

TOWN OF NATICK

2014 Annual Report



Cover Photograph: John J. Lane Park, Speen Street

John J. Lane Park is a newly renovated 7.25 acre park located on Speen Street. Of the total area, the Town owns 3.25 acres and 4 acres are leased from the State. The term of the lease is for a period of 30 years at \$3,900/year. With the additional leased area, the Town was able to fulfill its vision for a largely undeveloped park to provide open space and recreational opportunities for the West Natick neighborhoods and entire community.

J.J. Lane Park features many amenities, including shade structures, seasonal restrooms, open fields, 2 volleyball courts – one sand, one grass – a bocce court, and playground equipment for kids ages 2 and up. Several paths meander through the Park, connecting the amenities and features, including a large bridge. Troop 7's Eagle Scout candidates installed several benches, reusing trees that were taken down during construction. These benches define and enhance a lovely grove area that can be used for story time and small performances. Fitness equipment will be installed this spring, also by Eagle Scouts.

The Park also features 25 community garden plots; this new program has been very successful in its first year of operation. Several of the Park's historical features were preserved, including the entrance pillars and relocated center pillar. Signage throughout the Park informs and directs people to the Park's amenities.

The Park's beautiful design has been recognized by the Massachusetts Recreation and Park Association, which has selected John J. Lane Park as the winner of the 2015 Design of Facility Agency Award. This award was established to recognize Recreation Departments that create and renovate facilities that greatly enhance their community.

The Park was designed by Weston and Sampson, in collaboration with the J.J. Lane Park Oversight Committee. Construction was completed by the Marini Corporation. Jon Marshall, Director of the Recreation and Parks Division of the Community Services Department, served as Project Manager. The Conservation Commission funded the project and pays the annual lease.

We are very pleased to welcome all residents to the J.J. Lane Park and hope you spend many hours enjoying this beautiful facility!

John J. Lane Park Oversight Committee Members:

Beth Baumann, West Natick Neighborhood Association representative

Bob Bois, Environmental Compliance Officer

Matthew Gardner, Chair, Conservation Commission

Arthur Goodhind, Supervisor, DPW Division of Land, Facilities and Natural Resources

Jon Marshall, Director, Community Services Division of Recreation and Parks

Mark St. Hilaire, Member, Recreation and Parks Commission

Wayne Szretter, Member, Recreation and Parks Commission

Martha White, Town Administrator

Roger Alcott, P.E., Project Manager, Weston & Sampson

Front & Back Cover Photographs Courtesy of Roger Alcott, P.E., Project Manager, Weston & Sampson

Dedication

Michael F. McDaniel, Jr.

The 2014 Natick Town Report is dedicated to long-time DPW employee and General Foreman Michael F. McDaniel, Jr. On February 4, 2014, Michael was killed in a work accident while he and his crew were performing emergency repairs on a water line on West Street.

Born and raised in Natick, Mike was a 1983 graduate of Natick High School. Michael was devoted to his wife Kathleen and daughter Caroline, and derived great pleasure from time spent in the company of his family and friends. Michael enjoyed many outdoor activities including fishing, working in his garden, playing sports and bike riding with Caroline. Michael loved his job, as evidenced by his 26 year career with the Town of Natick's Water Department.

This tragic accident shook Natick DPW and Town employees, the community of Natick, and public works employees across the state. They, along with Michael's family, friends and co-workers, deeply appreciated the support they received from neighbors, friends and the public.

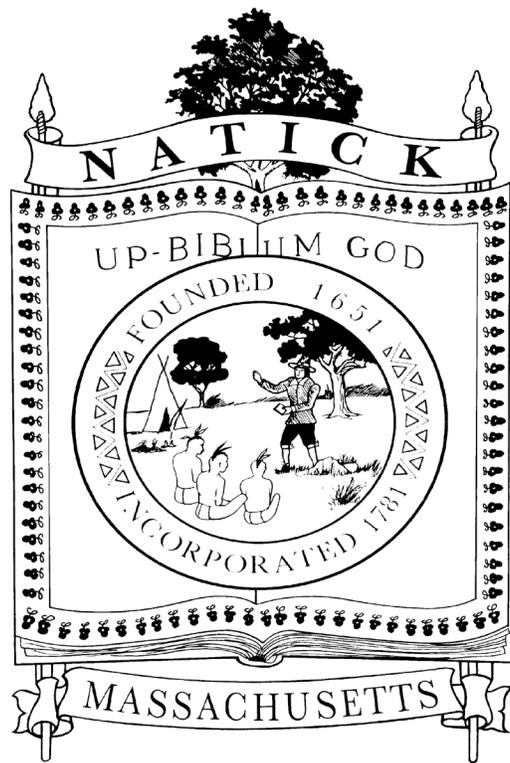
This accident was a terrible reminder of the dangers that may exist in familiar work environments and during routine operations. While the Natick DPW has well-established safety protocols and policies, and employees receive safety training, tragedies can still occur.

In losing Michael, we are reminded that our valued employees are individuals with families, interests, histories and hopes; they are men and women who perform essential and varied work throughout the year in support of the community and its residents. The water we drink, the roads we travel, the emergency medical assistance we receive, the education of our children, the library programs we enjoy – and so much more – are made possible by the good work of Natick's Town employees.

We thank and honor Michael F. McDaniel Jr. for his service to the Town of Natick and wish his family peace.



***235th Annual Report
of the
Town of Natick
Massachusetts***



Year Ending December 31, 2014

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Committee Application Form

Town of Natick
Board of Selectmen
13 East Central Street
Natick, MA 01760
(508) 647-6410
selectmen@natickma.org

Thank you for your interest in serving the Town of Natick. Please use this form for appointments made by the Board of Selectmen. You may complete this form by hand, download a Microsoft Word™ file from www.natickma.gov/selectmen, or provide equivalent information in another form. You may also provide a letter and/or resumé. After we receive your application, you will be contacted regarding next steps.

Position applied for: _____

Please check whether this is a new appointment or reappointment

Name: _____

Address: _____

Phone: _____

Email (optional): _____

Relevant experience: _____

Relevant education: _____

Please check whether you.... are familiar with the State Ethics Law
 have attended a State Ethics Law seminar

Please check if you are enclosing a letter and/or a resumé

Signature: _____

Send to Board of Selectmen, 13 East Central Street, Natick MA 01760; fax (508) 647-6401

Retirees for Calendar Year 2014

<u>Name</u>	<u>Department</u>	<u>Date of Retirement</u>
Salvatore Arena	Town Department	2/28/2014
Robert Bois	Town Department	2/28/2014
Elizabeth Cugini	Town Department	2/28/2014
Gary Doucette	Town Department	9/17/2014
William Geissler	Town Department	8/19/2014
Peter Henderson	Town Department	11/18/2014
Orazio Magazzu	Town Department	10/28/2014
Holley Meyer	Town Department	9/30/2014
Pamela Morgan	Town Department	2/18/2014
Moira Munns	Town Department	8/28/2014
Steven Pagliarulo	Town Department	1/2/2014
James Sheridan	Town Department	3/27/2014
Peter St. Germain	Town Department	11/4/2014
Paul Thompson	Town Department	4/23/2014
Paul Tota	Town Department	4/1/2014
Elizabeth Aucoin	School Department	6/19/2014
Marilyn Gillis	School Department	10/31/2014
Sandra Linton	School Department	10/31/2014
Lorna Lochiatto	School Department	6/19/2014
Carolyn MacNeil	School Department	9/30/2014
Donna Moor	School Department	12/23/2014
Jeanette Potts	School Department	6/30/2014
Richard Powell	School Department	12/5/2014
William Presutti	School Department	9/2/2014
Catherine Ubaldino	School Department	1/31/2014
William J. Thistle	NHA	1/3/2014

Deceased Retirees in Calendar Year 2014

<u>Name</u>	<u>Department</u>	<u>Date of Death</u>
Nicholas Amendola	Town Department	5/25/2014
Margaret Condon	Town Department	10/15/2014
Joseph Crowley	Town Department	4/14/2014
Ann Dunn	Town Department	8/14/2014
Fred Hildreth	Town Department	8/4/2014
Donald Hoey	Town Department	10/29/2014
Kevin Keane	Town Department	11/16/2014
Frances MacLean	Town Department	9/17/2014
Shirley Maloon (survivor)	Town Department	10/14/2014
Jean O'Reilly (survivor)	Town Department	12/16/2014
Russell Sombaert	Town Department	6/26/2014
Leroy Spaulding	Town Department	12/16/2014
John Slamin	WSU	7/14/2014
Felix Coppellotti	School Department	8/13/2014
Angeline Graham	School Department	5/25/2014
Ernest Parker	School Department	8/23/2014
Betty Gladwin	School Department	12/1/2014
Joanne Tomasetti (survivor)	School Department	12/29/2014

General Statistics

Natick was incorporated as a Town on February 19, 1781

Location: 18 miles west of Boston

Area: 15.99 sq. Miles

Population: 30,096

Registered Voters: (as of December 31, 2014)

Democratic	7,401
Republican	2,526
Unenrolled	12,158
Libertarian	50
Green Rainbow	20
All Other	29
Total:	22,184

Voting Qualifications: Must be 18 years of age on or before Election Day, born in the United States or fully naturalized; a resident of Natick.

Registration of Voters: Town Clerk's Office, 13 East Central Street, Monday- Wednesday 8 AM-5 PM, Thursday 8 AM-8PM, and Friday 8AM-12:30 PM

Where to Vote (Precinct Numbers):

Brown Elementary School, 1 Jean Burke Dr.	(1)
Cole Recreational Center, 179 Boden Lane	(2)
Brown Elementary School, 1 Jean Burke Dr	(3)
Wilson Middle School, 24 Rutledge Road	(4)
Wilson Middle School, 24 Rutledge Road	(5)
Lilja School, 41 Bacon Street at Oak Street	(6)
Community-Senior Center, 117 East Central St.	(7)
Morse Institute Library, 14 East Central St	(8)
Community-Senior Center, 117 East Central St.	(9)
Memorial School, 107 Eliot Street	(10)

TOWN OFFICES:

Town Hall, 13 East Central St.

School Department	Town Hall, 13 East Central St.
Police Department	20 East Central St.
Fire Department	22 East Central St.
Department of Public Works	75 West St.
Morse Institute Library	14 East Central St.
Bacon Free Library	58 Eliot St.
Community-Senior Center	117 East Central St.
Council on Aging	117 East Central St.
Veterans Agent	117 East Central St.
Recreation and Parks	Cole Center, 179 Boden Lane

Legislative Representation

US Senators: Elizabeth Warren
Edward J. Markey

Representative in Congress: Katherine Clark

State Senators: Richard Ross, Precincts 6, 7, 9 and 10
Karen Spilka, Precincts 1-5 & 8

State Representatives: David Paul Linsky

Tax Bills: Due and payable in quarterly installments. Interest accrued on all taxes, betterments and liens not paid by the due date, at the rate of 14% per annum, on the unpaid balance, from the due date to the date of payment.



Board of Selectmen

2014

ELECTED TOWN OFFICIALS

TERM EXPIRES

Board of Selectmen	Ostroff, Joshua, Chair	2015
	Hughes, Charles M., V. Chair	2016
	Mabardy, Nicholas S., Clerk	2017
	Jennett, Richard, Jr.	2016
	Connolly, John	2017
Board of Assessors	Dangelo, Janice M.	2016
	Hansen, Stephen	2017
	Reed, Molly K.	2015
Board of Health	Breda, Donald	2016
	Cole, Alan G.	Phys. To Bd.
	Delli Colli, Peter A., DMD	2015
	Wong, Ian L.	2017
Constables	Cigna, Ross	2016
	Flynn, Kevin	2016
	Lamont, Arthur	2016
	Roche, Stephen	2016
	Winer, Michael G.	2016

Board of Selectmen Photograph: Courtesy Donna Donovan

Housing Authority	Ball, Erica	2015
	Grogan, William	2015
	Kiely, Margaret E. (Governor's appointee)	2017
	Parish, David P.	2016
	Vinick, Ann	2019
Moderator	Foss, Frank W.	2016
Morse Institute Library Board of Trustees	Donovan, Kathleen	2018
	Goodman, Elliot M.	2018
	Keefe, Joseph A., Dr.	2018
	Mazor, Gerald	2018
	McCoubrey, Sally L.	2018
Planning Board	Evans, Teresa M.	2018
	Glater, Glen	2015
	Meyer, Andrew J.	2016
	Munnich, Julian J.	2017
	Nottonson, Peter	2019
Associate Member	Wadsworth, John	2019
Recreation & Parks Commission	Fair, Michael J.	2017
	Cugini, Richard	2017
	Ordway, Jessica	2016
	Ordway, David W.	2016
	St. Hilaire, Mark	2015
School Committee	Blanchard, Anne E.	2016
	Campbell, Thomas	2016
	Coburn, Frederick, Jr.	2017
	Laurent, Paul	2016
	Margil, David S.	2015
	Mistrot, Amy K.	2017
	Reed, Firkins	2015
Town Clerk	Diane Packer	2016

COMMITTEES APPOINTED BY BOARD OF SELECTMEN

TERM EXPIRES

Affordable Housing Trust Fund	Ball, Jay	2016
	DePasquale, Barbara D. (R.E. Rep.)	2015
	Duncan, Laura (Banking Rep.)	2015
	Glater, Glenn (Planning Bd. Rep.)	2015
	Johnson, Randy (Construction Rep.)	2015
	Mabardy, Nicholas S. (Selectmen's Rep.)	2015
Audit Advisory Committee	Berelowitz, Saul	2015
	Collins, Cathleen (Fin. Com. Rep.)	2016

	Hughes, Charles M.. (Selectmen Rep.)	2016
	Meyler, Stephen (School Com. Rep.)	2016
	Shusterman, Gerald	2017
Bacon Free Library Maint. Cmte.	Collins, D. Michael	2016
	Fox, Ruth	2017
	Manning, John	2016
	Wilson, Steve	2015
Bicycle/Pedestrian Adv. Cmte.	Hawley, Glynn	2016
	Kiely, Margaret	2017
	Levinson, Heather	2016
	Magee, John	2017
	McMahon, Michael	2016
	Pope-Lance, Deborah	2017
	Sullivan, Michael	2015
	Thayer, Chris	2015
Cable Advisory Board	Avitzur, Michael	2016
	Jones, Martha	2015
	Pinsley, Arnold	2015
	Szretter, Hank	2015
Cochituate Rail Trail Adv. Cmte.	Barrera, Joel	2016
	Camacho, David	2015
	Cugini, Richard (Recreation Rep.)	2017
	Henderson, Janice	2017
	Henry, Peter	2016
	Magee, John (Bicycle & Ped AC Rep.)	2015
	Ostroff, Joshua (Selectmen Rep.)	2016
	Schoenig, William (Planning Bd. Rep.)	2016
	Martha L. White, Town Administrator	
Community Devl. Adv. Cmte.	Duncan, Laura (Banking Rep.)	2016
	Glater, Glen (Planning Board Rep.)	
	Gove, Marjorie	2015
	Mabardy, Nicholas (Bd. of Selectmen Rep.)	
Conservation Commission	Bain, George	2015
	Gardner, Matthew	2016
	Makofsky, Jason	2017
	Raftery, Bernard	2016
	Rehl, Kathy	2017
	Richards, Jeffrey	2015
	Shepard, Douglas	2016
Contributory Retirement Bd.	Cahill, Virginia (Interim Comptroller)	Ex. Officio
	Drew, Robert J.	2017
	Given, David A.	2015
	Melchiorri, Michael	2017

	Reardon, B. Michael	2015
Council on Aging	Anzick, Helen	2015
	Ciarfella, Roberta	2017
	Goldstein, Richard	2017
	Greenstein, Donald	2017
	Hill, Joan	2015
	Merkowitz, Harriet	2016
	Mulcahy, Nancy	2016
	Oakley, Karen	2015
	Pandolfo, Salvatore	2017
	Salamoff, Susan	2015
	Watjen, M. Susan	2016
Associate Member	Ostroff, Jeanne W.	
Cultural Council	Cosmos, Jeanne	2015
	Dave, Swati	2015
	Keefe, Joseph	2015
	Konys, Christine	2016
	Shenker, Barbara	2015
	Tocchia, Raffaella	2016
	Williams, Katherine	2016
Economic Development Cmte.	Attia, Joseph	2015
	Community Development Dir.	2017
	Jennett, Richard P., Jr. (Selectmen Rep.)	2017
	Joseph, Paul	2016
	Laughlin, E. Scott	2017
	Landry, Douglas	2015
	Shamoian, David	2016
	Supple, Chris	2017
Elderly/Disabled Taxation Fund	Adams, Sheila	2016
	Dangelo, Jan (Board of Assessors)	
	Letner, Ralph	2015
	Roche, Stephen G.	2017
Fire Chief Screening Committee	Campbell, Thomas	
	DeLorie, Richard	
	Filledes, Tassos	
	Gloff, Carol	
	Hayes, Patrick	
	Hicks, Police Chief James	
	Salamoff, Susan	
	Tranfaglia, Richard (non-voting)	
	White, Martha	
Historical Commission	Evers, Stephen	2015
	Goodman, Elliot	2017

	Lyster, Virginia	2016
	Mancini, Anna	2017
	Rybacki, Michael	2017
	Sullivan, Maureen	2017
Alternate Members	Balcom, Margarita	2015
	Sheinmen, Patti	2015
Historic District Commission	Collins, D. Michael	2017
	Furrer, Jeannine K.	2016
	Labrie, Matthew	2015
	Marr, Patricia	2016
	Milford, Christopher	2015
	Parnas, Jean Pierre	2015
Alternate Member	Houghton, Duane	2017
	Subber, Adam	2015
Information Systems Adv. Bd.	Drolet, Lawrence	2016
	Gillenwater, Todd	2015
	Holz, John	2016
	Pyman, Aaron	2016
	Szretter, Hank	2015
	Varnum, James	2017
Katherine L. & Waldo Kennedy Trust Fund	Guest, Victoria (Reverend)	
	Hitt, Nancy (Reverend)	
	Liben, Daniel (Rabbi)	
	Strand, Jon (Reverend)	
Lookout Farm Adv. Cmte.	Bois, Robert (Con. Com. Adm.)	
	Chisholm, Christine (Dept. Agriculture Rep.)	
	Connolly, Michael (Building Insp.)	
	Mabardy, Nicholas (Bd. of Selectmen Rep.)	
	Shoemaker Ott, Sarah	2015
	Rehl, Kathy (Con. Com. Rep.)	
	Soderholm, Ken (Planning Board Rep.)	
	White, James (Board of Health)	
	Yannes, James A.	2015
MathWorks Scholarship Cmte.	Daniel, Valerie	2015
	Freitas, Lenore K.	2017
	Lightcap, Eric	2015
	Rosenberg, Steven	2016
Natick Center Cultural District	Elizabeth, Amy (Cultural Council Rep.)	
	Evans, Terri (Planning Rep.)	
	Girardin, Denise	
	Joseph, Paul	
	Lavalley, David	

Levinsky, Steve
 Levy, Michelle
 McEacherin, Ginger
 Ostroff, Joshua (Bd. of Selectmen Rep.)
 Polansky, Kevin
 Scott, Betty
 Stetson, Linda
 Sullivan, Maureen (Historical Commission Rep.)
 White, Martha (Town Administrator)
 Young, India

Open Space Adv. Committee	Evans, Terri (Planning Board)	2017
	Kessel, Martin	2015
	Linehan, Michael	2016
	Lodding, David	2016
	St. Hilaire, Mark (Recreation Rep.)	2016
	Shephard, Douglas (ConCom. Rep.)	2015
	Wheeler, Bancroft	2017

Parking Advisory Committee	Attia, Joseph	
	Ball, Jay	
	Ciccariello, John	
	Fair, Arthur	
	Hicks, James, Police Chief	
	Jennett, Richard, Jr.	
	McKinley, Paul	
	O'Neil, Jack	
	Ostroff, Joshua	
	Reffett, Patrick Community Development Director	
Southwick, Neel		

Real Property Disposition Cmte.	Collins, Michael (Citizen at large)	
	Hickman, Robert (Finance Committee Rep.)	
	Landry, Douglas (Citizen at large)	
	McGovern, Kelly (Citizen at large)	
	Nottonson, Peter (Planning Board Rep.)	
	Soderholm, Ken (Citizen at large)	
	Subber, Adam (Citizen at large)	
	Swiniarski, Christopher (Citizen at large)	
	Tullie, Kathleen (Citizen at large)	
	White, Martha (Town Administrator)	

Recreation & Parks Commission	Levine, Seth	2016
	Shea, Susan	2017
	Szretter, Wayne	2015
	Tutuny, Greg	2016

Recycling Committee	Arthur, Edward	2016
	Davis, Scott	2015
	Gaziano, John	2017
	Linehan, Michael	2015
	Miller, Terry	2015
	Vickers, Brinley	2017
Registrars of Voters	Awkward, Robert (Democrat)	2015
	LeFleur, Sandra (Republican)	2016
	Northgraves, Nancy (Republican)	2017
	Packer, Diane (Town Clerk)	2016
Walcott Fund Bd. Of Mgrs.	Guest, Victoria (Reverend)	
	Hitt, Nancy (Reverend)	
	Liben, Daniel (Rabbi)	
	Strand, Jon (Reverend)	
Youth Advisory Board	Azaria, Ruth	2015
	Chouinard, Margaret	2015
	Lagan, Sarah	2015
	Lemnios, Ashley	2015
	Ordway, Chautauqua	2015
	Wallace, Jake	2015
Special Municipal Employees	Natick Auxiliary Police	
	Cable Advisory Board	
	Constables	
	Moderator	
	Finance Committee	2015
Zoning Board of Appeals	Havener, Robert	2017
	Jackowitz, David	2016
	Landgren, Scott	2016
	Lee, Garrett	2017
	Mulkerron, Paul	2015
Associate Members	Durrane, Katherine	2017
	Polansky, Kevin	2016

<u>COMMITTEES APPOINTED BY THE TOWN ADMINISTRATOR</u>		<u>TERM EXPIRES</u>
Commission on Disability	Breda, Ann M.	2017
	Carew, Paul	Town Liaison
	Irvine, Barbara	2016
	Kelley, Timothy	2015
	Peters, Susan	2016
	Rich, Michael S.	2016
	Sherizen, Joan	2016
	Zalt, Lori	2015

Golf Course Oversight Cmte.	Chandley, Kevin	2016
	DiMasi, Nicholas	2016
	Fair, Arthur B.	2016
	Healey, Robert	2015
	Richards, George L., III	2015
Personnel Board	Kelley, Thomas	2017
	Levinsky, Steven	2015
	Ojimba, Erisa	2016
	Rosenman, Alan	2017
	Salamoff, Susan	2016
Safety Committee	Gusmini, David G. (Building Commissioner)	
	Hicks, James G. (Police Chief)	
	Hladick, Thomas (Public Works)	
	Hurley, Liam (School Department)	
	Lauzon, Lt. Brian (Traffic Safety Officer)	
	Refett, Patrick (Community Devel. Rep.)	
	Sullivan, Michael (Pedestrian & Bicycle Cmte. Rep.)	
	Ward, Robert (Citizen at Large)	
	Weisse, Joseph (Citizen at Large)	
White, Rick (Fire Chief)		

MISCELLANEOUS BOARDS & COMMITTEES

TERM EXPIRES

Design Review Board	Chouinard, Wayne (Planning Bd. Rep.)	2016
	Keller, Saralyn (Planning Bd. Land)	2017
	Mancini, Anna (Historical Com. Rep.)	2017
	Shimshoni, Avigail (Downtown Rep.)	2017
	Traficonte, John (Planning Bd. Arch.)	2017
Trails Maintenance Committee	Conaway, Pat	2017
	Hanna, Sara	2016
	Watjen, Robert	2017
Town Forest Committee	Frykman, Peter	2017
	Gay, Francine	2016
	Kessel, Irene	2016
	Perkins, Peter	2016

COMMITTEES APPOINTED BY THE MODERATOR

TERM EXPIRES

Finance Committee	Adelman Foster, Karen	2016
	Barerra, Mari	2015
	Brown, Jimmy	2017
	Ciccariello, John	2016
	Collins, Cathleen	2016
	Coughlin, Catherine	2017

Evans, Bruce (Vice Chair)	2015
Everett, James (Clerk)	2017
Ferrari, Michael	2016
Freedman, Jonathan (Chair)	2016
Hayes, Patrick	2015
Kelleher, Mark	2015
Pierce, Jerry	2015
Resmini, Chris	2017
Shooshanian, Edward	2017

Pleasant Street Zoning Reclassification Committee

Griesmer, Paul (Pct. 7 Town Meeting Member)
Levine, Seth (Board of Selectmen Rep.)
Makofsky, Jason (Con. Com. Rep.)
Munnich, Julian (Planning Board Rep.)
Pierce, Jerry (Pct. 10 Town Meeting Member)
Quinlan, Nancy (Pct. 10 Resident)
Vitarelli, Greg (Pct. 9 Town Meeting Member)

OFFICIALS APPOINTED BY BOARD OF SELECTMEN

TERM EXPIRES

Police Chief	James Hicks	2017
Comptroller	Virginia Cahill	2017
Director of Veterans' Services	Paul Carew	
Emergency Management Director	Chief James Hicks	
Fire Chief	Richard White	
Labor Relations Consultant	Murphy, Hesse, Toomey & Lehane	
Lock-Up-Keeper	James Hicks	
Parking Clerk	Stephen Price	
Regional Transportation Advisory Council	Martha L. White	
Rep. To MBTA Advisory Board	Joseph Weisse	2016
Rep. To Metropolitan Area Planning Council	Theresa Evans	2016
Alt. To Metropolitan Area Planning Council	Joshua Ostroff	
Rep. To So. Middlesex Opportunity Council	Dorothy Kennedy	2017
Reps. To Metrowest Regional Collaborative	Joshua Ostroff - Peter Nottonson	
Reps. To So. Middlesex Regional Voc. School	Tassos Filledes	2015
	Stephen Kane	2017
Rep. To Metrowest Reg. Transportation Auth.	Charles M. Hughes	
Town Counsel	John Flynn, MHTL	2015
Veterans Burial Officer	Paul Carew	
Town Administrator	Martha L. White	2017
Fair Housing Officer	Joseph Merkel	
Liaison to State Ethics Commission	Richard Tranfaglia	

OFFICERS APPOINTED BY THE TOWN ADMINISTRATOR**TERM EXPIRES**

Community Development Director	Vacant	
Deputy Town Administrators	William Chenard (Operations) Jeffrey Towne (Finance)	
Director of Department of Public Works	Jeremy Marsette	
Animal Control Officer	Keith Tosi	
Building Commissioner	David Gusmini	
Local Building Inspector	Michael Connelly	
Superintendent of Recreation & Parks	Jon Marshal	
Sealer of Weights & Measures	Joseph Mulvey, *CS	
Town Treasurer/Collector	Stephen Price	2016
Tree Warden/Insect & Pest Control	Arthur Goodhind	

*CS - Civil Service

Section I

Reports of Departments, Boards & Committees

Board of Selectmen and Town Administrator

The Board of Selectmen and Town Administrator are committed to providing excellent service at good value for Natick's residents and taxpayers. Recent Annual Reports have expressed a message that is worth repeating here: our overarching goal is to deliver high quality services while ensuring that the Town's fiscal condition and long-range financial outlook are sound and strong. In ways large and small, our efforts and initiatives are intended to ensure that we can continue to provide high quality programs and services in a cost-effective manner while minimizing – to the greatest extent practical – undue taxpayer impacts.

