*The motion to take no action on the subject matter of Article 3 passed unanimously.*

**ARTICLE 4: Stabilization Fund – Capital (Town Administrator)**

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Capital Stabilization Fund established by vote of the 2010 Fall Annual Town Meeting under Article 2, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

RECOMMENDATION:

The Finance Committee has no recommendation with regard to the subject of Article 4.

MOTION (Requires 2/3 Vote):

Moved by Dr. Keefe, seconded by Mr. Coburn that the Town vote to appropriate the sum of \$3,275,551 from Free Cash for the purpose of supplementing the Capital Stabilization Fund established by vote of the 2010 Fall Annual Town Meeting under Article 2, as authorized by Chapter 40, Section 5B of the Massachusetts General Laws, as amended.

Dr. Keefe spoke to the motion, Ms. White made a presentation and Town Meeting debated the article.

*The main motion under Article 4 passed by a two-thirds (2/3) vote.*

**ARTICLE 5: Capital Equipment (Town Administrator)**

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money as may be required for capital equipment for the various departments of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise; or otherwise act thereon.

**RECOMMENDATION:**

By a vote of 10-1-0 on September 18, 2012, the Finance Committee recommends favorable action with regard to the subject of Article 5.

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

**Article 5 - Capital Equipment - 2012 Fall Annual Town Meeting****MOTION A: (Two-thirds vote required)**

Move that the Town vote to appropriate the sum of \$277,340 to be expended under the direction of the Police Department for the purpose of replacing three (3) police cruisers and radio equipment, under the direction of the Fire Department for the purpose of replacing turn-out gear/protective clothing, under the direction of the Public Works Department for the purpose of replacing vehicle B-1, dumpsters, guardrails, soil conditioning equipment and daily maintenance equipment, and under the direction of the Community Services Department for the purpose of purchasing a gym floor cover for the Community-Senior Center, individually shown as items 1, 2, 3, 4, 6, 7, 8, 9, and 10 in Table A below, and that to meet this appropriation the sum of \$277,340 be raised from the Capital Stabilization Fund.

**TABLE A - MOTION A: Article 5 - Capital Equipment - 2012 Fall Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Police Department	CRUISER REPLACEMENT	Capital Stab. Fund	\$ 110,340
2	Police Department	PUBLIC SAFETY RADIO EQUIPMENT	Capital Stab. Fund	\$ 10,000
3	Fire Department	TURN OUT GEAR/PROTECTIVE CLOTHING	Capital Stab. Fund	\$ 60,000
4	Public Works Building Maintenance	REPLACE B-1 (VEHICLE)	Capital Stab. Fund	\$ 26,000
6	Public Works Highway	REPLACE DUMPSTERS	Capital Stab. Fund	\$ 10,000
7	Public Works Highway	GUARDRAIL (VARIOUS LOCATIONS)	Capital Stab. Fund	\$ 10,000
8	Public Works L,F & NR	SOIL CONDITIONING EQUIPMENT	Capital Stab. Fund	\$ 27,000
9	Public Works L,F & NR	DAILY MAINTENANCE EQUIPMENT	Capital Stab. Fund	\$ 14,000
10	Community Services	COMMUNITY SENIOR CENTER GYM FLOOR COVE	Capital Stab. Fund	\$ 10,000

**Appropriation under Article 5: MOTION A** **\$ 277,340**

Ms. White spoke to all capital contained in Articles 5 and 6.

*Motion A under Article 5 passed unanimously.*

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

**Article 5 - Capital Equipment - 2012 Fall Annual Town Meeting****MOTION B: (two-thirds vote required)**

Move that the Town vote to appropriate the sum of \$900,000 to be expended under the direction of the Department of Public Works for the purpose of purchasing three (3) Recycling Packers, individually shown as item 5 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$900,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefor aggregating not more than \$900,000 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.

**TABLE B, MOTION B: Article 5 - Capital Equipment - 2012 Fall Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
5	Public Works Highway	RECYCLING PACKERS	Tax Levy Borrowing	\$ 900,000

**Appropriation under Article 5: MOTION B** **\$ 900,000**

*Motion B under Article 5 passed by two-thirds (2/3) vote.*

**ARTICLE 6: Capital Improvement (Town Administrator)**

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

**RECOMMENDATION:**

By a vote of 9-0-0 on September 18, 2012, the Finance Committee recommends favorable action with regard to the subject of Article 6.

## **Article 6 - Capital Improvement - 2012 Fall Annual Town Meeting**

### **MOTION A: (Two-thirds vote required)**

Move that the Town vote to appropriate the sum of \$227,000 to be expended under the direction of the Natick Public Schools for the purpose of replacing domestic water heaters at Lilja and Brown Elementary Schools, exhaust fans at Lilja Elementary School and office carpet at Bennet-Hemenway Elementary School, under the direction of the Community Services Department for the purpose of restoring historic monuments, and under the direction of the Town Clerk for the purpose of preserving historic records, individually shown as items 2, 3, 4, 5, 8, and 9 in Table A below, and that to meet this appropriation the sum of \$227,000 be raised from the Capital Stabilization Fund.

**TABLE A - MOTION A: Article 6 - Capital Improvement - 2012 Fall Annual Town Meeting**

<u>Item #</u>	<u>Department</u>	<u>Item</u>	<u>Funding Source</u>	<u>Amount</u>
2	Natick Public Schools	LILJA- REPLACE DOMESTIC HOT WATER HEATE	Capital Stab. Fund	\$ 30,000
3	Natick Public Schools	BROWN-REPLACE DOMESTIC HOT WATER HEA	Capital Stab. Fund	\$ 30,000
4	Natick Public Schools	LILJA-REPLACE EXHAUST FANS	Capital Stab. Fund	\$ 30,000
5	Natick Public Schools	BEN-HEM-REPLACE OFFICE CARPET	Capital Stab. Fund	\$ 22,000
8	Community Services	HISTORICAL MONUMENT RESTORATION	Capital Stab. Fund	\$ 15,000
9	Town Clerk	PRESERVATION OF HISTORICAL RECORDS	Capital Stab. Fund	\$ 100,000
<b>Appropriation under Article 6: MOTION A</b>				<b>\$ 227,000</b>

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

*Motion A under Article 6 passed by a two-thirds (2/3) vote.*

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

## **Article 6 - Capital Improvement - 2012 Fall Annual Town Meeting**

### **MOTION B: (two-thirds vote required)**

Move that the Town vote to appropriate the sum of \$650,000 to be expended under the direction of the Natick Public Schools for the purpose of replacing the electrical service to Kennedy Middle School and under the direction of the Department of Public Works for the purpose of design and engineering of roadway improvements to Cottage and Pine Streets, individually shown as items 1, 7 and 8 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$650,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefor aggregating not more than \$650,000 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.

**TABLE B, MOTION B: Article 6 - Capital Improvement - 2012 Fall Annual Town Meeting**

<u>Item #</u>	<u>Department</u>	<u>Item</u>	<u>Funding Source</u>	<u>Amount</u>
1	Natick Public Schools	KENNEDY - REPLACE ELECTRICAL SERVICE	Tax Levy Borrowing	\$ 150,000
6	Public Works Engineering	ROADWAY IMPROVEMENTS COTTAGE STREET	Tax Levy Borrowing	\$ 250,000
7	Public Works Engineering	ROADWAY IMPROVEMENTS PINE STREET	Tax Levy Borrowing	\$ 250,000
<b>Appropriation under Article 6: MOTION B</b>				<b>\$ 650,000</b>

*Motion B under Article 6 passed by a two-thirds (2/3) vote.*

## **ARTICLE 7: Lease for Greater Than 3 Years: Golf Course Maintenance Equipment (Town Administrator)**

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money as may be required for the lease of golf course maintenance equipment for a period exceeding three years, or otherwise act thereon.

### **RECOMMENDATION:**

By a vote of 10-2-0 on September 18, 2012, the Finance Committee recommends favorable action with regard to the subject of Article 7.

### **MOTION (Requires Majority Vote):**

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to authorize the Board of Selectmen to enter into a lease or leases for golf course maintenance equipment for a period not to exceed five years.