We consistently strive to identify innovative responses to challenges we face and to develop cost-effective opportunities to continue or expand valued services. Often, and particularly during 2014, development of formal or informal partnerships and collaborations with outside entities allows the Town to address challenges or enhance services. Through a partnership with the MetroWest Regional Transit Authority (MWRTA), enhanced handicapped accessible transportation services will be provided to Natick residents, at minimal cost to the Town (just vehicle insurance and fuel). We also entered into agreement with the MWRTA such that they will provide the DPW with a new sign-making machine (replacing our 20 year old, far less sophisticated system) and the Town will make signs for the MWRTA as needed; they will supply all materials. This sign-making machine is valued at \$18,000.

In 2014, we collaborated with the Town of Framingham to solve a complex sewer issue. As Framingham advanced designs for a major sewer project in the Speen Street area, it became evident that the project would affect several Natick businesses. Decades ago, Natick Speen Street businesses were connected to the Framingham sewer system, as their lines ran along this section of Speen Street and Natick did not have service in close proximity. Under the new sewer system design, Framingham would no longer be able to provide sewer service to these Natick businesses. Through lengthy and complex negotiations, the communities ultimately reached agreement as to the design solution, cost-sharing of required engineering, and assignment of construction roles and responsibilities among the Natick DPW, the Framingham DPW and private contractors. The cooperation and collaboration between our communities enabled us to solve a vexing and urgent problem in a cost-effective manner.

Our communication and collaboration with the MBTA has been strengthened in recent years, and in 2014 we were successful in our effort to re-name the downtown commuter rail station from simply "Natick" to "Natick Center." This change furthers our efforts to firmly establish the brand and identity of the Natick Center Cultural District. We further collaborated with the MBTA to advance the Town's goal to facilitate improvements to the Natick Center Commuter Rail Station, particularly accessibility improvements, which have long been identified as imperative. Discussions with the MBTA clarified the Town's responsibility to develop design plans; this responsibility is comparable to that required of communities when pursuing state/federal funds for road improvement projects. Accordingly, in 2013, the Board of Selectmen formed an MBTA Advisory Committee to conduct a feasibility study and develop a conceptual design for the Natick Center station. Utilizing an \$80,000 appropriation approved by Town Meeting, and pursuant to an RFP process, the Committee engaged McMahon Associates to assist them in the development of a Conceptual Design Plan, Draft Implementation Plan and Draft Purpose and Needs Statement. In June 2014, the Committee hosted a public meeting to solicit public input, which was submitted to the MBTA and MassDOT.

We will continue to advocate for this and many other transportation improvements to better serve our community. Notably, continued advocacy by the Town and our state delegation, particularly Representative David Linsky, has yielded results for the Marion Street Bridge, which is expected to begin replacement this

coming spring, with completion in the summer of 2016.

In 2014, the Town strengthened its longstanding partnership with Natick Center Associates as we worked together to advance the objectives and initiatives of the Natick Center Cultural District (NCCD). Development of the Cultural District's Strategic Plan, begun in 2013, continued throughout 2014. The Plan will serve as a roadmap for growth and sustainability of the District, while establishing accountability, success metrics, and timelines for achievement of goals. Through the Strategic Planning process, significant attention has been focused on governance of the Cultural District; that is, the role, responsibility and authority of Natick Center Associates, Board of Selectmen, downtown businesses, Town Administration, and others.

We anticipate that modifications to the existing Agreement and Memorandum of Understanding between the Board of Selectmen and Natick Center Associates will be presented in 2015. In addition to ongoing development of the Strategic Plan, several Cultural District initiatives were advanced in 2014, including completion of a public art project on the Town Common, development of a Walking Tour smart phone "app" for the Cultural District – subsequently supplemented to include Natick's walking trails - substantial improvements to the NCCD website, and more. Perhaps most importantly, the assimilation of the Cultural District's objectives and benefits into Natick Center Associates, a longstanding downtown business advocacy organization, and the partnership with Natick's municipal government, is reflective of a unified commitment to cultivating a lively and diverse downtown neighborhood.

In a related matter, the Administration, Board of Selectmen and our legislators worked with The Center for Arts in Natick (TCAN) to craft a license – unique to the needs and operations of this distinctive community asset – for the sale of alcohol incidental to appropriate events and artist performances. The negotiations that led to the issuance of this license reflected the shared goal that TCAN strengthen its financial stability and opportunities for expanded programming, while maintaining the Board's responsible approach with regard to the service of alcohol.

This year we also strengthened our collaboration with the Natick Soldier' System' Center through a Community Innovations Challenge Grant to evaluate opportunities to share services and reduce costs for the Town and the NSSC. Our evaluation to date suggests that opportunities may exist, but further evaluation of data is warranted. We also collaborated with the NSSC in the development of a successful MassWorks grant application for reconstruction of Kansas Street and the renaming of Kansas Street to General Greene Avenue, in honor of Major General Harold Greene, Commander of the Natick Soldiers' Systems' Center from 2009 to 2011, killed in the line of duty in Afghanistan on August 5, 2014. A formal rededication will be held on July 10, 2015.

In 2014, two studies were undertaken that involved collaboration between the General Government and School Departments. As approved and funded by the 2014 Spring Annual Town Meeting, the Recreation and Parks Division of the Community Services Department; the DPW Land, Facilities and Natural Resources Division; and the School Department Athletic Director are collaborating to develop a short and long range plan to identify and prioritize improvements to field and park facilities owned and utilized by the General Government and School Departments. In itself, the day-to-day maintenance and scheduling of these Town facilities necessitates collaboration between these departments. This study furthers this collaboration as these departments work together to evaluate the Town's overall recreational needs and the specific improvements needed at each existing facility.

The General Government and School Departments also partnered in an assessment of our respective

Information Technology networks. These networks are, for the most part, designed, operated and managed separately. Where connectivity has been necessary or advantageous, such as linking school video surveillance to the Police Department or the General Government financial system to the School Department, the differences in system configurations have presented significant challenges. In the larger context, it is well-recognized that consistent system configurations, shared network security methodologies, and other collaborations would strengthen the usability and security of the Town's Information Technology system – a system that requires, on an ongoing basis, significant financial investment by Natick taxpayers. The network assessment, which will be completed in early 2015, will identify such opportunities and the means and cost for implementation. We are grateful for the support and guidance of the Information Systems Advisory Board during this process.

The Board of Selectmen and Town Administrator also view Natick residents and taxpayers as our partners. We endeavor to develop innovative responses to challenges and identify creative, cost-effective opportunities to improve services for all residents and taxpayers. Importantly the Board and Administration strive to be always mindful of Natick's vulnerable population – those whose voices are rarely heard directly, but whose interests are as valued as those who are more engaged in political processes and decision-making.

At its tax classification hearing in November, the Board of Selectmen unanimously voted to continue a single tax rate for all property classes (notably residential, commercial and industrial). Natick's Boards of Selectmen throughout the years – with varied memberships, political affiliations and priorities – have consistently supported a single tax rate in the belief that this system best supports our community's solid business base while maintaining a comparatively low tax rate for residents. The FY 2014 tax bill for the average Natick residential taxpayer was \$6,459, the 4th lowest in the MetroWest region, and our tax rate was the 6th lowest of the same 18 communities. Importantly, of the surveyed communities, those with a "split" tax rate (that is, those with a higher tax rate for commercial, industrial and personal property) typically did not have a lower residential tax rate than Natick. The 2014 *Boston Magazine Real Estate Guide* named the Town of Natick as #1 for buyers "moving up," citing Natick's solid values, strong community "vibe" and good schools. Natick is widely recognized as a community offering varied and quality services at good value.

This being said, as noted, many Natick residents face significant financial challenges, including residents who raised families and lived here their whole lives and, often, have multi-generational family roots in Natick. Such challenges are not unique; the rising costs to deliver services for growing populations challenge every Massachusetts municipality and its residents. This challenge does not diminish our determination to respect the needs of these residents, consider their needs in our decision-making, and develop programs and policies respectful of residents' desire to remain in the community they love.

As examples, in 2014, the Town continued to expand and enhance opportunities through the Senior and Veterans' Tax Work-Off Program, through which homeowners can reduce their property tax obligation through work for a municipal department. Specifically, the Board of Selectmen amended Program regulations to provide that the hourly credit for Program participants would increase commensurate with increases in the Massachusetts minimum wage.

We also initiated a new partnership with the Natick Service Council to provide free Pay-As-You-Throw bags to residents in need, developed a system for on-line donations to the Elderly and Disabled Taxation Fund, and prepared an update of the Service and Savings Summary to connect residents with important programs and services.

This year we launched the “Natick Community Choice Electricity Supply Program” to provide eligible residents and businesses with lower pricing for electricity supply. Our Program’s launch is timely, given substantial NStar rate increases approved by the State Department of Public Utilities, effective January 1, 2015. Under the Town’s program, which will officially commence in January, 2015, residential rates will be 1.6 cents (10.7%) lower than the comparable NStar rates, commercial rates will be 1.2 cents (8.3%) lower and the industrial rate will be 7.4 cents (36.5%) lower than the comparable NStar rates. The average residential user will save approximately \$150 per year.

The Board’s continued commitment to and support for veterans was evident in its support for two additional intersection dedications in memory of those who lost their lives in service to our country; Cross and South Main Streets were dedicated to Warren and Wilbert Gay, and Fisher and North Main Streets were dedicated to Francis Fisher. Upon recommendation of the Natick Veterans’ Council and the Town’s Veterans’ Director, the Town has similarly honored many veterans over the years, documented in a publication developed by the Director of the Veterans’ Oral History Project, Maureen Sullivan.

And, of course, the Board of Assessors has continued its commitment to annually increase the property tax exemption available to qualified seniors, disabled veterans and blind taxpayers as allowed under several clauses of Massachusetts General Laws, Chapter 59 Section 5.

While not a direct financial benefit to taxpayers, the planned Citizen Leadership Academy facilitates, more than any other initiatives to date, informed community engagement. This 10-week program, open to interested Natick residents, is designed to facilitate and encourage residents to become informed and engaged in the community – its vision, policies, programs and activities. The first session will be held in early 2015.

As is typical in any year, the Board of Selectmen and Administration faced unexpected challenges. Perhaps most notably, the Logan Express service, long provided near Shopper’s World in Framingham, was temporarily relocated to Natick due to complete reconstruction of the Framingham facility, with almost no notice to the Town of Natick. The inevitable resulting safety and traffic issues presented challenges to the Administration, Board of Selectmen and Planning Board. Eventually, parking, access and egress, and other issues were resolved – at least to a satisfactory level – to allow the continued use of the subject property as the temporary location for Logan Express service. Construction at the Framingham facility is expected to be completed by mid-April, 2015, at which time Logan Express service in Natick will be discontinued.

In 2014, the Board of Selectmen was able to resolve a longstanding challenge, that being that a portion of Main Street and adjoining sidewalks were not owned by the Town; they were a part of adjoining privately-owned properties. Following prolonged negotiations with the subject private property owners, the Town acquired easements over the roadway and sidewalk areas. Attaining these easements was critical for the Town as funds cannot be expended on private property. With these easements, we can now plan improvements to the Main Street area, for which Town Meeting approved design funds in the Fall of 2014.

Numerous personnel changes in key management positions occurred in 2014. The first new employee to be introduced to the Board of Selectmen this year was Axel – the Town’s new K-9 “Police Officer.” Axel, a 2 year-old German Shepherd, is cared for, trained and handled by Officer Michael Mabardy. Most costs associated with this new program are funded through grants and donations. Axel has already provided good service to the Town!

Subsequent to the promotion of DPW Director Bill Chenard to Deputy Town Administrator for

Operations in 2013, the Town Administrator appointed Donald Ouellette to that position in May 2014. Don's tenure with the Town of Natick was brief; he resigned in August. In December, Jeremy Marsette began work as Natick's DPW Director. Jeremy comes to us having most recently served as Assistant DPW Director for the Town of Framingham. He is an accomplished registered civil engineer with over 18 years of professional experience in the planning, design, procurement, construction and management of public infrastructure and facilities. Jeremy's responsibilities in Framingham included oversight of human resource functions, preparation and administration of operating and capital budgets, and participation in the department's strategic planning initiatives. We welcome Jeremy to Natick and wish him a long, successful tenure here. We are very grateful to Tom Collins, DPW Deputy Director and Supervisor of Equipment Maintenance, for ably serving as Interim Director for several months during 2013 and 2014.

We also hired a Comptroller in 2014. Virginia "Ginny" Cahill had been serving as Comptroller, but in a consulting capacity, since the December 2011 resignation of the prior incumbent. We were very pleased to bring Ginny on as an employee in June. During Ginny's tenure, she has streamlined and modernized office functions and operations and enhanced collaborations with other divisions in the Finance Departments. Importantly, our audits have been much more favorable during Ginny's tenure!

We filled another Finance Department leadership position during 2014. Stephen Price was hired as Treasurer/Collector in August after the resignation of the prior incumbent earlier that month. Stephen came to us after serving for many years as Treasurer/Collector for the Town of Framingham. We are happy to have Stephen as part of our finance team!

We also welcomed a new Director for the Bacon Free Library. Meena Jain joined us in August, after the resignation of the prior incumbent in April. Meena's broad experience in virtually every aspect of librarianship, commitment to professional development, and proven track record of building effective partnerships with local organizations and Town departments made her an outstanding choice to lead "the Bacon" for years to come.

Patrick Reffett, Natick's Community Development Director for over nine years, resigned in November to accept a position in another community. Another key vacancy exists in the Community Development Department, following the resignation of the Economic Development Planner in June. This dual vacancy has provided an opportunity to evaluate the historic roles and responsibilities of these two positions, and determine if a re-alignment of those roles could enhance the department's effectiveness and ability to accomplish the goals of the department and the Town. At year end, we are actively recruiting candidates to fill the Director's position, which has been re-titled as Director of Community and Economic Development to reflect assignment of economic development responsibilities to the Director position. Discussion as to the role of the planner position (formerly Economic Development Planner) is still ongoing as of the end of 2014 and will continue into 2015.

Two key positions were filled in November. Susan Ramsay was hired as Director of the Council on Aging in November subsequent to the retirement of COA Director Moira Munns after 17 years of service to the Town of Natick. Susan brings extensive and varied experience in her work with senior citizens. Also in November, Jillian Wilson-Martin began work as the Town's Sustainability Coordinator. This is a new job title for the long-standing position of Environmental Compliance Officer, a position held by Bob Bois since 2002 until his recent retirement (note that Bob continues to serve part-time as the Town's Conservation Agent). Jillian comes to us from the private sector, where she helped small and large companies, including Fortune 500 companies, develop sustainability programs. We wish our retiring employees well and thank them for their valued service, as we welcome these new employees to our leadership team.

Following the retirement of Fire Chief James Sheridan in March, and pursuant the terms of By-Law Article 24, the Board of Selectmen appointed a Fire Chief Screening Committee. The Committee retained a consultant to assist in the recruitment and selection process, in particular to conduct an assessment center. The Committee recommended four finalists to the Board of Selectmen and, in December, the Board appointed Acting Fire Chief Richard A. White to the position of Fire Chief. Rick has served with the Natick Fire Department since 1980, rising through the ranks to the position of Deputy Fire Chief in 2002. Rick, a lifelong Natick resident, is devoted to the delivery of outstanding fire and emergency medical service to the Town of Natick. We congratulate Rick and wish him much success!

As 2014 comes to an end, the Board of Selectmen and Town Administrator thank Donna Challis for her 35 years of service to the community – almost all of it as Executive Assistant to the Board of Selectmen –and wish her well in her retirement. Donna’s vast knowledge of the complex business of the Board of Selectmen, the innumerable State and Local laws and regulations that guide that business, and her extensive institutional knowledge have enabled her to provide outstanding service to the Board and the community. Thank you, Donna, and best wishes for a long and happy retirement!

While numerous management-level personnel changes have been noted in this report, the Board of Selectmen and Town Administrator wish to thank employees at all levels within the organization for their hard work and dedication to their operations and service to the residents of this community. We are also grateful to the many volunteers who help ensure the effective accomplishment of the Town’s business. Between the Board of Selectmen and the Town Administrator, residents are appointed to no fewer than 30 volunteer committees. The dedication and vision demonstrated by literally hundreds of volunteers every year help make Natick such a unique and wonderful community. We are proud to serve this community and its residents.

Natick Board of Selectmen:

Joshua Ostroff, Chair
Charles M. Hughes, Vice-Chair
Nicholas S. Mabardy, Clerk
John J. Connolly
Richard P. Jennett

Martha L. White, Town Administrator

Human Resources Director

2014 proved to be both an exciting and challenging year for the Personnel department, which underwent a name transformation to Human Resources to more appropriately represent the responsibilities of the department.

This past year the Town witnessed a number of upper management moves related to retirements and resignations resulting in a very active recruitment year. Among some of the key positions filled were the Collector/Treasurer, Council on Aging Director, Assistant Council on Aging Director, Community Development Director, Director of Public Works, Executive Assistant to the Board of Selectmen, and Fire Chief. The department received a total of 893 applications/resumes for positions, which represented a 17% increase over the prior year.

The Administration is pleased to report that our continuous efforts toward succession planning have enabled us to often promote existing qualified personnel to more senior positions. We are pleased that during the past year we identified seven employees to attend a ten-week Supervisory Leadership program administered through Massachusetts Municipal Association. The employees were selected based on their dedication and desire to assume additional responsibility. We are pleased to announce that all participants have spoken highly of the program and have been able to draw on their training in their current as well as promotional positions.

One of the key additions during the past year was the addition of Sarah Farrar as Human Resource Coordinator. Sarah was brought on to work as a backup to payroll and benefits, two critical functions that serve both General Government and School employees, and for which no back-up has historically been available. The HR Coordinator also works closely with the Director of Human Resources; in this capacity, among other accomplishments, the department has significantly upgraded the Human Resource Web page, which now includes all non-union Classification and Pay Plan job descriptions, as well as Collective Bargaining Agreements covering the ten unions representing General Government employees.

In addition to the HR Coordinator, one of the department's key assets is the Benefits Manager, Linda Clark. Ms. Clark oversees the total benefit administration for twenty unions and over 1600 employees and retirees. The Benefits Manager has been instrumental in adhering to and advising Administration regarding the plethora of changes taking place as a result of the Affordable Care Act enacted by Congress.

One of the highlights of the past year was the restructuring of direct reports that report to the Town Administrator. This was a strategic effort implemented by the Human Resources Director when the Town approved funding for a second Deputy Town Administrator (one for Finance and one for Operations). Accordingly, the number of direct reports to the Town Administrator has been reduced, as the division heads within the Finance Department report directly to the Finance Director and those within the Community Services Department report to the Community Services Director. Further, we have delegated direct reporting of the Purchasing, Department of Public Works, Information Technology, and Facilities Management to the Deputy Town Administrator for Operations.

The department was instrumental in ushering in two new programs this past year that enhance both employee morale as well as career development. The first was a Years of Service recognition program which recognizes General Government employees for their loyalty and dedication to the Town. The Selectmen presented pins to employees who completed 20 or more years of service; the highlight of this event was recognition of Martha Jones, who has completed 40 years of service to the Morse Institute Library.

The Town Administrator and Human Resource Director made presentations to those employees who completed 5, 10, and 15 years of service at Department Staff meetings.

In addition, Administration supported and oversaw the first offsite Department Head Retreat, which enabled the Department Heads to focus on improved communications, strategic planning, goal alignment, and team building. The program was evaluated by those in attendance and received an overwhelming approval, with future scheduling requested.

The Town also continued a number of employee relations programs to enhance both employee understanding and camaraderie. One of the most fruitful events each year is the Annual Employee Appreciation Cookout, which grows larger in attendance every year. Another program that has been well received is the Lunch & Learn program, which this year was highlighted by a presentation made by an official from the Social Security Administration, as well as a Money Market Manager from John Hancock. In addition, the Town partnered with the Providence Bruins and was able to conduct two Natick Nights at the Dunkin Donuts Center in Providence attended by Town employees. The Global Corporate Challenge (GCC) has continued to see substantial growth in participation; through this program employees form teams and see which team can clock the most miles of walking or jogging. This year Natick's program was recognized by the GCC for exceeding its goal!

In closing, on behalf of Town Administration, the Personnel Board and the Human Resource Department, I thank the residents and employees of Natick for your support in making Natick a great place to both live and work, and look forward to another year of opportunity and growth.

Respectfully,

Richard D. Tranfaglia
Director of Human Resources

Town Counsel

2014 generated a wide variety of legal issues. Our work was primarily in the areas of weekly conferences with Town personnel, telephone conferences with and advice to Town personnel, and issues emanating from the Board of Selectmen, conservation, contracts, DPW, licensing, litigation, planning and subdivision, real estate, Town Meeting, and zoning.

Town Meeting authorized the Board of Selectmen to acquire by eminent domain the Shaw Park property; amended the Zoning By-Laws to authorize by special permit a registered marijuana dispensary and to revise the Flood Plain District provisions; amended the By-Laws to include a civil fingerprinting requirement for solicitors and canvassers; established stabilization funds for inflow and infiltration and for one to one technology; established a regional tobacco control program revolving fund; increased the personal exemptions from real property taxes for elderly persons, disabled veterans and blind persons; authorized the Moderator to appoint a committee to study electronic voting by Town Meeting members; and authorized the Board of Selectmen to establish a tax increment financing plan standard for designated non-residential uses in the Downtown Mixed Use District.