Mr. Marshall, Director of Recreation and Parks gave a presentation on this article.

*The main motion under Article 7 passed by majority vote.*

Mr. Everett moved, seconded by Mr. Freedman to take Articles 20 and 21 out of order and to consider both articles at a time certain on Thursday on October 18, 2012 of 7:30 PM.

*This motion to move consideration of Articles 20 and 21 until Thursday, October 18<sup>th</sup> passed unanimously.*

**ARTICLE 8: Lease for Greater Than 3 Years: LED Streetlights (Town Administrator)**

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money as may be required for the lease of light-emitting diode (LED) streetlights for a period exceeding three years, or otherwise act thereon.

RECOMMENDATION:

By a vote of 12-0-0 on September 18, 2012, the Finance Committee recommends favorable action with regard to the subject of Article 8.

MOTION (Requires Majority Vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to authorize the Board of Selectmen to enter into a lease or leases for light-emitting diode (LED) streetlights for a period not to exceed ten years.

Mr. Chenard spoke on this issue and Town Meeting debated the article.

*The main motion under Article 8 passed by majority vote.*

Mr. Freedman moved, seconded by Mr. Everett to postpone Article 9 until Tuesday, October 23, 2012.

*The motion to postpone Article 9 until Tuesday, October 23<sup>rd</sup> passed unanimously.*

**ARTICLE 10: Personnel Board Pay Plan (Personnel Board)**

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 and will provide the money necessary therefore, or otherwise act thereon.

RECOMMENDATION:

By a vote of 14-0-0 on September 24, 2012, the Finance Committee recommends favorable action with regard to the subject of Article 10.

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				
<b>Town of Natick</b>				
<b>Classification and Pay Plan</b>				
<b>Fiscal Year 2013</b>				
<b>Effective July 1, 2012</b>				
Grade	Minimum	Point 1	Point 2	Maximum
5	\$85,000	\$98,333	\$111,667	\$125,000
4	\$70,000	\$81,667	\$93,333	\$105,000
3	\$55,000	\$63,333	\$71,667	\$80,000
2	\$47,000	\$55,000	\$62,500	\$70,000
1	\$32,500	\$40,833	\$49,167	\$57,500
<b>GRADE 5</b>			<b>GRADE 3 Continued</b>	
Deputy Town Administrator/Finance Director			Local Building Inspector (certified)	
Director of Community Development			Planner/Conservation Agent	
Director of Public Works			Procurement Manager	
Fire Chief			Public Health Nurse	
Director of Community Services			Senior Environmental Health Specialist	
			Veterans Agent	
<b>GRADE 4</b>			Assistant Director Recreation & Parks	
Building Commissioner			Director, Recreation Programs/Special Events	
Comptroller			Farm Director	
Director of Assessing			Maintenance Service Manager	
Treasurer/Collector				
Director of Council on Aging & Human Services			<b>GRADE 2</b>	
Director Information Technology			Payroll Manager	
Director Morse Library			Assistant Director Council on Aging	
Director Personnel			Assistant Assessor (non-certified)	
Director Public Health			Clinical Social Worker	
Environmental Compliance Officer			Assistant Director Bacon Free Library	
Director of Recreation & Parks			Assistant Farm Director	
Staff Accountant			Executive Assistant	
			Office Administrator Farm	
<b>GRADE 3</b>			Sanitarian	
Assistant Assessor (certified)			Social Worker	
Assistant Comptroller			Senior Executive Assistant	
Assistant Library Director Morse Library			Data Analyst	
Assistant Treasurer/Collector			Facilities Management Data Analyst	
Benefits Manager			Special Assistant to Director of Finance	
Director Bacon Free Library			Special Assistant to Director of Facility Maintenance	
Environmental Health Agent			Golf Course Superintendent	
Golf Course Manager				
Housing/General Planner			<b>GRADE 1</b>	
Information Systems Data Base Administrator			Animal Control Officer	
Information System Network Administrator			Golf Professional	
			Outreach Coordinator	
Revised 9/17/12			Student Officers	
			Golf Course Assistant Superintendent	