One (1) cell tower case was resolved in favor of the applicant. One (1) gun case was resolved in favor of the Plaintiffs, subject to the Police Chief's right to impose reasonable restrictions on any permit or license issued. Three (3) zoning cases, one (1) liquor license case and one (1) water case were pending at the end of 2014.

Donna Challis retired in 2014 after thirty-four years of outstanding service to the Town of Natick. We will miss her impressive institutional knowledge, admirable patience, and subtle wit. We wish her health and happiness in her retirement.

Our firm, Murphy, Hesse, Toomey & Lehane, LLP is a law firm of thirty-two (32) lawyers. Partners David DeLuca, Associates Bryan Le Blanc, Michael Maccaro, Brandon Moss and Karis North, and Paralegals Paula Rivera and Bryanne Tartamella also worked on Town Counsel issues in 2014. We are grateful to the Board of Selectmen for providing our firm with the opportunity to represent the Town of Natick. We thank the Board of Selectmen, Martha White, William Chenard, Jeffrey Towne, Donna Challis, Maureen Fleming, Ann Wiles, and all Town of Natick employees and members of boards, commissions and committees for your assistance, support and patience. It is an honor to work with you.

MURPHY, HESSE, TOOMEY & LEHANE, LLP

By:

John P. Flynn

Town Clerk

The Town Clerk's Office serves as a gateway for the public with questions regarding local government services. The Clerk's office is the keeper of all vital records, (birth, death and marriages); issues dog licenses; raffle and bazaar permits; DBA certificates and maintains zoning and planning decisions. In addition, the Town Clerk is the clerk of Town Meeting and all election and Town Meeting records are maintained in the office. The Clerk is also the Chief Election Officer for the Town.

In 2014 the Office of the Town Clerk registered 450 new births, an increase of 7% from the previous year; 400 deaths, which is an increase of 12% from the previous year; and 183 marriages, an 11% increase. In addition to registering new records, the office also issues certified copies of all vital records. During 2014 the office issued 1,455 birth certificates, 540 marriage certificates and 2,500 death certificates. The office also issued 262 DBA (Doing Business As) certificates and licensed 3,195 dogs during the year. The total revenue raised was \$113,462, an increase of approximately 4% over the previous year.

In 2014 the office administered the Town Census (street listing) to over 17,000 addresses. The information gathered through the Annual Town Census is used to update the annual list of residents. Distribution of the Town Census and compilation of the data is required by Massachusetts General Laws. In April, after the majority of Annual Census forms are received and processed in the office, the Board of Registrars mails confirmation cards to voters who did not respond to the census. The street listing and confirmation mailings are used to update and maintain accurate voting lists.

Natick held two Annual Town Meetings, one in the spring and one in the fall of 2014. In addition, there was a Special Town Meeting in November 2014. The Annual Spring Town Meeting convened on April 8, 2014, and concluded its business in seven (7) sessions, dissolving on May 13, 2014. The Annual Fall Town Meeting convened on October 21, 2014, and concluded its business in six (6) sessions, dissolving on November 13, 2014. Special Town Meeting #1 convened and dissolved on November 18, 2014. Meeting minutes are included in this report and are available on the Town's website at www.natickma.gov.

During the year, the Town changed website platforms and the office was trained on using the new platform. Town Meeting has continued to support the ongoing project of restoring permanent Town records, approving an additional \$100,000 for this multi-year project. The Massachusetts Registry of Vital Records and Statistics rolled out a new web-based electronic registration system for death certificates (EDRS). All members of the office have been trained and are working with funeral directors to assure correct and timely registrations. This is the second phase of the rollout of electronic registrations for vital records. The electronic birth registration system was rolled out two years ago and a similar system will be rolled out for marriages within the next two years.

I would like to thank the Board of Registrars: Robert Awkward, Sandy LaFleur and Nancy Northgraves for their assistance during the elections. In addition, special thanks to Deb Blatz, Kerry Graveline and Nancy Hansen for their continued hard work and support.

Respectfully submitted,

Diane B. Packer, Town Clerk

Board of Registrars

The Board of Registrars, working with the Town Clerk's office, conducted three elections during 2014. The Annual Town Election was held on March 25, 2014 followed by the State Primary and Election on September 9, 2014, and November 4, 2014. The State Election on November 4th was busy and voter turnout was approximately 60%. The results for all of the elections are included in this report and are also posted on the Town's website at www.natickma.gov.

Over the course of 2014, over 1,562 voters either registered to vote or changed voter registration status. This is an increase of 36% over 2013 and can be attributed to increased voter interest and turnout for the November 2014 State Election. Every year the Board of Registrars conducts a voter registration drive during Natick Days. In addition, the Board also participates in at least one other voter registration drive each year at Natick High School.

In January 2014, The Board of Registrars mailed over 17,000 annual census/street listing forms to all residents as required by Massachusetts General Laws. After the returned census forms are processed the Board of Registrars mail pre-paid confirmation cards to all non-respondents to the Annual Town Census. In 2014, the Board mailed approximately 3,275 postcards, versus 5,300 the previous year. The Town is required to pay both outgoing and incoming postage on this postcard and the decrease in the number of postcards mailed represents a savings to the Town. Using the United State Post Office National Change of Address software the confirmation cards were mailed to the non-respondents' current address. This greatly increases the number that we receive back, allowing us to delete voters who have moved. This process improves and enhances the accuracy of our voting lists. At the end of 2014 the Board of Registrars was able to delete slightly over 700 voters had not voted in the last two State elections or responded to the census.

The Massachusetts Legislature passed a comprehensive election reform bill in 2014. The most significant change is that there will be early voting during the 2016 Presidential election. The regulations will be drafted during 2015 which will determine how the new legislation is implemented.

The Board of Registrars would like to thank all of the election workers (wardens, clerks, inspectors and students) for their continued dedication and hard work. A special thanks to Michael Linehan, Adele Rosenthal and Helen O'Malley for their continued volunteer service to the Board of Registrars. Our elections run smoothly because of the support that we receive from the Department of Public Works, Police Department, the School Department and the Facilities Management Department.

Respectfully submitted by Diane Packer on behalf of the Board of Registrars.

Robert J. Awkward
Sandra LaFleur
Nancy A. Northgraves
Diane Packer

Information Technology Department

Overview

In calendar year 2014, the Information Technology Department made substantial improvements in its applications deployment and migration, hardware upgrades, Public Safety Dispatch and DPW renovations. Town Meeting also approved two IT capital requests, the network assessment and telephone system upgrade. More committees are also moving towards a paperless environment with the Finance Committee now using Samsung Galaxy tablets to access the web based meeting agendas and packets hosted by NovusAgenda. In 2015, more tablets will be rolled out to various committees.

Major projects undertaken by the IT Department are

- Migration from in-house Microsoft Exchange email system to Google Apps for all Town employees.
- Deployment of new Permitting System in Community Development, Fire and Town Clerk departments. More modules to follow in 2015.
- Though still a work in progress, the preparation and design work for a planned migration to new web hosting provider, Civic Plus, has kept our IT Communications Specialist extremely busy. Cutover to the new site is anticipated in January or February of 2015.
- Working with Police, Fire, Facilities and vendors over the summer, the Public Safety Dispatch Center renovation was completed in late August of 2014. For IT, this involved providing the infrastructure to move dispatch to a temporary location, designing and overseeing the installation of new data and voice drops in the new dispatch center, cabling the new dispatch workstations and moving the dispatchers' computer equipment and phones into the new dispatch center, and installing a projector.
- The DPW second floor addition construction of the new space was substantially complete enough for IT to design a new data/voice and video network for the second floor and first floor, bid the job out, and selected a vendor. By late January 2015, the installation of the new network is scheduled to be completed.
- Replaced two aging Juniper firewalls in the Police HQ and Town Hall with new Sonicwall firewalls and upgraded the Town Hall Internet circuit from 100 MB to 800 MB.
- Initial stage of HVAC monitoring equipment installed in Cole Center, Ben-Hem, Community Senior Center and Public Safety Building
- The Network Assessment project is currently underway. This assessment, when completed and implemented, will provide tighter integration between the Town and School networks and will lay the foundation for the deployment of the new ShoreTel VOIP phone system, which is replacing our aging NEC PBX phone system.

On top of these projects are the day-to-day operations where we continue to provide broad-based computer and telephone services to municipal employees, as well as services provided to the community via the Town website. This includes upgrading and replacing aging and obsolete equipment such as PCs, servers, printers, network data switches, etc. Data services include but are not limited to network administration, database administration, website support, network security, end-user support, hardware and software support, and administration and municipal staff training.

Information System Advisory Board (ISAB)

The Information System Advisory Board (ISAB) has once again been an invaluable resource for the Town IT Department by providing experience and insight from the private sector. The ISAB is updated on all Town and School IT projects, including: conducting departmental reviews to assess IT needs, providing advice and assistance, and approving the bid specifications for the Network Assessment project.

Services

On a day-to-day basis the IT Department provides critical core services for the Town's telephone and computer networks. The administration and support of these complex networks and systems that run on them, account for a substantial amount of the department's resources and budget. The IT Department is currently responsible for the administration and maintenance of the following large systems:

- Tyler Technologies MUNIS© Financial Software
- NEC 2400 PBX Telephone System – 15 switches, ~702 telephones, Voice Mail Server, Call Accounting Server
- ShoreTel VOIP Telephone System and Voice Mail Server
- Town Computer Network – 300+ PC's/Laptops/tablets, servers, switches, INET fiber optic networking equipment, etc.
- Town Intranet and Internet websites
- Internet Access, Email, Network Security - Firewall
- Disaster Recovery, system backups, data replication systems
- Antivirus/Malware protection, Anti-spam screening for email

It should be noted each bulleted item has numerous subsets of responsibilities. This is a summarized list of work related activities and services provided by the IT Department.

Natick INET

The Town INET is a fiber optic network installed and maintained by cable company RCN as part of their license agreement with the Town. The INET provides telephone and computer connections to all municipal buildings via multi-mode/single mode optical fibers which all connect via the Public Safety IDF Facility. Typically, Town buildings have four (4) *single* mode optical fibers, with the exception of the Natick High School which has eighteen (18) *single* mode optical fibers.

The benefits of running all Town telephone, video and computer services over a private fiber optic network are significant in terms of cost savings and network bandwidth.

The Town's INET network has remained a stable and valuable asset to the Town and reliability of the network has continued to be an impressive 100% uptime.

Natick Website (www.natickma.gov)

The Town website is currently hosted by Virtual Town Hall (VTH), but in 2015 the Town will moving its website to a new vendor Civic Plus, a company that specializes in designing and hosting municipal websites. In addition, the Town maintains its own website server providing online mapping and assessment inquiries. Like Virtual Town Hall, Civic Plus features dynamic posting capabilities, in-depth searches and e-commerce functionality. A subscription service is available allowing anyone to sign up for an email of posted documents, which could include public meetings, agendas, schedules, minutes, etc.

All Town Departments are responsible for providing, maintaining and updating their department's content on the site. All departments have the ability to add/ remove documents on their website pages; create and edit their web pages as well as add and remove links on the web pages without any in-depth knowledge of web page design.

Security, Viruses, Adware, Spyware and Malware

As with most networks connected to the Internet, protection from hackers, spammers, malware and viruses

is an ongoing challenge and a security priority. The IT department protects the Town's network and all related resources by the use of a perimeter firewall with virus and malware scanning, content filtering, and blocking access to known nefarious websites. On PCs and network servers we use firewalls, as well as anti-virus and malware protection software. The reality of today's Internet world, however, dictates that no matter how vigilant, both from a physical and virtual perspective, there is no "fail safe" solution when it comes to network security. Communication, training and education of network users is just as critical in helping to avoid security breaches.

On The Horizon

In 2015, the IT Department will be busy redesigning the Town data network and upgrading the telephone system. A new look to the website will be revealed, the Community Services department has new cloud-based services coming online and the permitting system will continue to be deployed. As always, we will continue to look for innovative methods and techniques in identifying and implementing cost effective solutions to improve, streamline and protect the day to day IT operations and, just as importantly, facilitate easy access to data for both the Town and its citizens via the town website.

For more information on the Information Technology Department, visit the Information Technology Department web pages on the Town of Natick website (www.natickma.gov).

Sincerely,

Robert LeFrancois, Director Information Technology
robertl@natickma.org

Community Development Department

Mission Statement

The Natick Community Development Department is committed to the long-term interests of our community and to delivering high quality service to Natick residents and others seeking guidance or information from our department. The Department works to preserve and enhance the quality of life for citizens of Natick. Through our Boards and departmental staff we strive to proactively work with all stakeholders. The Community Development Department administers and enforces land development and building regulations – regulations adopted by the Town of Natick, the Commonwealth of Massachusetts and the Federal Government. In addition, the Department provides assistance to the public in understanding these regulations and other development related matters.

The Community Development Department is organized into six interrelated divisions.

Building Division

Planning Board

Zoning Board of Appeals

Conservation Commission

General Planning

Economic Development

Note that the Building Division and the 3 Boards/Commissions have submitted separate Annual Reports providing greater detail of their 2014 activity.

Departmental Staff

Several personnel changes occurred in 2014. **Patrick Reffett**, who served as Natick's Community Development Director for over nine years, resigned in November after accepting a position in another community. **Michael Gallerani** served as Economic Development Planner from November, 2013 to June 2014. This position was established in fiscal 2014 to develop and implement a comprehensive program to attract, retain and promote Natick businesses. At year's end, the Town Administrator is actively recruiting candidates to fill the Director's position, which has been re-titled as Director of Community and Economic Development to reflect assignment of economic development responsibilities to the Director position. The Administration is evaluating departmental needs to identify the skills and responsibilities that will best serve the department and community and assign these to the vacant planner position. As the Town's Environmental Compliance Officer, **Bob Bois** has been responsible for pursuing and implementing numerous energy and green initiatives. Bob retired in November after serving in this capacity since 2002. These responsibilities are now assigned to the Town's new Sustainability Coordinator **Jillian Wilson-Martin**, who reports directly to the Town Administrator. Bob continues to serve part-time as the Town's Conservation Agent.

David Gusmini, Building Commissioner, manages the Building Division and zoning enforcement, and oversees 2 full-time Building Inspectors as well as part-time plumbing/gas and electrical inspectors. **Annie Greel** is Executive Planning Assistant for the Department and provides administrative support to the Planning Board. As Housing/General Planner, **Joe Merkel** is responsible for the preparation and implementation of a plan and program for the management of affordable housing, management of housing programs and projects (including 40B's), analysis of housing stock (affordable and otherwise), existing and future land use planning, and general planning matters.

Year-End Review

- In 2014, significant effort was devoted to the implementation of an electronic, permitting system to better manage permitting processes; electronically store data; reduce decades worth of plans, blueprints and permit paperwork; and assist in better serving the public. This is a collaborative effort across many departments, led by Community Development in conjunction with the Town's Communication/Information Officer. Once fully implemented, a common "language" will be used to record and maintain all land-use related records, dramatically increasing access to and sharing of critical data.
- The department's website continues to be updated and improved. Additional information has been provided regarding the various permitting processes for all divisions, as well as application forms and links to other areas of interest. We welcome input and suggestions to make the website more helpful and informative. We are also working on a system to accept payments at the Community Development counter; presently payments have to be made at the Collector's Office.
- A number of major development projects – primarily residential – were initiated or progressed in 2014. Redevelopment of the former "Paperboard" site commenced in 2014. Through this state-designated "Smart Growth" project, we anticipate receiving a total of approximately \$600,000 from the state; the Town Administrator has developed a spending plan for these funds including area drainage, recreational and traffic improvements.
- MathWorks continues to expand its presence in Natick, having purchased the former Boston Scientific site in 2013 to accommodate development of their "Lakeside Campus." While the plans for their building renovations and site work at this location have not been finalized, they have obtained a special permit from the Planning Board to construct an 800-space parking garage at this location. This follows MathWorks' 2013 completion of a new 166,450 square foot office building and 700-space parking garage at their Apple Hill campus. We are proud to be home to MathWorks, the world's leading developer of technical computing software for engineers and scientists in industry, government, and education. MathWorks employs over 3,000 people in 15 countries; 70% of their employees work at the Natick location.
- The Community Development Director served as lead staff person/project manager for multiple major roadway improvement projects that progressed in 2014; the Director's level of responsibility varies depending on the stage of the project, funding source, and level of involvement by MassDOT. Projects that advanced during 2014 included North Main Street (Route 27) from North Avenue to the Wayland town line (excluding the Route 9 interchange). This major project, the design of which is under the management of the Community Development Director, involves negotiation of easements, relocation of a historic home such that Bacon Street can be widened to allow a right-turn lane northbound onto North Main, complex utility issues, and more. As a separate but related project, the Director continued to collaborate with MassDOT in the redesign of the intersection of Route 27 and Route 9. In 2013, the Community Development Department was successful in obtaining a very competitive \$2.5m MassWorks grant from the State to reconstruct Kansas Street, which serves the Natick Soldier System Center; construction commenced mid-year 2014. The Director is also involved in the Route 9/Oak Street project, for which construction commenced in 2014; this project was approved by MassDOT as a joint project with the Route 9/Overbrook Drive intersection in Wellesley, requiring close coordination and collaboration with that community.

- In 2014, a partnership was formed with the Town of Framingham, MassDOT and the state Central Transportation Planning Staff (CTPS) to develop and evaluate conceptual designs for improvements to the Speen Street/Route 30 intersection and improved access to the Mass Pike. The Community Development Director is lead staff person on this initiative. The state is committed to work with our communities to see this project to fruition to alleviate congestion and facilitate better utilization of the highly visible and valuable properties in this area.
- Several non-roadway transportation projects were advanced in 2014, including the initiative to make improvements – including accessibility improvements – to the Natick Center MBTA Station; with funding authorized by Town Meeting, the Director provided support to an Advisory Committee formed by the Selectmen, through which preliminary design work was initiated in 2014. With the Parking Advisory Committee, the Director helped advance recent parking study recommendations into specific, implementable changes to designated parking zones, meter fees, parking regulations and more; implementation is anticipated in early 2015.
- Throughout 2014, the Director also worked with the Parking Advisory Committee to evaluate options for development of one or more parking garages in Natick Center. In 2014, site survey work was completed, and Articles were included on the 2015 Spring Annual Town Meeting warrant seeking authorization to file Home Rule Petitions to authorize 99-year leases at the Middlesex Avenue and South Avenue parking lots, and to allow the construction, operation and management of parking garages to provide public parking and any combination of residential, commercial or institutional uses.
- Throughout 2014, the Community Development Department continued to work with the Affordable Housing Trust Fund Board in their advocacy for appropriate affordable housing in the community. The Town has met the state-mandated 10% level of affordable housing; the North Avenue and Paperboard Redevelopment Projects will provide additional affordable housing inventory in 2014.

Since the Community Development Director's resignation, I have effectively served as Director of this Department, affording me the opportunity to work directly with the staff in the administration of the Office's responsibilities. I have been very impressed by the professionalism and proficiency consistently exhibited by the employees of the Community Development Department. This is a cohesive team in which employees are cross-trained, collaborate to solve problems and share a commitment to public service. I am grateful for the opportunity to work closely with this team, and thank them for their service. I also wish to express my appreciation to the volunteer members of the Community Development Department's affiliated boards and committees – the Planning Board, Zoning Board of Appeals and Conservation Commission – for their dedicated service to the community.

Respectfully submitted,

Martha White, Town Administrator
On behalf of the Community Development Department

Building Department

The Building Department consists of the following personnel: David G. Gusmini, CBO, Building Commissioner; Michael J. Connelly, Local Inspector; Eric Libby, Local Inspector; Scott Chavious, Part-time Electrical Inspector; Kevin Bouret, Assistant Part-time Electrical Inspector; Robert Dempsey, Part-time Plumbing/Gas Inspector; George Lessard, Assistant Plumbing Inspector; and Allan Sherman, Assistant Plumbing Inspector.

In 2014 the Building Department collected the following permit fees:

• New Building Permits	\$ 548,590.00
• Alteration Permits	691,582.20
• Electrical Permits	205,119.84
• Gas Permits	24,848.00
• Plumbing Permits	47,218.00
• Certificate of Inspections	<u>12,717.00</u>
	\$1,530,075.04

Construction was completed at a number of sites this year:

- Walnut Hill Estates
- South Natick Hills
- Apple Hill 4
- Hunter Hill Subdivision (Phase I)
- Cider Mill Estates/Rockland Street

The following major projects are under construction:

- Sanctuary Estates – 99% complete
- Heavey Estates – 15% complete
- Granite Ridge Estates -- 98% complete
- Apple Hill I – 98% complete
- Hunter Hill Subdivision (Phase II) – 65% complete
- Natick Mews / Natick Paperboard 40R project –35% complete
- 57-58 North Avenue HOOP project – 92% complete
- 9 South Avenue project – 50% complete
- 42 South Avenue HOOP project – 20% complete
- 1 Dean Road / LA Fitness – 10% complete

There are ongoing improvements and new tenants at Natick Mall, Sherwood Plaza, and Sunnyside Plaza.

Respectfully submitted,

David G. Gusmini, CBO
Building Commissioner / Chief Zoning Officer

Conservation Commission

Conservation Commission Oversight and Protection of Wetland Resources

By way of background, the Conservation Commission is comprised of seven members appointed by the Town Board of Selectmen. The present Commission members have varying backgrounds, including biology, architecture, environmental law, teaching, civil engineering, environmental science and engineering, and landscaping. The primary responsibility of the Commission is to implement and enforce Article 31- Natick's Wetland Bylaw and Regulations, the Massachusetts Wetlands Protection Act and Regulations (Chapter 131, section 40 and 310 CMR 10.58), the Rivers Protection Act (310 CMR 10.58), Natick's Stormwater Bylaw and Regulations, the State's Best Management Practices for the Storm Water Management Policy, as well as to acquire and protect open space. In addition, the Commission advises the other Boards on matters that relate to the Aquifer Protection District, the Agricultural Preservation Act, and on various wildlife issues.

A half-time Conservation Agent and half-time support staff provide assistance to the Commissioners and the public on a daily basis. They provide support for semimonthly Commission meetings, frequently held Subcommittee meetings, and answer questions from the public and professional communities. They provide technical assistance and research on environmental issues, schedule hearings, prepare decisions made by the Commission, keep minutes and perform site inspections. Additional projects completed by staff include assisting on the Open Space Plan, completing grant applications and implementing special environmental projects.

Accomplishments this year (2014) include:

- **The chemical treatment for Lake Cochituate and Fiske Pond:** After years of working with the State DCR (the Department of Conservation and Recreation) and various parties to develop a whole lake solution that includes both non-chemical and chemical solutions to control nuisance weeds found in the Lake, the Commission approved a one-time chemical treatment for the Lake and Fiske Pond. At various times since 2006, a variety of chemical and non-chemical treatment options have been used to treat and control weeds in the Lake and Pond. Two years ago nuisance weeds were removed from Middle Pond and Fiske Pond using a combination of non-chemical techniques, including hand pulling, Diver Assisted Suction Harvester (DASH) and Surface Harvesting, and benthic matting. In the past, DCR completed chemical treatment of nuisance weeds in the state beach and boat ramp area of the Middle Pond. This year, DCR treated the Lake and Pond with the contact herbicide, diquat, with great success. The Lake and Pond remained weed free for most of the year. DCR plans to complete spot treatment efforts in the Lake and Pond in the spring of 2015, if needed.
- **The oversight of Landfill/Golf Course maintenance:** The Commission continues to monitor the Order of Conditions (OOC) for the Golf Course. Over the past year the Commission has reviewed the Integrated Pest Management Plan (IPM) Report and the Phragmites Control Plan and has decided to drop expensive sampling requirements for a more reasonable performance-based outcome using historical chemical application rates. The Commission is working with the Sherborn Conservation Commission to do the same on the portion of the Golf Course located in Sherborn. The Commission has agreed to pay for an expert to review the environmental data collected on the Sherborn side of the Golf Course and report findings in 2015.
- **The oversight of the Conservation Commission Website:** The Commission is continuing to maintain the Conservation Website, which includes the General Wetlands Protection Rules, Pegan

Regulations, Fee Schedule, and answers to Frequently Asked Questions (FAQ) regarding wetlands. In addition, the website includes the Wetland Bylaw, a procedures memo, agendas, and a member list. Other associated information, such as the Aquifer Protection District map, the Open Space map, the Cove Trail map, the Town Forest map, the Eisenmenger Trail map and the Stormwater Bylaw and Regulations, can be found on the Natick website at the Conservation Commission link at www.natickma.gov. The Commission is working with the Open Space Committee to complete trail maps for the remaining locations.

- **Open Space Additions and Improvements:** The Commission continues to work with two committees to help improve general oversight of properties under its purview. They are, the Trails Maintenance Committee, to help maintain existing town trails, and, the Town Forest Committee, to help improve the Hunnewell Town Forest. The Commission has allocated \$10,000 for trail maintenance in 2014. Furthermore, the Commission completed the preliminary design for the Cochituate Aqueduct Trail in West Natick and hopes to have the trail constructed in the spring of 2015. The Commission also spent \$1,036,705 for the construction of the new J.J. Lane Park in East Natick, which should be partially open in the spring of 2014. The Commission continues to fund \$100,000 for maintaining open space at the Organic Farm in South Natick, as well as \$50,000 to survey and maintain other properties under its care and control.

Over the past year, the Commission held 20 meetings to review projects subject to the Massachusetts Wetlands Protection Act and the Natick Wetland Bylaw in which it issued 19 Orders of Conditions, 20 Determinations of Applicability, 11 Certificates of Compliance, 5 Plan Changes and 2 Enforcement Orders. This is an increase in regulatory activity compared to last year.

And finally, the Commission continues to encourage potential applicants with marginal/potential wetland issues to come and talk to the Commission to determine if any type of filing is necessary. This gives the person a better understanding of the Commission's concerns he/she will need to address in the filing. This informal discussion, which occurs during the first half hour of the Commission's semimonthly meetings, has reduced the number of negative determinations and improved the overall quality of the filings of applicants who are not familiar with the filing process. The net effect of this effort has been fewer filings and less time spent in deliberations. The Commission has had 86 potential applicants take advantage of informal discussions. This is a two-fold increase over the number of informal discussion in years past. About two-thirds of these applicants were asked to return to the Commission with filings.

Stormwater Requirements

By way of background, in 2006 the Natick Conservation Commission added requirements to help protect Natick's valuable surface water resources. The new federally required Stormwater Requirements ("unfunded Mandate") were adopted in 2006 and copies of both the Stormwater By-Law and the Stormwater Regulations are found on the Natick website at the Conservation Commission's link at www.natickma.gov.

Under the Stormwater requirements any new construction, development or home improvement project that disturbs an area of land over 40,000 square feet may require the filing of a Land Disturbance Permit application with the Natick Conservation Commission. The application should detail a plan to control erosion of land during construction and a plan to manage and maintain stormwater systems on-site over the long term. Lesser land areas of disturbance are covered by the Stormwater Requirements as well, but only require techniques to control land erosion during construction. Over the past year, the Commission has reviewed and approved three Land Disturbance Permits.

Planning Board

Established pursuant to M.G.L. c.41 s 81, and the Town of Natick Charter, Article 3 section 11, the Planning Board is the elected body with jurisdiction that includes approving, modifying, or disapproving all proposed subdivision applications, all proposed special permit applications for commercial development in the Regional Center (RC) and Highway Corridor (HC) overlay districts in the Route 9 area, determining the qualification of applications for “Approval Not Required” plans, and providing Zoning By-Law recommendations for Town Meeting action.

The Planning Board is also charged to:

- Prepare, adopt, amend and implement a Master Plan for the Town (M.G.L. c.41 s.81 D)
- Adopt, administer and amend Subdivision Rules and Regulations
- Act as a Special Permit Granting Authority (SPGA) when applicable
- Approve Site Plans when applicable
- Administer the Aquifer Protection Bylaw when applicable.
- Recommend designation of, and hold public hearings on, requests regarding the Scenic Roads Act.
- Appoint three members to the Design Review Board
- Review and issue Special Permits for signage in the Highway Overlay Districts along Rte. 9
- Serve as the Smart Growth Plan Approval Authority (PAA)

In 2014 the Planning Board held 27 regular meetings as well as numerous site visits and working group meetings. There were 53 separate decisions filed by the Planning Board.

Among these were site plan review and special permits (including modification of site plan review and/or special permits) on the following applications:

- Walnut Hill School Phase I & II
- Sherwood Plaza South Phase I
- FedEx Office Building
- TJX (Natick)
- Cole Center North Field
- Mitchell Gold & Bob Williams Home Furnishings
- Sprint Spectrum, T-Mobile, MetroPCS
- Todos Dance & Fitness
- Rice Theory Thai Restaurant
- Cloverleaf Mall

Prior decisions which were subject to review for minor modifications included the Natick Paperboard site, as well as numerous signage applications. The Board endorsed several plans of lot border changes as qualified Approval Not Required plans.

The Board participated in several other initiatives through appointment from its membership to the Open Space Advisory Committee, Affordable Housing Trust Fund, Community Development Advisory Committee, Lookout Farm Advisory Committee, and Metrowest Regional Collaborative.

With funding in place for an update to the Zoning By-Law and in concert with the goals expressed in Natick 360, the Board continues to work with the Zoning By-Law Review Committee to identify gaps, deficiencies, and inconsistencies in the Zoning By-Law. This process includes changes to the organization of the Zoning By-law and its re-codification.

The Planning Board continues its commitment to the development and maintenance of an inventory of affordable housing in Natick and to promote, foster and enable an economically, socially and culturally vibrant, and diverse Natick Center. Recognizing the contributions of related Town boards and committees, the Board endeavors to regularly engage with these bodies, including the Zoning Board of Appeals, Conservation Commission and the Design Review Board.

The Board extends its appreciation to Patrick Reffett who served as the Community Development Director for the last nine years, and wishes him well in his position as Director of Planning for the Town of Hamilton, MA. The Board also extends its appreciation to Executive Planning Assistant Annie Greel for her hard work on behalf of the Board and the Town and also acknowledges the contributions of Mark Coviello, Town Engineer, for his technical assistance in many of the cases which appear before the Board.

Respectfully submitted,

Town of Natick Planning Board
Peter Nottonson, Chair
Terri Evans, Vice-Chair
Julian Munnich, Clerk
Glen Glater, Member
Andrew Meyer, Member
John Wadsworth, Associate Member

Zoning Board of Appeals

The Natick Zoning Board of Appeals (the “Board”) operates pursuant to applicable provisions of Chapter 40A of the Massachusetts General Laws and the Town of Natick Charter and By-Laws. The Board consists of eight members consisting of five regular members and three associate members. Appointed by the Board of Selectmen, the composition of the board is modeled upon having at least one attorney, one architect, and one civil engineer or builder. All positions are completely voluntary and are in no way compensated with Town funds. The Board elects a Chair, a Vice-Chair, and a Clerk.

The Town of Natick *Zoning By-Laws* set forth, among other things, the use and dimensional requirements which have been established for the various zoning districts of the Town, as well as procedures and standards which prescribe methods by which to seek relief from those requirements. The Board has the power to hear and decide the following petitions:

- ❖ Requests for variances from the regulations of the *Zoning By-Laws* – for example, a variance to allow the construction of an addition to a home that does not meet the current setback requirements.
- ❖ Requests for relief (appeals) from persons aggrieved by reason of their inability to obtain a permit from certain administrative officials under the provisions of Chapter 40A of the Massachusetts General Laws.

- ❖ Requests for Special Permits as allowed within the *Zoning By-Laws* when the Board is designated to act as the Special Permit Granting Authority.

The majority of the applications received by the Board concern residential properties such as additions to existing homes, known as “pre-existing non-conforming structures.” The Board also hears cases under the Massachusetts State Statute *Chapter 40B*; which enables local Zoning Boards to approve affordable housing developments under more flexible rules if at least 25% of the units have long term affordability. The statute is designed to bring a town’s overall affordable housing stock to 10%.

Working with other Town Boards and Commissions, as well as various Town Departments including Engineering, Public Works, and Board of Health, the Board seeks input from them relative to their respective areas of expertise. This insight enables the Board to weigh all relevant and pertinent information on a petition and helps inform decisions made by the Board.

The Board meets regularly on Monday nights once a month. In 2014, the Board received 62 petitions, with filing fees totaling \$15,550. These fees cover the cost of legal advertisements and abutter notifications, as required by law. Of these applications, 55 were granted conditionally, 0 were denied, 6 were withdrawn and 1 is ongoing.

The Board wishes to recognize and thank the staff of the Town’s Community Development Office for its support throughout the year, and especially their Administrative Assistant, Maegan Cox, who offers great contributions to their functional ability.

Each volunteer member of the Zoning Board of Appeals looks forward to his/her continued service. We will continue to work together to provide the town and townspeople of Natick a valuable service.

Respectfully yours:

Scott W Landgren – Chair
David R Jackowitz – Vice Chair
Garrett J Lee – Clerk
Paul T Mulkerron – Regular Member
Robert E Havener – Regular Member
Kevin P Polansky – Associate Member
Katherine M Durrane – Associate Member

Sealer of Weights and Measures

Weights and Measures may be ranked among the necessities of life to every individual of human society. They enter into the economical arrangements and daily concerns of every family. They are necessary to every occupation of human industry; to the distribution and security of every species of property; to every transaction of trade and commerce; to the labors of husbandman; to the ingenuity of the artificer; to the studies of the philosopher; to the researches of the antiquarian; to the navigation of the mariner, and the marches of the soldier; to all the exchanges of peace, and all the operations of war. The knowledge of them, as in established use, is among the first elements of education, and is often learned by those who learn nothing else, not even to read or write. This knowledge is riveted in the memory by the habitual application of it to the employment of men throughout life.” John Quincy Adams – Extract from the Report on Weights and Measures by the Secretary of State, made to the Senate on February 22, 1821.

The Department of Weights and Measures enforces the Massachusetts General Laws relating to Weights and Measures. It tests, inspects, seals, and/or condemns weighing and measuring devices used in the sale of commodities to consumers. This includes scales, weights, gasoline meters, oil truck meters, taxi meters, and point of sale scanner systems. It also investigates sales transactions and practices upon initiative and upon complaint, and commences legal action for violations of laws.

During the period January 1, 2014, through December 31, 2014, one vehicle scale with a capacity greater than 10,000 pounds was tested, adjusted, and sealed. Seven scales in the one hundred to one thousand pound category were tested and sealed. In the more than ten but less than one hundred pound category, eighty-eight scales were tested, three were condemned and subsequently repaired, and all were sealed. Ten scales and balances in the under ten pound category were tested and sealed. Nineteen metric and ten apothecary weights were tested, found correct, and sealed. In the Liquid Measuring Device category, one hundred and forty-eight gasoline meters were tested and sealed. Eleven vehicle tank meters were tested and sealed. Four bulk storage meters were tested, three required adjustment, and all four were sealed. Twenty-seven taxi meters were tested and sealed. Eight scanning systems were inspected. Seven were found meeting prescribed standards of accuracy. One system failed and later passed on a follow-up inspection. Trial re-weighings of pre-packaged commodities were conducted. Civil citations were issued where weights and measures violations were found. The total fees for sealing and certifications amounted to \$6,754.00.

Respectfully submitted,

Joseph J. Mulvey
Sealer of Weights and Measures

Finance Departments

Created under Article 1 of the 2012 Spring Annual Town Meeting, the Town of Natick Finance Department contains three (3) divisions: Assessors', Comptroller's and Collector/Treasurer's. The main purpose of the Finance Department is to professionally and responsibly manage the Town's finances. We do so by: (1) maintaining current and accurate data about all financial activities of the Town; (2) maintaining internal financial controls and procedures that govern all aspects of municipal finance; (3) meeting the requirements set forth by Massachusetts General Laws that govern municipal finance operations; (4) providing timely and accurate financial information to the various stakeholders of the Town (Boards, Committees, Administration, Department Heads, etc); and (5) safeguarding the financial assets of the Town. The Town was very fortunate to have had the services of Michael Walters Young as its Deputy Town Administrator/Finance Director for many years. Mr. Walters Young established excellent financial standards and practices which really helped to solidify the Town's financial footing. He assured a smooth transition for me to take over and I greatly appreciate the financial legacy that he left for me to follow. The Town wishes nothing but the best of luck in all your future endeavors, Mr. Michael Walters Young.

The Town experienced great turnover in three of the four key positions for the Finance Department. I was hired and took office in January 2014. The Comptroller, Ms. Virginia Cahill, was hired and took office in February 2014; and Mr. Stephen Price, the Collector/Treasurer, was hired and took office in August 2014. While all three are new to the Town of Natick, collectively we all have extensive municipal finance/treasury/collection experience. I look forward to combining our talents and experience with Ms. Dangelos' experience and talents as the Director of Assessing to provide the best financial management team for the future.

In Fiscal Year 2015 and beyond, we will continue to strive for excellence in customer service and municipal financial management. The staff of the Finance Department is here to serve the community at all times.

Respectfully submitted,

Jeffrey C. Towne
Deputy Town Administrator/Finance Director

Board of Assessors

The Board of Assessors respectfully submits its annual town report for 2014.

Natick continues to increase in value and has strong building permit activity. We are fortunate to continue adding new growth to the tax base. The Fiscal Year 2015 tax rate has been set at a single rate of \$13.82; this is a decrease of \$.36. South Natick Hills Complex has continued to add many new family homes to Natick, and will continue to contribute to Natick's revenue stream. The Assessor's Staff has concluded a residential field review; well over 8,000 parcels were reviewed for accuracy and consistency. The field review will add to the equitable assessing of all properties, even though they have not sold. The staff will continue to inspect all sales, building permits and abatement requests to assure consistent and accurate assessments. The Assessor's Office will continue to request the assistance of taxpayers with providing answers to the sales questionnaires. Again in FY2015 there will be a penalty added to commercial and mixed use properties for failing to answer Income & Expense Requests. The process of returning Income & Expense Reports helps

the staff assess all income producing property fairly. Taxpayers are urged to review Assessor's records to verify property information.

The Board of Assessors granted 291 Personal Exemptions to qualified property owners in Fiscal Year 2014, the combined total granted was \$298,598.06. There were an additional 29 Senior Workers; the total exempted amount for Seniors was \$29,000.00.

		Count	Total
42	Spouse of officer/firefighter killed in line of duty	1	\$7,548.01
17D	Senior/surviving spouse	43	\$10,723.34
22D	Surviving spouse	2	\$11,190.86
22 (a-e)	Veteran 10% disabled	118	\$67,260.00
22A	Veteran loss of limb	1	\$1,068.75
22B	Veteran multi limb loss	1	\$1,781.25
18	Hardship	1	\$250.00
22E	Veteran 100% disabled	28	\$39,900.00
37A	Blind	28	\$19,950.00
41A	Deferral	18	\$67,666.85
41C	Elderly	50	\$71,250.00
Senior Work	Work Program	29	\$29,000.00
	Total Amount Granted		\$327,589.06

In Fiscal Year 2014 the Board of Assessors committed for collection:

Real Property: \$91,720,863.99

Personal Property: \$1,715,801.51

Supplemental Tax (Chap. 59 Sec. 2D): \$445,880.02

In Fiscal Year 2014 the committed excise totaled \$ 4,897,173.73.

The Assessors' Office received 101 abatement applications for real estate, supplemental and personal property for Fiscal Year 2014. The staff inspected and reviewed the applications received. The Board of Assessors issued 31 abatements for real estate and supplemental bills totaling \$48,779.02. There were 6 Personal Property abatements granted totaling \$737.08.

For Fiscal Year 2014 there are 15 pending Appellate Tax Cases, 5 are Telecommunication Companies, 6 are Commercial Properties, and 4 are Residential properties. There are a total of 45 open appeals: they date from 2004 thru 2014 inclusive. Telecommunication cases make up the largest number of open cases; there are 32 telecommunication cases yet to be closed. The Town continues to have a potential liability in all years. The town must continue to maintain a significant balance in the overlay account until all of the appeals are settled.

The free trash bag program for qualified seniors has continued. The qualified residents have received 2,352 sleeves of bags. The Elderly and Disabled Tax Committee have been able to assist ten applicants with a total award of \$9,325.00. The Committee wishes to thank all of the residents who have generously contributed to the fund.

Meetings of the Board of Assessors are scheduled and are posted at Town Hall. The assessment data and all forms and applications are available on our website <http://www.natickma.org> (please select Assessor's Office).

The Assessor's Office Staff will continue to provide residents with accurate assessment data. The Assessor's Office is open daily to assist residents and will be committed to providing any and all support needed to answer all questions and concerns. The Assessor's Office is open Monday, Tuesday, and Wednesday 8:00

A.M. to 5:00 P.M., Thursday 8:00 A.M. to 8:00 P.M. and Friday 8:00 A.M. to 12:30 P.M.

Respectfully Submitted,

Janice M. Dangelo, MAA
Chairman of the Board of Assessors
Director of Assessing

Comptroller

In compliance with Massachusetts General Laws Chapter 41, Section 61, herewith is the annual report of Town Comptroller's Department for the fiscal period July 1, 2012, through June 30, 2014. All invoices and payrolls presented by Town Departments were examined for their accuracy and compliance with state law prior to payment.

Monthly appropriation status reports were forwarded to Town Departments and Committees/Boards legally charged with the expenditure of Town funds.

Ledger reconciliation of various types, including, but not limited to, fund balances, cash, receivables and liabilities was performed on a more timely basis which is helpful in ensuring the accuracy of the financial records of the Town and resulted in the following:

- A timely free cash certification as of September 26, 2014.
- The FY14 audit was completed by December 17, 2014, the earliest completion date in recent years.
- The FY15 tax rate was approved in a timely manner with the combined efforts of the Assessor and Comptroller.
- The FY14 Schedule A was submitted to the Department of Revenue December 23, 2014.

I would like to thank the dedicated staff of the Comptroller's office for its service to the Town throughout Fiscal Year 2014. Everyone was diligent in his/her efforts to ensure another successful year-end close. It is with the unwavering assistance of these people that I am able to produce the enclosed "Financial Reports" for the Town of Natick 2014 Annual Report.

Respectfully submitted,

Virginia Whitney Cahill, Comptroller

Treasurer/Collector

The staff members of the Collector/Treasurer's Office worked diligently to serve the citizens of Natick throughout Fiscal Year 2014. This year, despite being understaffed and without senior leadership, was a true testament to their dedication, knowledge, experience, and willingness to happily serve town residents in person, at the collector's window or over the telephone. Due to their hard work the Town remains very solid financially.

The following represents the percentage of the net tax levy collected through the 2014 fiscal year:

Total Tax Levy: \$93,660,733.03

Overlay Reserve for Abatements: \$1,040,464.62

Net Tax Levy: \$92,620,268.68

Overlay Percentage of Net Tax Levy: 1.1%

Amount Collected through 06/30/2014: \$91,689,063.17

Percent of Net Tax Levy Collected: 98.9 %

The following represents the Town of Natick's borrowing in Fiscal Year 2014 for various capital projects and equipment:

The Town of Natick issued General Obligation Bonds in the amount of \$11,298,750. As part of that total, the Town refinanced the outstanding bonds for the Wilson School, which resulted in a savings to the Town in the amount of \$711,587 over the remaining term of the bonds. The "new money" issued, \$6,083,750, was used to fund various projects that had been approved by Town Meeting.

Of the nine competitive bids received, Fidelity Capital Markets was awarded the bid of the Town's fifteen year debt, at a true interest cost of 1.777045%, which included a premium of \$1,087,343.92. Additionally, The Town of Natick entered into a loan agreement with the Massachusetts Water Resources Authority to secure a five year sewer bond in the amount of \$755,700, which is interest-free, throughout the term of the loan.

Once again in 2014, Standard & Poor's Rating Agency affirmed Natick's rating as "AAA," which is the highest rating attainable. The rating is a testament to the Town's credit, financial, economic, budgetary and strong Financial Management practices.

The Treasurer/Collector's Office continues to strive to improve services for our taxpayers by automating collection processes to include online tax and utility bill payment services. The Town also has made provision for donations to the Elderly and Disabled Taxation Fund to be made online as well. All donations to this fund, which provides financial assistance to those in need who qualify for the program, are considered tax deductible.

Respectfully submitted,

Stephen W. Price, Treasurer/Tax Collector

Board of Retirement

The Natick Contributory Retirement Board (the "Board") administers the defined benefit plan for most Town of Natick employees with the exception of teachers and school administrators, whose program is administered by the Massachusetts Teachers' Retirement System. The defined benefit plan, governed by Massachusetts General Laws Chapter 32, provides retirement, disability, survivor and death benefits to members and their beneficiaries.

The Natick System is overseen by a five member Board responsible for ensuring that the system is operating in compliance with M.G.L. Chapter 32.

The system is funded through member deductions, investments and an annual appropriation from the Town of Natick and from the Natick Housing Authority. The Board has adopted an actuarial funding schedule designed to both fully fund the system by 2030 and ensure the financial stability of the Retirement System while balancing the needs of the System with the Town's budget constraints. The most recent actuarial report approved by the Board was as of January 1, 2013. As of that date, the fund was 61.13% funded, with the actuarial value of assets as \$103.2M and pension liabilities of \$168.8M. A new actuarial valuation and review as of January 1, 2015, is in process.

As of December 31, 2014, there were 631 active members, 382 retired members or their beneficiaries, and 100 inactive members.

The Board establishes investment policies, allocates system assets to various investments and retains managers in each asset class to invest the resources allocated to that specific class of investment. The Retirement System had a market value of \$104.1M as of December 31, 2013. In calendar year 2013 the System realized a 19.2% market rate of return.

Annual Town Report - Year Ending 2014

INCOME

Contributions	\$3,112,250.73
Transfers	773,437.25
Make-up Redeposits	23,155.57

APPROPRIATION

Pension Fund FY2015	7,453,409.00
Workers Compensation	750.00

OTHER SOURCES

Reimbursements	400,289.42
**Investment Income	1,544,072.73
**Profit on Sales	538,116.77

DISBURSEMENTS

Annuities Paid	1,618,070.29
Pensions Paid	8,442,793.19
Refunds/Transfers	265,418.49
Reimbursements	383,592.29

ADMINISTRATIVE EXPENSES

Salaries	176,101.81
Stipend for Ex-Officio	1,500.00
All Others	609,443.39
**Loss on Sales	14,692.94

*** All investment information is through 3rd quarter only*

Respectfully submitted,

Robert J. Drew, Chairman
Virginia Cahill, Ex-officio
Michael J. Melchiorri
David A. Given
B. Michael Reardon

Kathleen S. Bacon, Director

Health and Human Services

Board of Health

STAFF

Director of Public Health – James M. White, Jr., BA, C. P. H., RS/REHS
Senior Environmental Health Specialist – Michael K. Boudreau, M.P.A., R.S.
Environmental Health Agent – Jane M. Anderson, M.P.H., REHS/RS
Public Health Nurse – Leila J. Mercer, R.N., M.S.N
Executive Assistant – Jean M. Cotter
Department Assistant – Laurie Shaw
Animal Inspector – Keith A. Tosi

The following communicable and reportable diseases were reported to the Board of Health during 2014:

Babesiosis	5	Legionella	2
Campylobacter	6	Lyme Disease	98
E.coli 0157:H7	2	Meningitis (Viral)	1
Giardiasis	2	Mumps	1
Group A Strep Invasive	1	Norovirus	2
Group B Strep Invasive	4	Salmonellosis	1
S. pneumonia	2	Shigellosis	6
Hepatitis A	2	Varicella (Chicken Pox)	5
Hepatitis B	14	Influenza (Lab Confirmed)	
Hepatitis C	25	Type A	54
Human Granulocytic		Type B	17
Anaplasmosis (HGA)	5		

TOTAL: 255

Communicable and reportable diseases continued their upward trend as they have shown in recent years. Hepatitis C and Lyme Disease reached an all-time annual high for Natick and we also experienced a spike in Influenza Type A and Type B.

Office visits and walk-ins for services provided by the Public Health Nurse, including blood pressure clinics, various screenings, evaluations, vaccinations, and assessments, totaled 1798, resulting in 68 referrals to private physicians or state agencies, both representing a significant increase from previous years. The Public Health Nurse also made a total of 104 home visits for contagion and community health assessments in 2014.