Part-Time Positions		Town of Natick Classification and Pay Plan Fiscal Year 2013 Effective July 1, 2012						
<b>Hourly Wage Scale:</b>		----- STEPS -----						
Description / Position	Grade/Code	Start	1	2	3	4	5	Maximum
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	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	H11	\$19.44	\$20.02	\$20.61	\$21.23	\$21.89		
Building Inspector	H12	\$29.00	\$30.00	\$31.00	\$32.00			
<b>Library Personnel:</b>		----- STEPS -----						
Descriptions / Positions		Start	1	2	3	4	5	Maximum
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
<b>Recreation Revolving:</b>								
<b>Session Wage Schedule:</b>		<b>Start</b>	<b>Maximum</b>					
Descriptions / Positions								
Timer/Scorer	S2	\$10.82	\$11.16					
Parking Clerk	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					
<b>Hourly Wage Scale:</b>		----- STEPS -----						
Descriptions / Positions		Start	1	2	3	4	5	Maximum
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 (certified), 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	\$11.28	\$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				

Part-Time Positions		Town of Natick Classification and Pay Plan Fiscal Year 2013 Effective July 1, 2012						
<b>Golf Course</b>		----- STEPS -----						
Descriptions / Positions		Start	1	2	3	4	5	Maximum
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	GC5	\$14.00	\$15.00	\$16.00	\$17.00	\$18.00		
<b>Election Workers: (Daily Rates)</b>		<b>Start</b>	<b>Maximum</b>	<b>Half-Day</b>				
Descriptions / Positions								
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				
<b>Clinic Nurse:</b>		<b>Start</b>						
Descriptions / Positions								
Nurse	N1	\$24.83						
<b>Annual Wage Schedule: (Annual Rates)</b>		<b>Start</b>	<b>Maximum</b>					
Descriptions / Positions								
Inspector of Animals	A2	\$3,377.51						
Registrar of Voters	A1	\$579.60	\$615.08					
<b>School Crossing Guards:</b>		<b>Start</b>	<b>Maximum</b>					
Descriptions / Positions								
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					
		Revised 9/17/2012						

Mr. Levinsky spoke to this article. *The main motion under Article 10 passed by majority vote.*

**ARTICLE 11: Unpaid Bills (Town Administrator)**

To see if the Town will vote to raise and appropriate, or otherwise provide such sums of money as may be required for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick, or otherwise act thereon.

RECOMMENDATION:

By a vote of 13-0-0 on September 4, 2012, the Finance Committee recommends no action with regard to the subject of Article 11.

MOTION (Requires Majority Vote):

Moved by Mr. Everett, seconded by Mr. Freedman, that no action be taken on Article 11.

*The motion to take no action on the subject matter of Article 11 passed unanimously.*

**ARTICLE 12: Community-Senior Center Project (Town Administrator)**

To see if the Town will vote to transfer from available funds to the Community-Senior Center Project a sum of money representing (1) the amount of the reimbursement provided to the Town by Ameresco for additional costs incurred by the Project associated with the installation of the solar panels, (2) the amount of the reimbursement provided to the Town by the Metropolitan Area Planning Agency for costs incurred by the Project associated with the purchase of bicycle racks, and (3) the amount of the NSTAR Energy Efficiency Incentive Payment for the Community-Senior Center, or otherwise act thereon.

RECOMMENDATION:

By a vote of 12-0-0 on September 18, 2012, the Finance Committee recommends favorable action with regard to the subject of Article 12.

MOTION (Requires Majority Vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate from Free Cash the sum of \$22,216 to the Community-Senior Center Project, said sum consisting of: (1) \$8,308 of reimbursement provided to the Town by Ameresco for additional costs incurred by the Project associated with the installation of the solar panels, (2) \$554 provided to the Town by the Metropolitan Area Planning Council for costs incurred by the Project associated with the purchase of bicycle racks, and (3) \$13,354 provided to the Town as the NSTAR Energy Efficiency Incentive Payment for the Community-Senior Center.