At our Annual Flu Clinics held this past year a total of 1390 seasonal flu vaccines were administered and an additional 157 various vaccines, including Hepatitis A and B, Measles, Mumps and Rubella (MMR), Varicella (Chicken Pox), Pneumococcal, Shingles, etc., were administered through the Board of Health Immunization Program.

The Immunization Revolving Account approved by Town Meeting several years ago has proven to be an extremely valuable asset as the State continues to reduce vaccines supplied to local health departments. This account has allowed us to not only offset the reduction in supplied flu vaccine but to broaden the

immunization program and provide vaccinations in areas most needed, especially to individuals with health insurance that does not cover or sufficiently cover the cost. The account is funded by health insurance reimbursement monies collected for administering the flu vaccine. The revenue generated and deposited into this account in 2014 totaled \$23,917.89

Fees collected by the Board of Health Department increased to an all-time high for the fourth consecutive year, which is an indication of the increased demand for services by this department. The total revenue collected for calendar year 2014 was \$211,034.37.

This past year, 1087 inspections were conducted on 390 food establishments of all types, including 112 temporary food events. An additional 3240 various inspections, complaint investigations, plan reviews and field consultations relative to environmental sanitation were carried out by the Board of Health staff for a combined inspectional service total of 4327 for 2014. A total of 476 septic system pump outs, external grease trap pump outs and Title 5 inspections were received and reviewed and 1634 various permits and licenses were issued by the Board of Health.

The State implemented a new Electronic Death Registration System, which began operations in August. This is an on-line system which has eliminated the decade old paper process of issuing burial permits through the Board of Health and Town Clerk's office. The entire staff went through extensive training in order to continue to provide the necessary services to the Town. Though there are still a few flaws to work out the system has been fully implemented.

The Board of Health adopted local medical marijuana regulations at its meeting held on June 23, 2014. The purpose of these regulations is to address several gaps in the state regulations in order to provide protection in the best interests of the Town. A copy of the new regulations, Natick Board of Health Regulations Chapter 25 "Regulating the Sale of Medical Marijuana," is posted on our website.

The Board of Health is planning to revise our local tobacco control regulations in calendar year 2015. The current regulations are outdated and do not address the many changes and trends in tobacco use in recent years. This is also one of the goals written into the nine-town tobacco coalition grant we have received from the MetroWest Health Foundation that the communities are highly recommended to achieve.

Our web-based Septrak septic system maintenance program will begin Phase II this upcoming year. Reminder notification will be sent to residences that are currently on private septic systems that have not provided this office evidence of a pump out within the previous 3 years; a MA DEP Title 5 requirement. Educational information will also be made available and provided where needed. The program is intended to protect the Natick public drinking water supply, to aid the town in satisfying a condition of our stormwater management certification, and as a guidance tool for the residents which may also assist in providing longevity to their system.

Respectfully submitted,

Peter A. Delli Colli, D.M.D., Chairman
Donald J. Breda, P.E., Vice Chairman
Ian L. Wong, M.S.P.H., Clerk
Alan G. Cole, M.D., Physician to the Board
James M. White, Jr. RS/REHS, Director of Public Health

Community Services Department

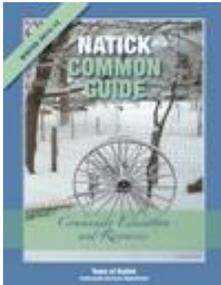
Comprised of Recreation and Parks, Council on Aging, Veterans' Services, Human Services and the Natick Community Organic Farm, the Community Services Department is charged with responding to the needs, interests and quality of life issues for all who call Natick home. Together, we seek to elicit the priority needs and interests of residents and respond to those priorities through well-conceived program development, efficient service delivery and thoughtful trusteeship of the array of public facilities and resources under our purview.



The new Community-Senior Center continues to expand its reach in the community. This past year the Department has focused on enhancing educational/cultural programming for working adults through partnerships with MassBay Community College and other professional instructors. Recent statistics reveal that an average of 500 people of all ages are utilizing this new facility each day, seven days a week.

1037 individual user groups reserved space at the center in 2014, representing a wide array of social, cultural, civic, educational, and community organizations.

The Department is pleased to oversee many of the town's most treasured public spaces, from our many parks to the town common, and from the town beach to our Organic Farm. With the help and support of many town departments, we help to ensure that many of Natick's most popular public events run smoothly, including: Natick Days, Concerts on the Common, Natick's Farmer's Market, our many Veterans' dedications and parades, and various holiday celebrations in partnership with many dedicated community organizations and individuals.



In response to our community's request for more comprehensive information about what's happening in town, the department developed the Natick Common Guide this year. The quarterly publication catalogues educational, cultural, and recreational programming available to residents and, provides a detailed listing of important resource information. The Guide is mailed to every household each quarter.

Thousands of residents of all ages and abilities benefitted from hundreds of classes, workshops, summer camps, clubs, special events, advocacy and supportive services offered by the dedicated and professional staffs that comprise the department.



Community Gardens at JJ Lane Park

This year the department was delighted to offer the community access to 26 beautiful community garden plots at the newly renovated John J. Lane Park.

Throughout the summer gardeners and visitors alike enjoyed watching an amazing array of organically grown vegetables and flowers mature.

Grant/Foundation Support

The Department works hard to identify non-tax dollars to support its programs and services. This year's total of \$223,000; contributed to the quantity and quality of services offered to our residents.



The Department is extremely fortunate to work with some 1,100 volunteers across our divisions who, together, provided in excess of 50,900 hours of service to our community. Whether serving as mentors, teachers, coaches, drivers, friendly visitors, camp assistants, farmers, board and commission members, friends, crafters or advocates, each individual helped to ensure that our vast array of programs reached as many residents as possible.

The Department plays a vitally important role in Natick to help strengthen the fabric of the community through partnerships, collaborations, communication and service delivery. The dedicated professionals that comprise this Department work hard every day to ensure our services are on target, accessible and of high quality. I consider it an honor to work with this remarkable team.

Respectfully submitted,

Jemma Lambert, Director
Community Services Department

Natick Community Organic Farm

NCOF's year began with a fresh coat of paint in the workshop and designation as a stand-alone division of Natick's Department of Community Services. The Farm's educational programs continue to grow and prosper. The Farm's first full year of its Mentoring Teens through Agriculture apprentice program gave five teens comprehensive year-round, hands-on mentored farm training. The teens built a rolling dibbler, ran their own market garden, raised meat chickens from hatchlings through processing, and assisted in the delivery of many baby farm animals. Forest Gnomes (NCOF's outdoor, forest-based, Waldkindergarten program for preschool-aged children) garnered national and international attention in outdoor educational circles. More than 20 high school students from Natick and surrounding towns opted to perform their community service at the Farm.

In March, with help from hundreds of community volunteers, NCOF hung 600 taps, collected 8,900 gallons of sap and made 230 gallons of maple syrup. Over 700 people participated in sugaring tours, including every fourth grader attending Natick's Public schools.



During the winter months, NCOF harvested eight to ten pounds of mesclun per week from the Farm's passive solar greenhouses. And Lynda Simkins, NCOF Director, celebrated her 34th year of working at the Farm. In April, the shearing of our five sheep was witnessed by nearly 420 children, and NCOF Inc. signed a signed 30-year lease with Town of Natick, giving the organization long-term stability



Natick residents came out in force to support the Farm's four charity runners in the 2014 Boston Marathon.

In summer, the Farm converted the pasture directly behind the outdoor market stand into a production field. Forty years of naturally composted animal manure produced some tremendous, high-quality certified-organic produce and cut flowers, which were sold through the Farm's Youth-run Route 16 stand, the barn-side stand, and the Natick and Newton Farmers' Markets. The Farm launched a new vegetable and cut-flower CSA (community supported agriculture) share program, increased its number of business participants in its weekly flower arrangement delivery program, and marketed produce to several area restaurants, stores, and schools, including Walnut Hill.

In October, the Wellesley College Club hosted the Farm’s 13th Harvest Dinner for the fifth time, providing a sumptuous meal of Farm-grown and other all-local food that culminated with warm, homemade donuts. In November, NCOF provided fresh NCOF turkey to 150 families just in time for Thanksgiving, and sold out of bacon and sausage in less than three hours.

NCOF’s Goals for 2015

- Implement a new, custom online registration software
- Market NCOF products at the Natick Winter Farmers’ Market once a month
- Solicit community support for NCOF’s six runners in 2015 Boston Marathon
- Recruit new Board members
- Celebrate NCOF’s 40th anniversary and the barn’s 200th birthday

Respectfully submitted,

Lynda Simkins
 Executive Director, Natick Community Organic Farm

Recreation and Parks Commission

The Natick Recreation & Parks Division had another busy year in 2014 with new programs, new projects, enhanced facilities and the kick-off of some great initiatives.

We had another great year of programming. As you will see in the chart below, our number of offerings continue to increase. We have partnered with a number of community groups to assist them in initiating new community programming including, the TOPSoccer program sponsored by the Natick Soccer Club. We will continue to work with this group to assist them in recruiting and training volunteers so they will have many successful seasons.

Class	FY 11	FY 12	FY 13	FY 14
Adult	25	24	73	50
Preschool	57	63	64	62
Special Needs	41	46	58	83
Youth	169	161	164	167
Total Offerings	292	294	359	362

The division oversees 29 parks/facilities throughout the town and benefitted from the generosity of 652 volunteers who worked a total of 28,239 hours. We coordinated and oversaw 23 community events that were offered at little or no cost to the residents of Natick.

We are pleased to offer a myriad of unique family-oriented special events each year. Some events include, Natick Days, the Spooktacular, Concerts on the Common, Family Performing Arts Series, Holiday Lighting, the Mini Triathlon, the Mother Son Challenge, Flashlight Egg Hunt, Fun with the Bunny, and the Mile Swim; all of which continue to grow in popularity and size. We value and appreciate the generous donations from the local businesses and non-profit organizations, as well as the tremendous effort we receive from our many volunteers.

The Natick Recreation & Parks Division continues to work closely with various 501(c)3 organizations to help reduce costs for participants. These organizations include the Natick Basketball Association, the Parent's Association for the Handicapped, Friends of Natick Drama Workshop, The Natick Center Associates, and the Supporters of Sassamon Trace Golf Course, Corp. The organizations' commitment to provide support for programs and events is instrumental in helping us reach all residents of the Natick community.

The Division continues to work closely with the department's Human Services Division and Natick Service Council to ensure those in need are able to fully participate in our programs. There is a growing number of residents requesting financial support.

There have been a number of projects started and a few completed in 2014. We installed energy efficient lighting at Memorial School's Softball Field in the spring. This greatly reduced energy costs at the field while improving the field lighting, making for safer playing conditions for the participants. We have completed almost all of the work at John J. Lane Park. We will be installing fitness equipment in the early spring of 2015 to complete all phases of the project and are planning a grand opening of the park in early April 2015. The Cole North Field project kicked off in late November and we are looking forward to opening that improved facility in late spring 2015.

The Division has begun work on a field and park study. The LFNR Supervisor, NHS Athletic Director and Recreation & Park Director will work collaboratively to see this project through. We are looking forward to better identifying the needs of the community and working to transform these natural resources into enhanced community gathering spaces for residents. We will be working closely with various boards, committees and groups throughout the project. There will be several public meetings where we will encourage residents to come and share their thoughts and ideas.

In closing, the Natick Recreation & Parks Commissioners wish to extend an invitation to the general public to attend our commission meetings the first Monday evening of each month.

Sue Shea, Chair & Jon Marshall, Director of Recreation & Parks

Members: Jessica Ordway -Vice Chair, Mike Fair – Clerk

Richard Cugini, Seth Levine, David Ordway, Mark St. Hilaire, Wayne Szretter, and Greg Tutuny

Human Services Division

The Human Services Division's central focus is that of providing a safety net for Natick residents of all ages through the provision of information and referral, supportive case management, and by actively working to strengthen the interrelationships among area service providers. This year staff provided case management services to 553 Natick residents, which included assistance to 121 people for \$72,114 in home heating assistance. Another 1,212 individuals were provided information and referral during that same period.

Our case managers also assisted residents with:

- Applications for public benefits
- Referrals for home care services, counseling services, housing, Veterans' services, legal services
- Provided assistance with long-term care options and assisted living and nursing home placements and discharges
- Referred low-income clients to charitable organizations such as the Natick Service Council, Natick Rotary Embrace a Family, A Place to Turn, the Salvation Army and St. Vincent de Paul.
- Provided Farmer's Market coupons to 30 elders through the Baypath Elder Services' Nutrition Program referred 29 residents for home-delivered Thanksgiving meals through the Curtis family Eagles All American Grill and 38 holiday dinners through the Council on Aging .

Staff work collaboratively with a number of community organizations in the interest of Natick residents, including:

- Adult Protective Services
- Natick's Board of Health and Fire Department regarding several complex hoarding cases. Together we successfully reduced safety risks and averted evictions and condemnations for all of these families
- Parmenter Home Care and Hospice to provide a monthly bereavement group, facilitated by trained volunteers
- Natick Medical Reserve Corp and Natick Housing Authority on a snow shoveling initiative for elder and disabled residents, which will launch this year at Cedar Gardens.

Our Outreach Case Manager provides Information and Referral for the Department and also serves as the secretary of the Executive Board of Natick Together for Youth and is on the NTY Research and Evaluation sub-committee. Our Social Work Coordinator continues to facilitate the Natick Community Support Team meetings, which occur quarterly and are comprised of various town departments and community social service agencies, as well as, facilitating the Metrowest Outreach Workers group meetings.

Council on Aging

The mission of the Council on Aging is to advocate for and provide support systems focused on promoting independence, improving quality of life and preparation for life changes for those aging in our community. Services are available and accessible to all residents of the town of Natick through a multi-purpose Community-Senior Center.

Overview

The Council on Aging provides a myriad of activities and support services to meet the educational, social, health and wellness needs of elders, families, and individuals with disabilities living in the community. Alone and in partnership with community organizations and town departments, the Council on Aging focuses on empowering Natick residents of all incomes and abilities to make informed decisions, to remain actively engaged in their community, and to maintain health, vitality and independence.

The Council on Aging continues to meet the needs of an expanding senior cohort. Opportunities at the Community-Senior Center continue to grow and span the interests of seniors as young as 60 to those nearing 100 years of age, in addition to adults caring for aging family members. This year 3,335 individuals attended 1 or more Council on Aging Programs. This represents a 12.5% increase compared to last year.

Our robust level of programming is made possible due to the contribution of our corps of volunteers. 19,251 hours of service was provided by 250+ volunteers, equivalent to \$423,522 of service to the Town of Natick. Volunteer service ranged from teaching classes and facilitating support groups, to delivering hot meals to home bound seniors; from filling clerical and reception functions to driving elders to medical appointments; and from counseling elders and caregivers about health insurance options and assisting with tax preparation to assisting with seasonal household chores.

2014 Highlights

- Units of service provided: 37,791 Outreach/Advocacy; 2,165 Professional Services; 62,375 Support Services; 34,366 Wellness; 16,310 Recreation & Socialization
- SHINE (Serving Health Information Needs of Elders) health benefits counseling began offering Saturday appointments
- Tax preparation and SHINE appointments for homebound residents started
- 1,078 parking tags issued
- 1,992 taxi vouchers distributed
- Bridges Together – an intergenerational program with Ben-Hem School initiated
- Collaborative Programming with Recreation & Parks, Veteran's Services, Natick Community Organic Farm, Assessors' Office, Natick Fire Department, Morse Institute Library, and Natick School Department continues
- Part-time professional receptionist (grant funded) added, providing improved customer service

Partnerships

- Friends of the Natick Senior Center who underwrote the cost of mailing the Sentinel Newsletter, operating the Lincoln Café, and supporting seasonal special events and programs.
- MetroWest Medical Center for sponsoring the Aging Mastery Program.
- Olin College to match engineering students with Natick residents to develop solutions to manage everyday difficulties.
- Dana Farber to bring mobile mammography to the Community-Senior Center.
- Mutual One Bank, Natick Visiting Nurse Association, Natick Rotary, Bay Path Elder Services, Whitney Place Assisted Living Residences, Mary Ann Morse Health Care, many local business owners, doctors and medical professionals, local agencies and individuals who have supported our programs and services with their professional expertise and generosity.

We work to be responsive to the needs of our community and appreciate your support and suggestions as we plan for the future. The Council on Aging Board meeting is held on the first Monday of every month at the Community-Senior Center at 7PM. The meetings are open to everyone. Please feel free to bring any issues, concerns or recommendations that you may have to a meeting or visit the Council on Aging office Monday – Friday during normal business hours.

On behalf of the wonderful team of professionals here at the Council on Aging, I wish you a happy and healthy 2015.

Respectfully submitted,

Susan Ramsey, Director
Council on Aging

Veterans’ Services

Veterans’ Services is responsible for addressing the unmet needs of Natick Veterans and their dependents. Through our advocacy we help to ensure that our service men and women access the support, benefits and services they need.

A central role this office plays is to assist our Veterans with filing for and receiving state and/or federal benefits due them. Our efforts result in the acquisition of cash and/or medical awards, which in the case of the state, are reimbursed in a cost-sharing agreement with the Town in which the state pays 75% and the town 25%. Without this important partnership the Town of Natick would be obligated to cover 100% of those costs. The following outlines a three-year history with regard to the acquisition of Chapter 115 (state funds) on behalf of Natick Veterans and their dependents:

Year	Medical	Cash
2012	\$81,627	\$88,259
2013	\$99,950	\$73,971
2014	\$120,400	\$107,100

This office also processes VA claims directly with the VA. This has brought to date the total in lifetime awards \$2,092,168.00 to our Veterans and dependents. 2014 brought \$640,516.00 to our veterans and dependents. There have been 60 new VA cases in the year 2014, the highest year to date. We have settled to date 90 claims and have processed 234 claims to date.

Additional Services:

Our office provides a range of additional services to Veterans and dependents including the following:

- Medical Referrals
- Educational benefits
- Job search/Unemployment benefits
- Emergency funds
- Counseling
- Assistance with applications and additional benefits programs
- Military records

In addition this office attends to the following:

- Serves as the Burial Officer to help bury indigent Veterans and their dependents
- Serves as the Grave Registration Officer to ensure that all graves of Veterans are properly decorated with a flag and geranium over the Memorial Day period
- Conducts parades and ceremonies
- Act as the liaison between the Veterans groups and the Town of Natick
- Commission on Disability acting as the ADA Compliance Officer



Edward Jolley, President of the Natick Veterans' Council from 2004 until 2014 and longest sitting President, passed away in October, 2014. A true leader, Ed would want to remembered as a team player.

Ed's proudest moment was bringing the Vietnam Moving Wall to Natick. Ed was also very proud of the many square dedications completed during his time as President.

Thank you Ed Jolley and Semper Fi

We are looking forward to a great year to come and thank all those in Town Government and the residents of Natick for their continued support.

Paul E. Carew
 Director of Veterans Services, Natick Community Services Department

Sassamon Trace Golf Course Oversight Committee

Despite the heavy winter snow cover, the course opened for play on March 28th, which is historically the time of the year when courses in this area can open for the year without interruption. Conditions permitting, Sassamon Trace Golf Course is open year round; however, play is somewhat limited during the winter months due to Mother Nature. 2014 was a great weather year for golf with very few rainouts and very few days where the temperature hit 90 degrees. The season started out a little slow due to the cool spring. Once the weather improved in mid-May, play increased dramatically and demand remained high through September. October through December was unseasonably cool with December being one of the wettest on record. Despite this, revenue was flat compared to the same time period in 2013.

There were 30,045 rounds played in 2014, a 3.6% increase over 2013 while green fee revenue came in at 4.4% higher. The Massachusetts marketplace showed no growth in rounds played when compared to 2013. Season Ticket revenue saw a dramatic 26% increase compared to 2013. There were 254 Season Ticket holders in 2014 compared to 218 in 2013. Natick residents account for 78% of all Season Ticket Holders. Season Ticket holders account for 34% of all rounds played. The average ticket holder plays 40 rounds per year. There were 80 adult, 78 junior and 96 senior Season Ticket Holders in 2014.

Calendar Year	2014	2013
Rounds Played	30,045	28,989
Green Fee Revenue	\$369,422	\$353,406
Season Ticket Revenue	\$124,266	\$97,495
Cart Fee Revenue	\$75,239	\$67,770
Merchandise, F&B Sales	\$38,726	\$36,678
Rental Equipment & Instruction Revenue	\$15,064	\$14,881
Total Revenue	\$622,717	\$570,230

The golf course turf maintenance is now under Town control. With only two seasons under his belt, our Superintendent Kris Armando has really made an improvement to the quality of the turf. Sassamon Trace Golf Course is a member of the Audubon Cooperative Sanctuary Program for Golf Courses. Cultural practices adhere to the Integrated Pest Management Program developed by the University of Massachusetts. Conservation Commissions from both Natick and Sherborn have developed guidelines for chemical and fertilizer applications. Minimum input, reduced risk, water conservation and a movement towards organic management are goals of the maintenance operation.

The Sassamon Trace Supporters Association is a 501c3 organization that began in 2006. The Supporters, many of whom are Season Ticket Holders, raise funds for projects and amenities at the golf course that would not normally be paid for with town funds. This year the STSA raised over \$8,000. Dr. Edward Salamoff was the President of the Association until his death in June. He was also Chairman of the Golf Course Oversight Committee in the pre-construction stage. The Association gives away two \$500 scholarships each year to high school students. These scholarships will be named in Dr. Salamoff's memory. There will also be a golf tournament named in his honor.

Sassamon Trace runs four recreational leagues. The Tuesday Evening Men's League has over 90 players every week. The Tuesday Morning Junior League has 80 juniors each week. There are also two women's leagues, one on Wednesday mornings and the other on Thursday evenings, and combined they have over 100 members. The major event each year is the Club Championship. The Club Championship this year was won by Dan Rourke of Framingham. Kim Tartarini of Milford won the Women's Club Championship while Charlie Russo of Holliston won the Senior Division and Paul Power of Natick won the Net division.

Sassamon Trace continues to provide many valuable benefits to the Town of Natick that are not easily quantified but cannot be understated. Not only does the course provide affordable recreation to Natick Residents, it is a positive draw for the local real estate market and business community. Sassamon Trace is the home course to the Natick High Golf Team and provides them complimentary play for their practices and matches. Aside from being an environmental steward of the land, the golf course is a living laboratory for the Natick High School science department. The course also provides internship opportunities for graduating seniors.

The Golf Course Oversight Committee is composed of five Town appointed residents that meet on the third Thursday of the month at Sassamon Trace, and the public is invited. Posting of time and date are found on the Town's online public meeting calendar, the entry lobby bulletin board at Town Hall, and at Sassamon Trace club house. The Golf Committee works with Golf Course Management to review policies and procedures, develop new revenue opportunities and identify cost-saving measures.

Respectfully submitted,

The SASSAMON TRACE GOLF COURSE OVERSIGHT COMMITTEE

Robert Healey, Chair
Kevin Chandely, Vice-Chair
Arthur B. Fair III
George Richards III
Nicholas DiMasi

Education & Learning

Superintendent and School Committee

This report is a summation of the most significant events and accomplishments during the past year.

Natick School Committee

In March 2014, Mr. Dirk Coburn and Ms. Amy Mistrot were re-elected to the School Committee for three-year terms. The School Committee reorganized on April 7, 2014. The officers are as follows: Ms. Amy Mistrot, Chair, Ms. Firkins Reed, Vice Chair, and Mr. Tom Campbell, Clerk. Other members include Ms. Anne Blanchard, Mr. Dirk Coburn, Mr. Paul Laurent and Mr. David Margil.

Student Services

- In an effort to make our Extended School Year Program more exciting for our kids we have restructured the day to include specific activities that tie directly to IEP goals and objectives. Students who were previously placed in a classroom for the summer session now cycle through multiple indoor and outdoor activities focused on maintaining learned skills from the previous year. For example, students requiring occupational therapy may have this need met in an arts and crafts group, while students requiring physical therapy may have this need met in an active games group. While the focus is always on maintaining academic skills, for which there are groups as well, the structure lends itself to a more invigorating summer experience. Future goals include extending the day as well as adding tuition spots for other students wishing to join in on the fun.
- We have placed a significant focus on our transition services for this school year. In doing so, we have moved our ACHIEVE 18-22 year old program to the East School building to develop what we are calling the “ACHIEVE Transition Center.” The expansion will allow us to offer a more significant set of services to our high school-age students. In working with the Town, we hope to have non-profit organizations also housed at East School. This partnership with the town and these organizations will open the doors for our students to receive on-the-job skill training just down the hall from the classroom.
- Check out our new website at <http://www.natickps.org/departments/student-services/main.cfm>.
- We're excited to announce a new database management system that Natick began using this fall. The ESTAR series, which is a comprehensive system that includes management of Response to Intervention (RTI), English Language Learning (ELL), 504, bullying, health, and special education data, replaced our SEMSTracker system and provides staff with a smooth and efficient process to track general education student interventions, as well as specialized programming/accommodations for all students.
- With the support of the MetroWest Health Foundation, we have hired a full-time mental health provider to target the needs of students and families who are experiencing significant mental health and/or traumatic events in their lives.
- In collaboration with the Natick Police Department, we have tested and will implement an immediate crisis response system. This is a technology that has the capability to send out an immediate notification to first responders in the need of a crisis response. Each product that we are testing has features that will allow notification to and direct communication with, first responders utilizing a computer or a mobile device.

Natick High School

Class of 2014: Over 145 scholarships totaling over \$200,000 were awarded to our 2014 seniors at Class Night.

Class of 2014 Future Plans:

90.21% of the Class of 2014 went on to further education: 81.35% to Four-Year, 8.26% to Two-Year, .61% went to specialized schools, and .31% went into the Armed Forces.

Graduates will be attending a total of 124 educational institutions in 29 different states; as well as Canada, England, and the Dominican Republic.

TESTING RESULTS 2013-14

MCAS – Spring 2014

99.7 % of 10th grade students passed the ELA MCAS

98.7% of 10th grade students passed the Math MCAS.

99.7% of 9th grade students passed the Science MCAS

SCHOLASTIC ASSESSMENT TEST

Class of 2014: 87.0% (286 students of 327) in the class took the SAT Reasoning Test.

	Natick	State	National
CR mean	543	516	497
Math mean	557	531	513
Writing mean	533	509	487

ACT TESTING

Class of 2014: 47% (154 students of 327) in the class took the ACT, with an average composite score of 24.2.

AP EXAM INFORMATION

527 AP Exams were administered in May 2014. Students may take an AP exam without taking the AP course.

Results of the 2014 AP Exams: (270 students)

Score	Percentage of all scores
5	27.3%
4	30.2%
3	21.7%
2	13.5%
1	7.3%

AP SCHOLARS

(Spring 2014 – at least 3 exams taken)

	# Of Students
National AP Scholar (4.0 or higher)	1
AP Scholars with distinction (3.5 avg.)	25
AP Scholars with honor (3.25 avg.)	18
AP Scholars (3.0 avg.)	26

Total Scholars 80

•527 exams taken by 270 students, an increase of 146 exams and 64 students in 2013-2014

The Anti-Defamation League now boasts of 83 students, as a result of last year's seniors graduating and recruitment conducted in May 2014. Students meet in the Lecture Hall during Red 1 CDS with Mr. Strother and Ms. Greenholt. The students continue to build skills and develop presentations/awareness programs over the course of this year (in addition to serving on school panels and providing building tours).

Leadership Academy

NHS launched this program in 2014-2015 for students who hold leadership roles in sports, clubs, classes and so on. The program is run by Karen Rufo, Katie Sugarman, Tim Collins, Matthew Strother and Sharon Greenholt. Students meet during Community Seminar and receive training on aspects of 'leadership' modules and have included, The Marshmallow Challenge - Team Building, Effective Negotiations, Diversity, Identifying Leadership and so on.

CPR for All

The Natick Public Schools and the Natick Fire Department have worked together for the last 3 years to certify students at NHS and any interested staff member in CPR. All students in grades 9-12 are given the opportunity for the certification.

OTHER NOTABLE ACCOMPLISHMENTS FOR 2014-15

- NHS welcomed 12 international students from Norway (3), China (7), France (1), and Germany (1).
- These NHS seniors were named Commended Students in the 2015 National Merit Scholarship Program: Nikolay Akhmetov, Ruth Azaria, Thomas Campbell, Elizabeth Dreyer, Olivia Hix, Rebecca Horton, Graham King, Sarah Lagan, Margaret Merlino, Yael Rothman, Aaron Sachs, Joshua Skelton.
- Kidest Assefa-McNeil '15 was named "Outstanding Participant" in the National Achievement Scholarship Program. Kidest scored in the top three percent of more than 160,000 students who requested consideration in the 2015 National Achievement Program when they took the Preliminary SAT/National Merit Scholarship Qualifying Test.
- Ethan Bo '16, Anastasia O'Connor '15, Sarah Lagan '15, Veronica Ordway '16, Kiana Harper '16, and Michaela Bytnar '15 were selected by the Social Studies Department in an essay-writing competition to represent Natick at the MIT youth leadership conference, Spark: Youth in Conversation with the Dalai Lama.
- Conor Ward '15, Luke Vrotsos '16, Elizabeth Dreyer '15, and Allison Law '16 competed with 87 schools in WPI's 27th annual Math Meet in both individual and team competitions. The top team scorer, Luke Vrotsos, won a \$1000 scholarship to WPI.
- Seniors Addison Dlott and Kidest Assefa-McNeil won second place in the "Safe Streets. Smart Trips" High School Video Contest. The contest was entered into by 40 schools from across the Commonwealth. The two were honored at the MassDOT's Annual Healthy Transportation Conference on October 30th in Boston.
- Addison Dlott '15 won first place at the All American High School Film Festival in New York City for her PSA promoting prevention and early detection of cancer. Addie received the award at a

viewing in Times Square during the film festival the weekend of October 25th.

- Henry Deltano '15 was featured on Boston news channel WCVB-5 as an “A Plus” student in recognition for his accomplishments in web design.
- Dar Bejerano '18, a member of the Massachusetts CS Sparks Teen Leadership Team, was selected to co-present at the 2014 STEM SUMMIT held at the DCU Center in Worcester based on her work in a Technovation Challenge after-school program she participated in. Dar co-led a session for educators on using MIT's AppInventor Program.
- Abigail Fournier '16, and Thomas Ranucci '15 were awarded the 2015 Prudential Spirit of Community Award, being acknowledged for their outstanding community service. Abigail was recognized for her work with the elderly community, specifically those with dementia. Thomas was recognized for his involvement with Camp Arrowhead, in supporting campers with mental and physical disabilities. Both are now in the running to be named one of Massachusetts' top youth volunteers of 2015. State Honorees will be named in February.
- Freshmen Kevin Zheng and Matthew Walak participated in a national “Let It Go” singing contest and were selected as one of the top 10 finalists. Their submission was featured on the Disney website along with the other finalists. Viewers voted for their favorite submission with the winner being revealed in a Kohl's commercial at the end of the American Music Awards in November.
- Luke Vrotsos '17, Ashley Lemnios '15, Kevin Zheng '18, Antonious Tawfik '15, Sam Cohen '17, and William Cuozzo '18 participated in the annual Harvard MIT Math Tournament (HMMT). HMMT is attended by over 900 students from all over the world, with students coming from as far away as China and Singapore. HMMT is one of the most challenging high school math competitions with very interesting problems.
- Amy Azaria '17 was selected to serve on the 2014-2016 Governor's Statewide Youth Council.
- Sophomores Lauren Musshorn, Tara Bharadwaj, and Rebecca Jacobs were selected to serve as HOBY Ambassadors (Hugh O'Brian Youth Leadership) this academic year from a pool of students who responded to an essay prompt.
- Nicole Connelly '15, Christie Bednarz '15, and Victoria Bettuelli '16 participated in the annual Women of Science competition, competing in science and engineering events. In one event, “Conquer the Wall,” teams built a mechanical contraption that shoots a stress ball with the goal of knocking down 10 targets in two minutes. Out of 45 teams, Natick placed 7th in this event.
- The Natick DECA Team attended the District IV Massachusetts State Competition competing in various business and interview simulations. Several team members placed first and second in a variety of events covering finance, human resource management, marketing, and advertising. In a field of over 400 students, 29 Natick students qualified for the State Competition in March 2015.
- Several NHS Chorus students participated in Eastern Districts. These students went through a rigorous audition process against hundreds of other students from Boston area high schools to become part of the 150-voice honor choir conducted by Dr. Tim Sharp. Natick sent the most number of chorus students, tying with only two other schools. Students participating were: Spencer

Birch '17, Harry Brewster '15, Brian Coco '18, Tabitha Crepaux '16, Sara Cuzzo '15, Brian Dillaway '15, Abby Fournier '16, Jacob Landgrebe '17, Chautauqua Ordway '16, Molly Raddant '17, Jacob Rosen '16, Marielle Sciore '15, and Marlee Waleik '16

NHS ATHLETICS

The NHS Athletic Program had another successful year with several notable highlights:

- Girls' Soccer, Boys' Soccer, Girls' Volleyball, Girls' Swimming, Girls' Indoor Track, Wrestling, Girls' Basketball, and Girls' Lacrosse Teams were Bay State Conference Champions.
- The Girls' Volleyball Team was D1 Central/West Champions.
- The Wrestling Team was BSC Herget Champions for the 20th time in 21 years.
- The following teams qualified for their respective MIAA tournaments: Girls' and Boys' Volleyball, Football, Girls' and Boys' Swimming, Girls' and Boys' Cross Country, Girls' and Boys' Soccer, Girls' Basketball, Girls' and Boys' Skiing, Girls' and Boys' Indoor Track, Wrestling, Girls' and Boys' Lacrosse, Girls' and Boys' Outdoor Track, Girls' and Boys' Tennis, Softball.
- Natick HS typically is at an athletic participation level of over 40% per season. Of the Twelve Schools in The Bay State Conference, Natick was tied for first in athletic participation per school population.
- Natick Athletics offers 31 Sports during the year and 66 levels of opportunity to play at the 9th grade, Junior Varsity, and Varsity levels.

Kennedy & Wilson Middle Schools

Many noteworthy events have happened at both Natick middle schools this past calendar year, among some of the highlights:

Both middle schools continue to encourage students to abide by Core Values of Respect, Responsibility and Results. Peer leadership programs at both schools continue to thrive, training and encouraging the leadership skills of seventh & eighth graders in the program. Kennedy Middle School has instituted a Positive Behavior Intervention System (PBIS) that includes students meeting regularly with teachers in an advisory program once every cycle.

2014 National French Exam:

In February of 2014, the middle schools administered the National French Exam. The 60 minute national competition measures students with similar exposure to the French language in areas of grammar, reading, and listening. This exam recognizes achievement in the study of French and promotes proficiency in the language. At Wilson, fifty-one students took the exam this year and twelve students earned awards; at Kennedy, twenty-seven students took the exam and four students received awards.

2014 National Spanish Exam:

2013-2014 was the sixth year that the middle schools administered the National Spanish Exam. This online standardized assessment measures students with similar exposure to the Spanish language in areas of grammar, reading, and listening and is designed for students who have taken two years of middle school Spanish. It recognizes achievement in the study of Spanish and promotes proficiency in the language. At

Wilson, 119 students took the exam this year and 68 students were award winners; at Kennedy, 100 students took the exam and fifteen students earned awards.

In November, fifty eighth grade students studying World Language traveled to Quebec, Canada, accompanied by parent & teacher chaperones for a cultural travel experience.

Middle School Music

On May 10, 2014, the Wilson Winds and Pops Chorus competed in the 2014 Music in the Parks Competition. Both groups achieved “Excellent” ratings and were number one overall in their respective divisions.

The Kennedy Middle School Honors Wind Ensemble earned a “Superior” rating for its performance at the Festival of Music Competition last May. This rating is the highest ranking a performing ensemble can receive. They won first place in their division, which is comprised of middle schools of like size and student population. They also won first place overall for middle school ensembles!

The 2014 Wilson Wildcats Boys Basketball team was undefeated for the season.

The Wilson Math Team 1 captured first place in its academic division last year (2013-14) and ranked 14th of 76 teams in the entire Intermediate Math League of Eastern Massachusetts. We appreciate the corporate sponsorship of Cognex, Inc.

The Kennedy Math team led its academic division during the competition year.

Out of 64 teams competing in the First Lego League Tournament held in November, the Kennedy Middle School Robotics team was awarded the first place trophy for teamwork.

For the first time this past year approximately one hundred sixth grade students attended the Nature’s Classroom program in Charlton for an overnight science field trip. Feedback from the experience was so positive that this will be repeated in the spring of 2015.

Elementary Schools

CURRICULUM, INSTRUCTION & ASSESSMENT

During the 2014-2015 school year, representatives from each elementary school will form an Action Research Team that will explore, develop, and assess Mindfulness Awareness Practices in the schools.

Bennett-Hemenway: This year Ben-Hem continues the implementation and ongoing refinement of Response to Intervention processes and procedures. This year faculty and staff are focusing on enhancing the efficacy of data team meetings in an effort to streamline intervention implementation and review, while decreasing costs in terms of instructional time and financial impact.

Brown: The students at Brown school continue to grow and learn across all academic subjects. With the implementation of Common Core State Standards in our units of study, students have developed stronger thinking and analyzing skills.

Johnson: Students at Johnson School continue to refine and apply their knowledge of the new Common Core State Standards. This is most evident in our math instruction, as teachers make tangible connections

between the skills being taught and the math practices that are required to be successful.

Lilja: At Lilja school, we continue to refine our literacy practices by focusing on small group instruction and by honing in on close reading during curriculum meetings. Teachers continue to find new ways to build technology skills that will help children become digitally ready while balancing them with innovative practices in our outdoor classroom and Lilja School garden, as well as increasing opportunities for play.

Memorial: To promote through professional development and practice, a deeper understanding among educators of the critical connections between close reading, comprehension, and writing.

Preschool: In an environment where play skills and language development are intentionally cultivated, Preschool students develop physically, socially, emotionally and cognitively.

MANAGEMENT & OPERATIONS

Bennett-Hemenway: This year Ben-Hem is moving towards a differentiated approach to the planning and execution of faculty and curriculum meetings. To kick the year off, faculty and staff engaged in an exercise aimed at identifying the strengths, needs, and interests of individual professionals. These initial strengths, interests and needs are being used to drive the ongoing development of professional learning opportunities.

Brown: In the second year of Collaborative Problem solving professional development, our staff has worked with students to find mutually agreeable plans to solve problems. We have adopted a mindset that kids do well if they can and when they can't we will try to find out why. We believe that our understanding of a problem deeply impacts the way we handle those problems. Throughout the CPS process students have developed stronger skills to handle problems on their own, resulting in a reduction of issues we need to solve.

Johnson: During our second year of School-wide PBIS (Positive Behavior Intervention and Support) we have continued to celebrate the success of students and their pro-social behaviors across the school setting using common language and reinforcement. Like Memorial, we redefined a bench on our playground as a "Buddy Bench" in December. This whole school launch and modeling of how to use the bench has been met with success.

Lilja: Lilja School is in its first year of school-wide implementation of positive behavior interventions and supports. By showing others our values of respect, responsibility, kindness, and engaged learning, students are showing their Lilja Lion pride every day! Lilja School just opened a Reading Intervention room and will begin to bring our literacy center (which contains over 50,000 books that support literacy instruction in classrooms) into the 21st century by digitizing our catalogs and making it easier for teachers and students to find books, thanks to the Natick Education Foundation.

Memorial: Memorial launched our SPARK initiative last year to increase our positive reinforcement toward desired behaviors. SPARK represents Safe, Polite, A problem solver, Responsible, Kind. This year we are looking to put these SPARK and Vision attributes into action at recess by adding a Buddy Bench to our playground. The buddy bench is a simple idea to eliminate loneliness and foster friendship on the playground. The way the buddy bench works is if students feel lonely on the playground without anything to do, he/she can go to the buddy bench, and another student will come to the bench and ask if he/she wants to play or talk. If two people are sitting at the bench, they could ask each other if they want to play.

Preschool: Social Thinking and Yoga for Self-Regulation initiatives introduced last year continue to foster student growth in areas critical to being an effective member of a school community. Skills such as eye contact when speaking and listening, participating in a group plan, following directions, identifying emotions and utilizing skills to monitor and regulate energy levels related to those emotions are modeled, taught and practiced. Teachers and parents regularly report anecdotes indicating the effectiveness of these programs even with our youngest learners.

TECHNOLOGY

All five elementary schools: Enhanced implementation of mobile devices is a continuing area of focus. All classrooms are now equipped with five dedicated iPad stations and teachers are working to integrate these technologies into their practice.

Preschool: The Preschool staff continues to explore developmentally appropriate Apps for intentional yet limited iPad use. One staff member attended the EdTech Teacher iPad Summit in the fall and, in sharing her new knowledge with colleagues, generated ideas for future professional development around combining existing storytelling initiatives with new technology to enhance children's speaking, listening and comprehension skills.

Natick High School Class of 2014

Michael James Abbruzzese
Paul Christopher Adams
Evelyn Clark Allsopp
Brooke Sarah Alston
Katherine Marie Anderson *
Erin Rose Archibald
Beshoy Rafik Armanios
Melissa Jeane Aste * +
Victoria Lynn Awkward *
Vladimir Armeni Babayan
Griffin Scott Bailey
Thomas Edward Baim *
Jacqueline Ann Barr *
Anait Baziyants
Brittany Joy Bell
James Conrad Beltz
Adam Neil Berelowitz * +
Sean Douglas Berkman
Oliver Grudt Berre
Shiv Bhardwaj *
Megan Olivia Bishop *
Daniel Jacob Black
Steven James Bombino
Marc David Bonifacio
Matthew Bonifacio
Brandon Daniel Boudreau
Elizabeth Rose Boyes
Andrew Richard Boynton *
Douglas J. Brackett, Jr.
Tristan William Bruce
Derek Edward Butler
Rayann Mahmood Butt
Brenna Ann Byrne *
Hugo Rocha Caldeira
Gabriela Anne Calderon
Amber Rose Callanan
Molly Marie Callanan
Sean Robert Carcanague
Megan Elizabeth Carney * +
Ian James Carrick *
Margaret Rose Cashman *
Lucrezia Castelli
Kevin Alberto Castillo
Lucia Donna Cavacini *
David Patrick Cavanagh
Grace Ware Cavanaugh *
Austin Charles Chandler

Jessica A. Chang *
Kyle Anthony Chapman
Patricia Y. Chen
Stephanie Choi *
Andrew Ross Cigna
Joshua Adam Civin
Shannon Caitlin Coady *
William Sage Coburn
Brandon Victor Coll
Alexandra Brianna Collins *
Kyle J. Collins * +
Emma Cecilia Connelly *
Morgan Edward Connelly *
Ryan James Connolly
Dustin M. Connors
MacKenna Kathleen Conway *
Christopher G. Cooney
Jenna Kathryn Corkery * +
Nicholas Trevor Cotoia
Caitlin Noel Coughlin
Nicholas Clellan Cross
Keenan Christopher Cullen
Elise Lynn Daigle
Julie Lynne Daitch *
Pedro Tavares Dalmut
Jeffrey Michael Damata
Jeffrey Alan Daneault *
Thibault Jacques d'Argent
Jenna Kris Davidson *
Anthony John De Santis
Rafael DeCarvalho
Rebecca Emily DeHaven *
Margaret Mary DeLorie
Hailey Elisabeth Denaro
Samuel P. Dennis
Richard T. Dlott
Jack Raymond Doherty *
Kayla Elizabeth Donahue
Nicholas Joseph Dorant
Emily Anne Downing
Jessica Genevieve Drolet
Catherine Duffy
Bevin Edwina Edwards
Rebecca Lynn Edwards
Jenna Quai-Ling Eldredge
Charles Opelt Essig
Ryan Michael Faldasz

Natick High School Class of 2014

David Jakab Fischer *
Joshua Steeves Fisher
Julia Olive Fletcher
Troy Curtis Flutie
Dillon Manning Foley
Daniel Laurence Foner
Charlotte Marie Forbes
Cameron Jon Freedman *
Blake P. Fry
Samantha Joyce Fujita *
Brady Thomas Furdon
Michaela Hanmei Fusaro
Zuleyka Mariah Garland
Julia Lamoureaux Garrahan
Taylor Christenson Garry * +
Zachary Richard Gaudet
Halle Regina George
Claire Phoebe Gerdes *
John Fritz Gerry *
Kerry Lee Getchonis *
Rogena Ghaly
Anthony Richard Giorgio
Mark Philopatur Giurguis
Mary T. Giurguis
Mina K. Giurguis
Shaunna Lynn Gladu
Alexandra Lindsay Glass
Moss Samuel Glater
Kaiyah Goldsmith
Christine Marie Goodwin
Julia Susan Grace * +
Lee P. Griesmer
Benjamin Carl Griffiths *
Joseph Dee Guidi *
Rachel Marie Guilfoil *
Timothy Joseph Guilfoil *
Veronica Mariam Guirguis
Keith David Gusmini
Steven Nicholas Gustus *
Jack C. Haigis
Andrew Graham Hanna
Akira Turaee Harper
Kimya Zakeba Harper
Alexis Danielle Harvey
Waseem Faris Hassani * +
Jeffrey L. Heithmar *
Alexandra Parris Henry *
William Agustin Hernandez
Alexander Samuel Hilger
Francesca Kaitlyn Hodge
Mecca Imani Holiday
Leah Elizabeth Holland
Anderson Philip Holtz *
Anna Sophia Horal
Zahid Ibrahim
Kara Joy Indelicato
Michael Edward Iwanicki
Isobel Stratton Janus
Anabel Jean Jenkins *
Annika Maja-Lena Jonsson
Kisha Kalra * +
Beryl V. Kaltofen
Patrick Joseph Kealy
Shawn Patrick Kearns
Samantha Charlotte Kennedy *
Johnathan James Kenny
Sharla Joy Keough *
Bushra Khan
Calvin Kim
Jasmine Jade Kim
Thomas David Kimler
Steven Mason Knott, Jr. * +
Bryn Elise Koepfel * +
Melissa Beth Kostin *
Allyson Claire Koval *
Alexander Joseph Krasa *
Haley Ann Kurylo * +
Emily Rose Kutok *
Adam Christopher Kwok *
Nicholas John LaGreca
Jake Austin Lamont
Noah Hanbury Landon *
Frederick Henry Langhorst VI
Kelly Grace LaPorte *
Emilia Anne LaVallee
Matthew Charles Leary
Colin John Leddy
William Kapjin Lemnios *
Rachel Minna Lesbirel
Danielle Christina Levey
Gabriella Sophia Levine *
Faith Antonia Lewis
Marie Helene Libbin
Melanie Elana Lieberman *

Natick High School Class of 2014

Bridget Olivia Lindh *
Anthony Kudzai Lindor
Colin Lingos Little *
Amanda Marie Luciano
Kali Ann Lucien
Aurom Kai Lum
Christopher Edwin Lunn
Amber Lynn MacLellan
Linsey M. Malia * +
Gregory Stephen Mandozzi
Thomas Anthony Mandozzi *
Corina Nicole Mangione
Cassandra Fonseca Manheimer
Mikayla Mary-Elizabeth Mario
Maisy Evelyn Maxwell
Christopher James Mazzola
Joseph Robert McCabe
Marianne Patricia McCarthy
Jessica Rose McDermott
Robin Theresa McElaney
Amanda Leigh McGoldrick
Kayley Paul McGonagle *
Daniel Francis McIntosh
Julie McLarnon
Chiara Elizabeth McNally *
James Livingstone Meek
Ilanit Megidesh
Nicholas Richard Merrion
Anna Rigby Meyer * +
Megan Elizabeth Meyler
Rachel Nora Miller *
Christopher George Milona
Michelina Ann Miscia
Justin Alexander Montgomery
Ryan Patrick Mooney
Rachel Dale Moran
Ray Richard Morreale
Michael Albert Morris
Scott Lewis Morrison
Robin Kimball Mosher
Christopher J. Moynihan
Anne Marie Mulholland *
Elizabeth Rose Mullen *
Alexander Stefan Thaddeus Munnich
Jack Kavanaugh Murphy *
Stephen C. Natola
Conor Patrick Nee
Hien Nguyen
Benjamin Mathew Nottonson *
Ervis Vinicio Nunez
Jack Henry O'Connor *
Jack Walker O'Connor
Hayley Kathryn O'Loughlin
Caroline Rose Opinsky
Kevin Michael Ordway
Thomas Alan Ordway
Leah Aron Orlinsky
Nicholas Frank Pacheco
Nicole Palagashvili *
Colin Ryan Palmer *
Matthew Connor Palmer
Iain Wrenn Peirce
Kai Uwe Pelchen
Lady Carolina Pena Ramirez
Kevin Suraj Persaud
Adam Thor Podtburg
Alex Parker Pomfret
Calvin Michael Porter *
Kelley-Lyn Grace Porter
Danielle Marie Ranucci
Danielle Jae Rausch *
Bradley Arthur Reardon *
Shyheen Kyle Reddick
Haley Audrey Reddish
Elizabeth Catherine Reilly * +
Vanna Angie Ren
Elijah Jorge Rivera
Terrell Jordan Roberts
Justin M. Robinson
John L. Rodino
Danielle Rachel Rosen *
Deirdre Ann Ross
Gregory James Ross
Jennifer Leigh Rossman *
Dylan Hugh Rowlands
Sofia London Safran
Cruzdley Saint Fleur
Charles David Saravo
Nicholas Robert Savoia
Kate Dillon Schaller
Emma Lenox Schiller *
Connor Frederick Seeley
Anastasia Alicia Sereda
Cody James Sharon

Natick High School Class of 2014

Patrick Matthew Shaughnessy
Julius Octavio Shaw
Michael Efraym Shliselberg
Rachel Ann Siegel *
Casey Ryan Smith
Katherine Anne Socrat
Joseph Augustine Soens
Madeleine Mae Sookdeo *
Isiah Lee Speller
Jazmine Michelle Spinola
Shannon Colleen Spurling
Shawn Michael Spurling
Rose Katherine Steinberg *
Jack William Streeter *
David Mayne Strout * +
Shannon Marie Stygles
Sabrina Marie Surin
Jessica Anne Sweeney +
Katelyn Margaret Sweeney * +
John Berge Tatian
Eliandro Tolentino Tavares
Bridget Michele Thom *
Evan James Thom *
Megan Elizabeth Tingley
Jared Michael Tishler
Patrick David Toomey *

Damien Eric Turi
Reiniris Uribe
Juliana Marcelle Van Amsterdam * +
Eric Stephen Van Arsdell
Charles Kaplan Van Derveer
Rafael Aarón Vásquez
Andrea Maria Verdelli
Dylan Michael Vrotsos
Cameron Brewster Walker
Nicholas Robert Henson Waller *
Jared Michael Walz
Ryan Michael Ward * +
Scott Warnock
Harold Benjamin Weinman
Peter Gray Wellman
Eric Daniel Wester
Matthew Joseph Whitfield
Carly Brooke Wilkins
Aaron Michael Wilson *
Caleb Stephen Winn *
Oliver H. Wynn *
Andrew Louis Young
Benjamin R. Young
Elizabeth Madison Zernicke
Erik Viktor Zlokarnik

NATICK HIGH SCHOOL



Class
of **2014**
GRADUATION
June 6, 2014

*National Honor Society Member
+ High Honors every term, all four years

South Middlesex Regional Vocational Technical School Committee (Joseph P. Keefe Regional Vocational Technical School)

This annual report is prepared by Superintendent /Director, Jonathan Evans, and composed on behalf of the members of the School Committee of the **South Middlesex Regional Vocational Technical School District** and submitted after review and approval by the full Committee in compliance with the provisions of the Agreement among the towns of Ashland, Framingham, Holliston, Hopkinton and Natick.