Mr. Ostroff moved, seconded by Mr. Glater, to substitute the word Agency (Metropolitan Area Planning Agency) for Council. *The amendment passed unanimously.*

*The amended main motion under Article 12 passed unanimously.*

**ARTICLE 13: High School Project (School Superintendent)**

To see if the Town will vote to transfer from available funds to the High School Project a sum of money representing the amount raised from the sale of surplus goods and equipment from the old Natick High School, or otherwise act thereon.

RECOMMENDATION:

By a vote of 12-0-0 on September 18, 2012, the Finance Committee recommends favorable action with regard to the subject of Article 13.

MOTION (Requires Majority Vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to appropriate from Free Cash the sum of \$15,858 to the High School Project, said sum of money representing the amount raised from the sale of surplus goods and equipment from the old Natick High School.

Dr. Sanchioni spoke to this article. A video was shown highlighting the new school.

*The main motion under Article 13 passed by majority vote.*

**Article 14: Amend Town Meeting Vote under Article 13, Motion A of the 2011 Spring Annual Town Meeting to Include Codification of Traffic Rules and Regulations (Town Administrator)**

To see if the Town will vote to amend the vote of the 2011 Spring Annual Town Meeting under Article 13, Motion A, which vote appropriated the sum of \$30,000 from Free Cash for the purpose of codifying the Town's By-Laws and Charter, such that these funds may also be used to codify the Town's Traffic Rules and Regulations, or otherwise act thereon.

RECOMMENDATION:

By a vote of 12-0-1 on September 11, 2012, the Finance Committee recommends favorable action with regard to the subject of Article 14.

MOTION (Requires Majority Vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote to amend the vote of the 2011 Spring Annual Town Meeting under Article 13, Motion A, which vote appropriated the sum of \$30,000 from Free Cash for the purpose of codifying the Town's By-Laws and Charter, such that these funds may also be used to codify the Town's Traffic Rules and Regulations.

*The main motion under Article 14 passed unanimously.*

**ARTICLE 15: Establish Revolving Fund: Community-Senior Center Programs (Town Administrator)**

To see if the Town will vote pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to establish a Community-Senior Center Revolving Fund in order to utilize money received from participants in programs and activities for the purpose of funding said programs and activities at the Community-Senior Center; to authorize the Community Services Director and the Director of Human Services-Council on Aging, under the supervision of the Council on Aging, to expend money from such revolving fund, and to establish a limit for the total amount which may be expended from such revolving fund during the fiscal year beginning July 1, 2012; or otherwise act thereon.

RECOMMENDATION:

By a vote of 12-0-0 on September 4, 2012, the Finance Committee recommends favorable action with regard to the subject of Article 15.

MOTION (Requires Majority Vote):

Moved by Mr. Everett, seconded by Mr. Freedman that the Town vote pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to establish a Community-Senior Center Revolving Fund in order to utilize money received from participants in programs and activities for the purpose of funding said programs and activities at the Community-Senior Center; to authorize the Community Services Director and the Director of Human Services-Council on Aging, under the supervision of the Council on Aging, to expend money from such revolving fund, and to establish a limit of \$35,000 which may be expended from such revolving fund during the fiscal year beginning July 1, 2012.

*The main motion under Article 15 passed unanimously.*

**ARTICLE 16: Appropriation of Mall Mitigation Funds for Acquisition of Real Property (Board of Selectmen)**

To see if the Town will acquire one or more parcels of real property for the primary purpose of promoting non-motorized transportation and recreational uses, or otherwise act thereon.

RECOMMENDATION: By a vote of 13-0-0 on September 13, 2012, the Finance Committee recommends no action with regard to the subject of Article 16.

MOTION (Requires Majority Vote):

Moved by Mr. Everett, seconded by Mr. Freedman, that no action be taken on Article 16.

*The motion to take no action on the subject matter of Article 16 passed unanimously.*

Mr. Goldman moved, seconded by Mr. Sidney to adjourn.

*The motion to adjourn passed by two-thirds (2/3) vote.*

**Meeting adjourned at 10:00 PM.**

A record of the First Session of  
2012 Fall Annual Town Meeting, October 16, 2012

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Diane Packer. Town Clerk