This report reviews from the perspective of the Committee the principal items with which the Committee was concerned during the year. It is a representative account of matters solely within the policy making authority of the Committee and also of matters which the Superintendent/Director brought before the Committee for information and consultation. For greater detail and discussion the reader should read the extended minutes of Committee meetings and the attachments thereto which are available at the school office.

In addition to a public high school, the South Middlesex Regional Vocational Technical School District provides continuing education opportunities for adults through the Keefe at Night Program as well as Summer Discover, a summer program for area youth.

The Committee acknowledges with great appreciation the service of its Recording Secretary, Elaine O'Toole, whose careful recording of the minutes of the Committee Meetings makes possible the preparation of this annual report.

The Committee reorganized on June 2, 2014, with officers elected unanimously to the following positions:

Chair: John Kahn (Framingham)

Vice-Chair: Edward Burman (Ashland)

Secretary: Frank D'Urso (Hopkinton), Replaced by Sarah Commerford (Holliston) in November

Assistant Treasurer: John H. Evans (Framingham)

Staff members working on behalf of the District and School Committee are Elaine O'Toole, **Recording Secretary**, and Jack Keating, **Treasurer**.

The balance of this report presents a summary of the discussions and actions of the Committee on a number of the important matters brought before the Committee for advice or action.

Community Engagement

Staff and students of Keefe Regional Technical School participated in many community projects throughout the school district member towns. Examples of these activities include:

Carpentry –

Holliston Historical Society – Replaced garage roof

Ashland Housing Authority – Repaired sign and built shed

Framingham MWRTA – Built 4 x 8 bus shelter

Framingham Housing - Sided addition

Electrical -

Framingham Parks and Recreation – Electrical work on facilities building

Framingham Housing – Electrical work for rough and finish completed

Framingham Police Station – Electrical work on the new motorcycle garage

Hopkinton House Project – Electrical work performed

Plumbing-

Hopkinton House Project – Plumbing work performed

Metal Fabrication-

Framingham Parks and Recreation – Completed backhoe bucket repair and repaired tool box on a truck

Framingham Parks and Recreation – Repaired tool boxes for town trucks

Framingham Parks and Recreation – Repaired cemetery fence

Town of Framingham – Fabricated bike rack and 12 satellite receiver covers. Repaired trailer gate

Framingham Youth Initiative – Fabricated heart sculpture for Boston Marathon

Ashland Police Department – Fabricated battering ram

Graphic Communication - Printing for 13 Schools within the District

Ashland Housing Authority – Repaired sign

In addition, in June Keefe Regional Technical School hosted a breakfast for the Community Based Justice Program(CBJ) that included District Attorney Marian Ryan, Judges, Probation, School Officials and area Police Departments.

It should also be noted that all five district town high schools' swimming teams practice and compete at the Keefe swimming pool. The pool is also used by the Framingham and Natick Park and Recreation Departments.

Administration

On January 4, 2014, Jonathan Evans began in the role of Superintendent Director, after 19 years of service to the district.

The School Committee adopted goals for the Superintendent's performance evaluation period from July 1, 2014, through June 30, 2015. The goals adopted related to the following: Educator Evaluation, Community and Professional Relations, Facility Needs Assessment, School Safety and Common Core/PARCC.

The Committee will complete its periodic evaluation of the Superintendent's accomplishments against established goals and desired qualities established in the DESE Rubric. The complete record of that evaluation is a public document that will be available at the South Middlesex Regional School District Superintendent's Office.

Technology

The technology infrastructure at Keefe Regional Technical School required changes and improvements to facilitate the goal of a completely wireless environment. All PCs were retrofitted with a wireless card and new replacement units were purchased as wireless laptops or tablet devices. Specific changes also included transitioning to a mostly cloud-based server configuration, the reduction and replacement of facility technology switches, and the installation of fiber optic cabling, creating a substantial increase in communication capacity and internet speed.

The end-of-life phone system was completely converted with back-up systems installed. New phones provide teachers the ability to receive voice messages from parents, a feature they did not have prior to the conversion.

School Improvement Plans

The School Improvement Plan for the 2014-2015 school year embodies specific performance objectives as follows: 1) Creating professional development schedules that are based on areas of needed training for all faculty and staff, 2) Strengthening the instructional strategies of all teachers to best accommodate differences in student learning styles, 3) Fully transitioning to Naviance, a web-based college and career planning program, for all students, 4) Analyzing attendance data to determine patterns and trends and increase proactive strategies regarding consistent school attendance for all students, 5) Developing District Determined Measures for pre- and post-evaluations in all Career and Technical Programs, and 6) Implementing a tiered approach for students who experience learning or behavior challenges in adherence with the Massachusetts Tiered System of Support.

Professional development topics in 2014 included Special Education Plan Development and Inclusion Services, Non-Traditional Student Recruitment in Career and Tech Ed, Curriculum Framework Alignment, Health and Wellness, and Differentiated Instruction.

The Committee reviewed the progress toward the goals of the 2013 -2014 School Improvement Plan. The report of Interim Principal Snow noted tangible specific improvements in: 1) Common pre- and post-assessments in MCAS subject areas, 2) Alignment to the new WIDA standards in academic classes, 3) Increased content-based instruction in MCAS subjects in Special Education classes, 4) The inclusion of additional math and English teaching strategies in Career and Technical Programs, 5) The implementation of the Common Core State Standards, and 6) Early College Awareness initiatives through the Guidance Department.

Handbook

The Committee approved revisions to the Student Handbook that had previously been approved by the School Council. A new protected category, gender identity, was included throughout the handbook, and the area of school discipline was updated pursuant to MGL c. 71 §37H3/4, which outlines provisions of communication and due process in student discipline.

The Budget Process

The Budget Sub-Committee members Mia Crandall, William Gaine, Dr. Stephen Kane, A.J. Mulvey, Michael Rossi (Budget Sub-Committee Chair), and Barry Sims are beginning the FY16 budget development process.

In 2014, the Superintendent continued the practice of meeting informally early in the budget process with the financial officers of the member towns to develop mutual awareness of both municipal budget constraints and the efforts of the Committee to manage the school efficiently and effectively while recognizing those limitations. The Committee continued to consider reductions in the preliminary budget and the budget of \$17,165,750 as submitted to the member towns for FY15 was approved by all.

Auditor's Report

The annual audit by the independent accounting firm of McCarthy & Hargrave is in the process of preparing the financial statements for committee review. During the preliminary process no material findings were disclosed. It is expected that the audit report that calculates our energy project will meet the

stipulated guarantee benchmarks for the 2013-14 year.

Business Office

The Business Office staff of the South Middlesex Regional Vocational Technical School District has continued to provide efficiencies within the daily operations. Human resource management, employee benefits programs, procurement practices, contract proposals, grant fund accounting, grant management, student cafeteria management, student nutrition, budget preparation and management, continuing education registration and inventory control are all components of the business office operations that have undergone improvements and efficiencies.

A successful enrollment and transition to The West Suburban Health Group was completed. This organization is comprised of 17 area municipalities who purchase the health insurance in an efficient cost effective manner. As a result of this new affiliation, the District can now offer health insurance plans that compete with the GIC benchmark programs and with multiple plan design options for employees.

Siemens' Energy Conservation Project

Performance Year 6: June 2013 to May 2014. Siemens Industry (Siemens) provided the South Middlesex Regional Vocational Technical School District an energy savings guarantee report. This report details the guaranteed period savings by means of comparing the guaranteed energy savings versus the realized energy savings. Our Energy Performance Contract with Siemens guaranteed **\$715,315** in annual operational and energy savings which will be confirmed within the audited financial statements.

Enrollment, Recruiting and Student Retention

Keefe Regional Technical School is a school of application. Maintaining a healthy enrollment of students for our day school operation is essential for our financial support and overall operational success. Our enrollment has increased this year and we are expecting further improvements in the future. The Superintendent has indicated that he believes that the quality and rigor of our school programs and the safety and culture of our school environment will lead to our success in attracting students and their families to Keefe Regional Technical School. The Superintendent has emphasized that the administration, faculty and support staff must work together to ensure that Keefe Regional Technical School continues to be recognized by our community as a career and technical school of high quality. We have improved and will continue to improve our marketing strategies, communication with our school district sending-town middle and high schools, and connection to prospective students and their families. The enrollment on October 1 of 2014 was 709 students reflecting a slight increase from the previous year.

Buildings and Grounds

Keefe Regional Technical School has been occupied continuously since September of 1973. The facility is used not only during the school day and year but also evenings, weekends and during the summer months.

Between the months of June and December 2014, Keefe Regional Technical School completed a full roof replacement. The prior roof was 27 years old and very much in need of replacement. The district received approval from the Massachusetts School Building Authority (MSBA) at a reimbursement rate of 69.89%. The project was completed with the unanimous support of our five member towns. This project was completed well under budget and will serve our district for decades to come.

An extensive upgrade of energy systems (HVAC and lighting), completed in 2007, has resulted in the replacement of major mechanical components controlled by a comprehensive energy management system. The project has resulted in a significant reduction in total utility expenditures.

In addition to the roof replacement project, facility upgrades that were completed in 2014 include replacement of the facility telephone communication system (fiber optic cabling, hardware and software components), renovation of the Cosmetology Program, replacement of the auditorium sound system, renovation of the gym locker rooms, the addition of eight cameras to the existing surveillance system, replacement/reconfiguration of the main office work stations, retrofitting of shop areas for an HVACR Continuing Education course, replacement of a vehicle lift in the Automotive Program, and the installation of a new combination oven in the Culinary Program.

Facility projects identified for future consideration include replacing suspended ceiling systems, renovating our Resource Center, repairing, crack filling and sealing the parking lot, repairing/updating the auditorium lighting system, replacing the emergency generator, expanding the surveillance system, pressure washing and sealing the exterior building concrete, and replacing essential vehicles.

Student Achievement

The District received from the DESE its annual report detailing Keefe's 2014 Accountability Data. From 2012 to 2014 in ELA the number of students scoring at proficient or above increased by 7%. For math the number of students failing decreased by 4%. This fall, Keefe Technical School was informed that according to the 5-level scaling systems created by the DESE under the accountability and assistance levels, Keefe has been categorized as a Level 2 school. Schools with an accountability status of Level 2 are able to independently analyze disaggregated data for all student groups to ensure interventions and supports are appropriately aligned to address needs, review the performance of students with disabilities, and consider improvement or capacity building activities, as appropriate.

On Wednesday, February 26, 2014, 636 students competed in the SkillsUSA District Competition held at Keefe Regional Technical School. Of the competitors, 98 were Keefe students who competed in Internetworking, Web Design, Practical Nursing, and Graphic Communications. Keefe students earned 9 gold, 7 silver and 8 bronze medals. 25% of the Keefe competitors earned medals.

At the State SkillsUSA Conference in May, Keefe Regional Technical School was awarded 1 Gold medal in Plumbing, 4 Silver medals in Screen Printing, First Aid and CPR, Restaurant Service and Sheet Metal. A Keefe Plumbing student competed at the National Conference in Kansas City, MO, where he finished 10th in the nation.

For the sixth year in a row, the Keefe Drama Club produced a play for the school and the community. The 2014 performance was *12 Angry Jurors*, Adapted by Sherman L. Sergel. Rehearsals started in November and ran through February. Twenty five students in grades 9-12, including cast members, backstage/lighting crew, and makeup artists participated in the performances. All performances were well attended.

The 2013-2014 school year was the first year of offering Project Lead the Way (PLTW) courses at Keefe Regional Technical School. Introduction to Engineering Design was offered to students in grades 9 and 11. Our students saw great success in the first year of PLTW course. Over half of the students scored in the top 65th percentile of a national assessment, with one student scoring in the 94th percentile. We have added the second course in the PLTW series this year, and look forward to continued success in the program in the coming years.

General Advisory Board

The General Advisory Board consists of the Chair of each Vocational Advisory Board. The General Board summarizes and brings to the attention of the administration and the School Committee observations

and recommendations of the advisory boards. The points noted for the current year include: the need to continually align the curriculum with changes in technology; outreach to bring Keefe's program to potential students; increasing opportunities for students and employers in the co-op program; successful pursuit of grant funding for state of the art vocational equipment; and maintaining the license status of student professional programs that advance Keefe students' vocational entry opportunities.

New School Committee Members

In August of 2014, after three years of dedicated service representing the Town of Hopkinton, Mr. Frank D'Urso resigned from the School Committee. The Selectmen of Hopkinton appointed Mia Crandall as their town's new representative.

Respectfully submitted,
Jonathan Evans
Superintendent-Director

SOUTH MIDDLESEX REGIONAL VOCATIONAL TECHNICAL SCHOOL COMMITTEE

ASHLAND

Edward Burman
William N. Gaine, Jr.

FRAMINGHAM

Nelson Goldin
Michael Rossi
John Kahn - Chairman
Linda Fobes
James Cameau
A.J. Mulvey
John Evans
Larry Cooper

HOPKINTON

Frank D'Urso replaced by Mia Crandall
Ruth Knowles

HOLLISTON

Sarah Commerford
Barry Sims

NATICK

Tassos Filledes
Dr. Stephen Kane

Morse Institute Library

www.morseinstitute.org

The Morse Institute Library is dedicated to making a difference in the life of our community and to offering services that are free of charge and available to everyone of every age, ability, and background in Natick. We strive to be the “town’s living room” and the “third place” where Natick residents feel welcomed and safe.

Highlights from 2014:

- In 2014, the library made needed enhancements to patron and staff safety, working with Natick fire and police to develop safety procedures and responses for staff.
- The library continues to evaluate and upgrade the technology we use in the building. In 2014, we added Wi-Fi printing access for library patrons, and a Scannx machine that does scanning, faxing, and printing. We also increased the memory in our public internet computers.
- The Morse Institute Library continues to serve as a Foundation Center Cooperating Collection. The library provides resources for individuals interested in learning how to apply for and write grants. The library offered eight webinars and training sessions in 2014.
- The library uses social media as one form of community outreach and publicity. In 2014 we had 1,023 “followers” on Facebook, a 37% increase over 2013.
- In 2014, the Reference Department continued to provide assistance to patrons on the use of eBooks and downloading electronic titles, as well as help with other electronic reference resources.
- In 2014, the library’s website was accessed 123,804 times. We are planning a lot of content and a restructuring of various parts of the website in 2015, so we anticipate an increase in site visits.
- Mobile users accounted for 31% of our traffic, up 34% from 2013.
- The library’s meeting rooms were heavily used in 2014. They were booked for almost 3,000 hours. Study rooms were used 3,374 times by 7,240 people.
- The library offered a variety of programs in 2014, totaling 642 programs with over 11,000 people attending. These programs included basic computer classes, music programs, guest authors, book groups, art displays and community exhibits, and summer reading programs.
- The library hosted 45 Teen programs that attracted 455 attendees.
- In 2014, the 17th year for the very popular Creative Connections program, the library hosted 8 events with 480 people attending.
- In 2014, the library added 17,914 new items to the collections, for a total of 199,786 items.
- The Veterans Oral History Project continues to add material to its collection. In 2014:
 - Twenty-three interviews were completed
 - 272 videos are now on the project’s website at www.natickvets.org
 - Nearly a dozen programs were offered by the project coordinator, Maureen Sullivan. Those programs included the popular annual Veterans Breakfast held at Kennedy Middle School, Veterans Day ceremonies, the annual Pearl Harbor Day ceremony, as well as presentations at area schools.
 - A printed guide to Natick’s Veterans’ squares was completed in 2014. A second edition will be printed in 2015.
- In 2014, the Morse Institute Library and the Natick Historical Society continued our work together through the shared use of an archival quality display case located in the library. This cooperation allows the Historical Society the opportunity to display some of its unique items at the library where we have more accessible hours. We also host the Society’s kiosk.
- 2014 saw a continuation of outreach programs by the Bookmobile to more underserved populations (i.e. seniors and homebound patrons). We are proud to continue our service to the U.S. Army Sol-

dier Systems Center (Natick Labs).

- Grants the library received in 2014 included the Nellie Mae Education Foundation - \$2,000; Veterans Oral History Project grant - \$30,000; The Stuart Foundation - \$1,000; and the Natick Garden Club - \$100.
- We continue to work cooperatively with the Bacon Free Library, and the new library director Meena Jain, providing Minuteman Library Network access, Natick Reads programming, and other expertise as needed.

In 2014, the Friends of the Morse Institute Library continued their generous support by providing funding for programs and books. The Friends provide funding for “speed reads,” as well as programs for children, teens, and adults, museum passes, bookmobile enhancements, and so much more. Funding from the Friends allows the Morse Institute to provide many quality programs and services which would otherwise not be possible.

Our dedicated volunteers give their time and talents to make the Morse the special place that it is. We cannot thank them enough for all they do for us. Every spring the library hosts a Volunteer Appreciation Luncheon to celebrate our volunteers and honor their service to us.

On behalf of the Trustees and staff, I wish to thank all of the individuals and groups that donated their time, talent, enthusiasm, and funding to the library in 2014.

Respectfully submitted for the Trustees,

Kathleen Donovan
Elliot Goodman
Joseph Keefe
Gerald Mazor
Sally McCoubrey

by
Linda B. Stetson, Library Director

Bacon Free Library

The Bacon Free Library’s mission is to provide popular materials and learning resources for the enjoyment and use of all Natick-area residents, with a special emphasis on supporting the educational needs of the community’s children. In accordance with the wishes of the library’s benefactor, Oliver Bacon, materials are selected to provide the broadest range of interest and topics.

Here’s a brief look at what we’ve accomplished recently and our hopes as we look forward.

Goals FY15:

In FY15, the Bacon Free Library (“BFL”) continued to provide considerable services and programs to the Natick community. Despite staffing changes, the BFL achieved its goal of providing valuable, educational services for the enjoyment and use of the public. With our “safe staffing” levels, we were able to be more creative in our planning, outreach and collaboration.

Our goal was to support the educational needs of the community's children.

Programming: We continued to enjoy regular visits from area schools. In addition to these visits, we had many programs for children which were very successful – including (but not limited to) author visits with Natasha Lowe and Judith Moffatt, pumpkin decorating, a visit with Santa and book clubs, comic book readathon/meet Batman & Catwoman, children's entertainers – Dale Freeman, Elaine Kessler, Stacey Peasley, Greg & Alex Magic and Sparkey's Puppets.

Our adult programming included author visits with Boston Globe columnist Matthew Gilbert, Mystery writer Kate Flora, the "History Witch" Lisa Graves, Young Adult author Victoria Aveyard, *Black Mass* author Dick Lehr; and Mark Bodanza with retired Boston Celtics player Jojo White. In addition, we had programs on Internet Marketing, Twitter in 30 Minutes, as well as New Gadgets and Gizmos. We had our regular book clubs and started a very successful Cookbook Club.

Collaborating: A few significant collaborative efforts in FY15 were an author visit with Michael Greenburg in conjunction with the Natick Historical Society, Maple Sugaring with the Natick Organic Farm, Celebration of Martin Luther King, Jr with SPARK Kindness, and author visit/scavenger hunt with Sara Hunter in conjunction with SPARK Kindness, Broadmoor, and Natick SEPAC. We saw the creation of the Charles River Community Groups – a cooperative, resource sharing group which includes the BFL, the Natick Historical Society, MassHort, Natick Community Organic Farm, Eliot Church and Broadmoor.

Goals FY16:

Our goals for FY16 are to increase our visibility in the community, to partner with local organizations and town departments for the express purpose of bringing more information and opportunities to our patrons, and to provide meaningful programs to the wide range of individuals who use the Bacon Free Library. In addition, we will continue our upward trend in circulation and program numbers.

Programming: With being fully staffed, the BFL will bring increased original and in-demand programs to the library which will reach out to every interest group in Natick and beyond. We will continue to grow our excellent children and adult programs.

Collaboration: The Director of the BFL will strengthen partnerships with local organizations, town departments (such as the Morse Library, the Council on Aging, the Fire and Police Departments, etc.) and virtual entities to pool resources and bring superior information and opportunities to community members. This will, in turn, enhance the BFL profile in the community and make the library a "destination" for the town. In addition, the BFL staff will increase its profile with the MBLC, Mass Library System, Minuteman and the library community – as resources are available here for the betterment of the Bacon Free Library community.

Technology: The staff at the BFL will utilize current and upcoming technological resources to meet our goals, provide our patrons the latest information on their digital choices both through Minuteman and the larger library community.

Outreach: The BFL is committed to reaching out to community members who are not currently using library services or have difficulty accessing the library. We are partnering with the Council on Aging, the Morse Library, SPARK Kindness and Natick Public Schools to find ways to provide library services to underserved groups in Natick.

On the Horizon

One of the biggest areas of change in the library is building improvement. We will be working on securing grants to change the windows, and exploring ways to make the library more accessible. These will be big projects which we expect to take several years but will greatly improve the patron experience at the BFL. We hope to collaborate with town departments as we go along the process to make sure we meet all of the requirements for our beautiful, historic building.

We will also be working on our Long Range Plan (“LRP”) for the (Massachusetts Board of Library Commissioners (“MBLC”) this year. This will make the BFL eligible for state grants and services. When this LRP is complete, the BFL will be able to apply for grants on literacy programs, digital and media literacy, outreach, preservation & digitization and staff development.

As noted above, our other significant objective is to increase our ability to be the kind of library which is accessible to every portion of the population. This could mean partnering with unique entities in the area, bringing beloved characters to the library for our large children’s population, having current authors visit, bringing reading devices to our most vulnerable community members or having reading materials for every interest level. We want to be “that” library which people talk about in impressed tones, which in turn, shines a light on the entire town.

Public Safety

Fire Department

I am pleased to report the developments of the Natick Fire Department for the year 2014. This year we purchased a new E-One Pumper Fire Truck, which is stationed in South Natick. The engine that it replaces (2001 E-One) will become our spare engine and the spare engine (1995 E-One) will be auctioned off.

Deputy Chief Paul Tota, Captain Salvatore Arena and Firefighter Gary Doucette retired this year., among them they had more than 92 years of combined service and experience. I wish them a long, healthy and happy retirement, they will truly be missed.

This year we welcomed Firefighter/Paramedic Derek Dupre and Firefighter/Paramedic Joseph Marashio to the ranks of the NFD. They both came to us from other fire departments and were already Fire Academy trained. After a short orientation program they were assigned to a shift, where they began responding to emergency calls.

For the third and final year the Natick Fire Department received a grant from the MetroWest Health Care Foundation to support having the NFD CPR/AED Training Team teach Natick High School students in CPR, Cardiac Defibrillation and Basic First Aid. We are now into the third phase of this program where we are training freshmen for the first time and juniors for the second time (they were the first freshmen class taught by this program in 2013). This training will keep the entire high school student body (98-99%) CPR certified. The CPR Team also trained 377 town employees and citizens this year, which is the direct result of the support from the Town Administrator and Board of Selectmen for the funding and expansion of this program into the future, for which I thank them. Lieutenant Ron Downing and his team-FF. Brogan, Lt. Forance, FF. Spencer, Lt. Norris, FF. Quilty, FF. Herring, FF. Hartwell, FF. Collins, FF. Farquharson, FF. Sansossio and Capt. Rothman deserves special thanks for facilitating and expanding this program.

Fire Prevention

Captain Rocco Franciose

The Fire Prevention Division inspected all schools, day care facilities, hotels, nursing homes, hospitals and liquor license holders as well as various businesses. We also investigated and followed up on complaints and violations.

Inspector Quigley-Boylan applied for and again received a SAFE Grant (Student Awareness and Fire Safety). This money was used to fund many programs both in the schools and at the Fire Station. We were able to purchase a Fire Safety House through public education funds and a donation from the Natick Firefighter Union, Local 1707.

She also received a Senior Safe Grant which provides educational programs for the senior citizens of Natick. She also visited their homes and installed smoke and carbon monoxide detectors, as well as providing fire safety advice. A Fire Prevention Fair was held at Fire Headquarters in October.

MathWorks finished one project this year and started a new project on their site. The Natick Paperboard (The Natick Mews) project started this year and is underway.

Plan reviews, for both residential and commercial projects, were conducted. Again, we thank Fire Protection Engineer, Maurice Pilette, for all his help with commercial plan reviews. His guidance and assistance are invaluable.

<u>Permits Issued</u>	
Open Burning	183
UST Removal	4
Sprinkler Installation	82
Flammable Storage	19
Fire Alarm Installation	89
Tank Truck	42
Fixed Fire Suppression	3
Propane Storage	41
Cutting and Welding	13
Blasting	5
Oil Burner	112
Smoke Detector Certificate	551
<u>Certificate of Occupancy</u>	<u>467</u>
Total	1611

Training Division

Acting Deputy Chief Eugene Rothman, MS/EM, NREMT-P

One of the most significant events to stir up the Natick Fire Department this past year was actually a change at the Massachusetts Office of Emergency Medical Services (OEMS) when it finalized its new relationship with the National Registry of EMTs. This change brings Massachusetts into what is becoming a nation-wide standard of certification and education for pre-hospital care providers, which is a great milestone, but it has come with a very steep learning curve, especially for the Training Division. With all of that, we were able to recertify 41 members of the Department this year, with the balance recertifying this coming April, 2015.

In response to both current and past events, 2014 ushered a number of wide-ranging training programs including *naloxone* administration for EMTs and First Responders (*naloxone* is given for heroin overdoses), and Ebola preparedness.

In advance of the first Boston Marathon to take place after the horrific terrorist attacks of April 2013, we hosted and participated in a massive planning and training effort, working closely with a number of agencies, especially the Natick Police Department, the Massachusetts State Police, the Massachusetts Emergency Management Agency, and other federal and state partners.

Communications Division

Gordon VanTassel

This past year we upgraded the Dispatch Center, Voc alarm and PA system. The Dispatch Center for both the fire and police was modernized, as it was outdated from when the new complex was built 16 years ago. Both the Voc alarm and PA system for the fire department were also antiquated and were in need of replacement.

Three new master fire alarm boxes were added this year. Through our connection fees for the master boxes we continue to generate over \$60,000 for the Town of Natick. Normal maintenance and testing was performed on all of the fire alarm circuits. Maintenance on the twenty intersections with traffic lights and twelve crosswalk signals has increased significantly during the past year due to road construction and the age of some of the intersections.

Work is continuing to reduce the number of double utility poles throughout the town. I work in conjunction with NStar to see that these are taken care of whenever needed.

The Town's part of the job has been completed in the reconstruction of the Rte 9 and Oak Street intersection. This involved rerouting all of the Town's communication cables in that area.

Dom Mallozzi continues to provide the fire department, police department and the entire town valuable assistance with our radio and communications systems.

Ambulance Fees

January	\$121,296.43	July	\$108,449.47
February	138,352.20	August	127,308.08
March	134,118.42	September	126,613.03
April	122,882.61	October	147,600.34
May	152,870.70	November	107,500.03
June	150,549.18	December	148,650.82

3 Year Total

<u>2012</u>	<u>2013</u>	<u>2014</u>
\$1,453,895.75	\$1,538,074.95	\$1,586,191.31

Service Fees

January	4,845.00	July	4,310.00
February	2,716.00	August	6,800.00
March	8,215.00	September	6,660.00
April	5,265.00	October	1,668.00
May	2,705.00	November	5,779.73
June	9,391.00	December	6,450.00

3 Year Total

<u>2012</u>	<u>2013</u>	<u>2014</u>
\$114,179.98	\$115,518.36	\$64,804.73

Record of Fire Calls

<u>Incident/Type Category</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>
Fire/Explosion	94	109	103
Overpressure/Rupture	3	3	3
Rescue Call	2819	2860	3076
Hazardous Condition	336	311	272
Service Call	412	438	453
Good Intent Call	243	250	247
False Call	662	732	706
Severe Weather/Natural Disaster	34	10	22
<u>Special Type Complaint</u>	<u>11</u>	<u>13</u>	<u>19</u>
Total	4614	4726	4901
	<u>2012</u>	<u>2013</u>	<u>2014</u>
Mutual Aid Rendered (Fire/Amb.)	111	133	114
Mutual Aid Given (Fire/Amb.)	51	54	69

The preparation of this report marks the second anniversary of Firefighter Joe Slattery's passing and, as always, our thoughts and prayers go out to his family. We will endeavor to honor his memory by our continued efforts to provide the best, safest and most professional fire protection, disaster response, and medical care to the residents and visitors of the Town of Natick.

Respectfully submitted,

Richard A. White
Chief of Department

Police Department



Calendar year 2014 could be best described as the year of transition as well as enlightenment for the Natick Police Department. With the start of the New Year, the town and the police department were awakened to the realization that we were faced with a major epidemic in opiate addiction. We lost young members of our community to this problem and the police department and organizations in the town began their focus on addressing this problem. As a result the police department began to make plans and prepare strategy to attack this issue. Working with the School Department, Health Department, Community Services and Natick Together for Youth, we hope that we will be able to stem this dangerous trend before more lives are lost.

In 2014 the Natick Police Department worked diligently to complete its first Strategic Plan. There were several areas contained in the plan that emerged as priorities, and some have been undertaken and implemented during the development of the plan and before it was finalized. These goals and objectives will continue to guide our efforts over the next three (3) years of the plan.

Personnel Updates

The Natick Police Department experienced a large number of retirements of long-standing members of the organization during 2014.

Lieutenant Steven Pagliarulo retired after more than 30 years of service.

Lieutenant Paul Thompson retired after almost 40 years of service.

Officer William Geissler retired after more than 30 years of service.

Officer Diane Morrill retired after more than 25 years.

Officer Joseph Thurston retired after 15 years of service.

Also Officer Thomas Butler was activated for military duty and served the country for the entire year of 2014.

Internal Affair Complaints:

Types:	Abusive Language -	2
	Conduct Unbecoming -	0
	Excessive Force -	1
	Violation Policy -	3
	Violation Rules -	2
Disposition:	Unfounded -	1
	Sustained -	1
	Under Investigation -	2
	Not Sustained -	3
	Exonerated -	1

Department Organization

The chart below depicts the organizational structure of the Natick Police Department as of January 1, 2015.



Court Activity

During 2014, 1,203 complaints were forwarded to the Natick District Court for prosecution. In addition the Records Room staff processed 1,578 offense reports, 857 motor vehicle crash reports, and 3,911 citations.

The following illustrates traffic enforcement and crash data for 2014 as compared to 2012 and 2013 data:

Violation Breakdown	2012	2013	2014
Civil Motor Vehicle Infractions	1,260	1,813	1,077
Written Warnings	1,189	1,389	2,214
Arrests	197	162	143
Criminal Complaints	420	390	477
OUI	71	54	50

Crash Particulars			
Total Crashes	823	890	857
Fatal Injury	2	0	1
Non-Fatal Injury (incapacitating)	18	25	22
Non-Fatal Injury (non-incapacitating)	56	72	59
Possible Injury	83	78	71

Officer of the Year

Christopher J. DiModica was named the Natick Police Department Officer of the Year for the year 2014.

For his consistent excellence in police duty throughout the year, never before were Officer DiModica’s talents more on display or needed than one winter’s evening while on a detail. As the crew prepared to complete its work, a terrible accident occurred. Officer DiModica immediately realized what was happening, determined what needed to be done and made immediate use of the resources available to him. In an unexpected and horrific circumstance, Officer DiModica was able to maintain his composure and take action to ensure the best chances for survival of the victims.

It is his actions in instances such as these that have led to Officer DiModica being viewed as a leader by his peers and his being considered emblematic of the future of the Natick Police Department.

Animal Control

Animal Control enforces state regulations and town bylaws as it relates to domestic animals and wildlife. The animal control officer also administers to sick and injured animals as well as deceased animals on the roadways within the town borders. The following is a list of Animal Control activity during 2014:

Domestic		Wildlife	
Unrestrained Dog Complaints	87	Sick /Injured Raccoons	36
Barking Dog Complaints	103	Sick/Injured Skunks	49
Dogs Struck By Motor Vehicles	6	Sick/Injured Possums	9
Stray Dogs Reported	29	Sick/Injured Woodchucks	7
Dog Bites Reported	20	Sick/Injured Squirrels	21
Lost Dogs Reported	72	Coyote/Fox Sightings	27
Lost Cats Reported	48	Sick/Injured Fox	19
Stray Cats Reported	51	Sick/Injured Birds Of Prey & Waterfowl	22
Cats Struck By Motor Vehicles	33	Sick/Injured Rabbits	20
Cat Bites Reported	2	Sick/Injured Bats	38
Lost Exotic Birds	4	Deer Struck By Motor Vehicles	18
Lost Ferrets	0	Deceased Animals (Roadways)	118
Informational Statistics			
Animal Cruelty Cases Investigated	31		
Wild Animals Removed From Dwellings	27		
Citations Issued	18		
Written Warnings Issued	55		
Mutual Aid To Other Communities	10		
Assistance Calls For Service	164		
Informational Calls	179		
Livestock Complaints	0		
Farms/Barns Inspected	33		
Kennels Inspected	4		

Respectfully Submitted,

Chief James G. Hicks

Public Works

Mission Statement

The year 2014 was largely defined by how it began. We started off with bad winter weather, having 27 snow events, extreme cold weather causing numerous water breaks among other damage, and most notably, the tragic loss of Michael McDaniel, Jr., General Foreman, Water Division (26 years) with the Town. Mike died in the line of duty. Countless fellow Public Works brothers and sisters attended the services honoring his life.

As the year progressed, Natick Public Works continued its focus on all necessary daily duties, including capital improvements and projects.

The mission of the Natick Public Works Department is to maintain and improve the infrastructure, equipment and recreational facilities of the Town in a cost-efficient and sustainable manner. Public Works will be ready and available to provide an immediate and professional response to all emergency and non-emergency situations.

The Department will continue to provide safe and adequate drinking water and fire protection by maintaining and improving, with available resources, the water treatment plant, wells and water distribution mains throughout the Town. The Department will also provide dependable and reliable trash collection and recycling service to the residents of the Town.

The Department will assist, support, and cooperate with all Town departments, boards and commissions as well as other municipalities, state and federal agencies, and engage in all relevant activities that promote and benefit the Town and the quality of life for all its citizens.

The Public Works Department also wishes to recognize and thank two longtime employees, Orazio Magazzu, General Foreman, Highway (33 years), and Peter St. Germain, Lead Mechanic, Equipment Division (28 years), for their dedicated service to the Town of Natick and its residents. We wish them a long, happy, and healthy retirement.

The following is a summary of the activities the various divisions within Natick Public Works accomplished.

ENGINEERING DIVISION

The Engineering Division of the Public Works Department provides guidance and technical support to all the various Departments, Boards and Commissions within Town Government, as well as to the citizens of Natick.

The Engineering Division is the repository of street layout plans, site development plans, utility as-built plans and other various record plans. Updating of these plans as well as other maps such as the Assessors' maps, various zoning maps and street maps is an important duty of the Engineering Division. This updating process includes maintaining accurate as-built records for the Town's water distribution system, sanitary sewer system, storm drainage systems, and individual utility service connections for all buildings within the Town.

The Engineering Division, as part of the site development approval process, provides technical assistance to the Zoning Board of Appeals, Conservation Commission, and the Planning Board in the review of all site plans and subdivision plans. This process includes the review of plans and supporting documentation

to ensure compliance with all Town standards and requirements. After a plan is approved, the Engineering Division is further responsible for calculating and maintaining various construction performance bonds and is responsible for all related site utility and roadway construction inspection.

In addition to the above, the Engineering Division completed the following during 2014:

- Issued 261 street opening permits and provided the necessary inspections.
- Provided follow up inspections on 43 occupancy certificates.
- Issued 93 water service connection permits and provided the necessary inspections.
- Issued 89 sewer service connection permits and provided the necessary inspections.
- Issued 92 trench opening permits.
- Provided 292 field utility mark-outs for ongoing Town-wide construction activity.
- Reviewed 238 applications as part of Building Permit Application process.
- Provided Town Project Coordination for the MassDOT Marion Street Bridge replacement contract.
- Negotiated and worked with private property owners on grants of easements to the Town. Presented easements to the Board of Selectmen for approval and acceptance. Recorded all approved easement plans and documents at the Middlesex Registry of Deeds.
- Presented Walnut Hill Drive and Highland Street for acceptance by Town Meeting. Street Acceptance Plans and Documents were recorded at the Middlesex Registry of Deeds.
- Continued work as required on the Town's Storm Water Master Plan and NPDES General Permit. Completed permit year goals, and filed yearly EPA status report. Continued with the design and implementation planning for the new 5 year permit to be administered by the EPA (beginning in 2016 – tentative).
- Provided Town project coordination for the MassDOT North Main Street Reconstruction project, Route 9/27 & Route 9/Oak Street Intersection Improvements, and for the FedEx and MathWorks access permits.
- Managed the yearly Chapter 90 - Roadway Improvement at various locations Contract.
- Provided Construction Management/Inspection Services for the Kansas Street Roadway and Drainage Improvements Project, construction to be completed Spring 2015.
- Completed the design and permitting for Pine Street Roadway and Drainage Improvements Project, construction to start Spring 2015.
- Completed the design and permitting to address drainage problems in the Willow Street area, construction to start Summer 2015.
- Completed the design and permitting for the Pond Street retaining wall replacement project, construction to be completed Spring 2015.
- Presented a new 5 Year Roadway Pavement Maintenance Plan to the Board of Selectmen.

EQUIPMENT MAINTENANCE DIVISION

The Equipment Maintenance Division of Public Works oversees the maintenance of all town-owned equipment, which includes Police, Fire, Highway, Sanitation, Recycling, Water/ Sewer, LFNR, Emergency Generators, Fuel Depot, Recreation, Administration, Library, Farm and all Town Hall vehicles. This Division also fills a very important role as a support division to all town departments at any given time, including all emergencies.

The Division consists of eight employees, including a Supervisor, General Foreman, Working Foreman, Lead Mechanic, and four Mechanic Welders. We were honored to have Peter St. Germain, Lead Mechanic (Police Station), retire after 28 years with the Town. He will be greatly missed, but we hope he enjoys his retirement. The Equipment Maintenance Division continues the training of its technicians to achieve ASE and EVT certifications to better serve the Town of Natick.

In regards to safety this Division has taken great steps forward in 2014. The Equipment Maintenance Division begins each morning with a “tool box talk” where an employee chooses a specific safety topic to present and discuss. This simple meeting has had a great impact on the shop safety atmosphere, as well as promoting teamwork and making employees more aware of their surroundings. Furthermore, we continue to work side by side with all departments in the Town to ensure proper manufacturer training is offered to all employees when new equipment is purchased.

This Division has also worked to ensure that refresher training with manufacturers and the Town’s insurance company is scheduled and completed in a timely manner. In addition, the Equipment Maintenance Division has spent time adding additional safety equipment to trucks, including additional amber warning lights, improved scene lighting, and the installation of rear backup cameras. We have worked closely with other divisions to make sure the proper steps are taken in keeping vehicles clean and free of clutter. This detail promotes a healthier work environment and increases the longevity of the vehicles and equipment. An important part of the Division’s responsibilities that is often overlooked is the welding, fabrication, and body repair projects we do for the Town of Natick. An example from 2014 is the building of a new pusher snow plow that incorporates recycled loader tires. The Division also worked with other departments on projects such as welding goal posts, repairing community docks, and field work such as welding and torch work. The Division was honored to assist in the 9/11 memorial by fabricating steel supports for the structure.

In 2014 the Town invested in a new fuel management system, which was installed and overseen by the Division. This new system allows the Town to closely monitor the fuel usage on a day to day and vehicle to vehicle basis. The system will help keep track of scheduled maintenance while allowing us to understand how fuel consumption fluctuates based on the weather. The fuel consumption tracking units will be installed on every vehicle registered to the Town of Natick. The Division is also responsible for the maintenance and troubleshooting of the Town’s only fuel depot.

Through the use of the website PublicSurplus.com, the Division has been able to auction off retired town equipment and vehicles. Items such as trucks, backhoes, sweepers, printers, pumps and other various items have been auctioned through this website. In 2014, \$160,000 in revenue was received from auctions for use towards the purchase of newer replacement equipment. By using PublicSurplus.com, we have been able to bring in two to three times the normal trade in value. This provides a greater return on investment for the Town, as vehicles and equipment have reached the end of their useful life.

In 2014 the Equipment Maintenance Division put great emphasis on preventative maintenance in order to reduce the amount of corrective maintenance, which affects the overall functioning of many departments. The Division has created and implemented many working forms and tables that directly aid in the tracking of maintenance. Research was conducted in regards to tires and their effect on recapping longevity, which led to the purchase of specific tires to help the Town reduce the tire costs.

In conclusion, the Division staff is proud to be a part of the Public Works Department. We take pride in what we do and are honored to work closely with all departments in providing respectable services to the Town of Natick and its residents.

HIGHWAY AND SANITATION DIVISION

In 2014 the Highway and Sanitation Division performed all routine duties as well as numerous added assignments. The Division paved approximately 3,350 feet of asphalt curbing, with the majority being

repairs from the previous winter along with new areas that were added. All of these curb repairs were backfilled with loam and seeded. In 2014 the following streets were rehabilitated as part of the Department's Roadway Pavement Management Program utilizing Chapter 90 State Funding: Indian Ridge Road, Indian Ridge Way, Lantern Lane, Apple Ridge Drive, Summer Street, and Pitts Street. These roads received total reclamation, new roadway pavement, sidewalks, and curbing. Storm drainage, valve boxes and sanitary sewer castings were replaced as needed and the adjacent areas were loamed and seeded.

The Division performed all regular street sweeping duties, including the sweeping of all main road sidewalks. Sidewalk sweeping activities were completed by the second week of April. The balance of all roadways, schools parking lots, and municipal parking lots were completed by June 15th. The Division removed approximately 1,985 tons of street sweepings that were then tested by an independent lab for contaminants prior to proper disposal at a permitted sanitary landfill. In 2014 the Division painted all 283 crosswalks, all stop bars, pavement stencils, and municipal parking lots. A total of 232,644 linear feet of white edge line and 117,920 linear feet of double yellow center lines was painted. The Division repaired and replaced 248 street signs and constructed 90 new signs. The Division is also responsible for lettering all new municipal vehicles.

Approximately 79.5" of snow fell during the winter of 2013-2014, which was comprised of 27 separate storm events. There were 7 plowable storms and 20 sand and salt operation storms. One of the major storm events required the removal of snow from the downtown business district. The Division applied approximately 4,500 tons of salt and 5,300 tons of sand to the roadways to ensure public safety. All roads, schools, municipal buildings and parking lots were treated by the Highway Division with the assistance of the Water/Sewer, Land Facilities, and Equipment Maintenance Division. Storms in excess of 2 inches of snow also require the use of private contractors (28 separate pieces of contracted equipment were used in 2014). The Division plows 41 miles of sidewalks along main roadways and around schools. The Division also provides 25 sand barrels in designated areas for residents to use. The sand/salt mix at the Oak Street Maintenance Yard is also available for use by residents.

In 2014 the Division repaired 56 catch basins, 9 drainage manholes, and installed 5 new drainage structures. As required by the Town's Stormwater Discharge Permit, the Department continues to clean 1/3 of the catch basins townwide each year (approximately 1,250 structures per year). This work is managed by the Division and performed by a contracted vendor. The material removed from drainage structures is tested thoroughly by an independent lab and then is hauled to a permitted sanitary landfill for disposal.

The Division continues to work with all departments in the Town such as the Town Clerk's office for signs and voting issues, the School Department with removing solid waste and recycling, and the Police and Fire Departments with all planned events and emergencies.

The Division successfully implemented and conducted one full year of in-house curbside recycling. The Division is also responsible for the curbside collection of all solid waste. The Division collected 5,780 tons of solid waste and 4,087 tons of single stream recycling as part of the curbside collection program. The Division also collects solid waste and recycling at all schools, municipal buildings, Cedar Gardens elderly housing complex, and the Coolidge Gardens elderly housing complex. Working with the Natick Housing Authority, the Division collected and disposed of 128 tons of solid waste from the elderly housing complexes. The Division maintains 125 solid waste and recycling containers at public parks and in the downtown area. The Division collects 31.5 tons of solid waste from the receptacles at Town parks. The Division also maintains solid waste and cardboard dumpsters at all schools and municipal buildings, as well as 96 gallon totes for recycling.

The Division manages the Recycling Center, which in 2014 collected and disposed of the following material: 6.7 tons of Styrofoam, 23.75 tons of rigid plastics, 133 tons of mixed paper, 179 tons of cardboard, 29.5 tons of single stream recyclables, 139 tons of light metal, 26.9 tons of recycled electronics, 8,936 assorted small light bulbs, 29,088lf of florescent bulbs, 78 propane tanks, 1,100 gallons of waste oil, 26 55-gallon drums of latex paint, and 7 hazmat packs of enamel paint. The Division continued its efforts to market and sell recyclable materials, creating revenue to help offset the cost of the Sanitation Program.

The Division collected spring yard waste on the first two full weeks in May on trash days, and in the fall we picked up yard waste on the last three Mondays in November and the first Monday in December. Christmas trees were collected the first two weeks in January. This organic material is chipped and composted into reusable mulch.

The Highway and Sanitation Division wishes to thank Orazio Magazzu, who retired this past October, for 33 years of dedicated service to the Town Of Natick.

LAND FACILITIES AND NATURAL RESOURCES DIVISION

During the past calendar year the Division of Land Facilities and Natural Resources performed the traditional department activities and completed a number of special projects. With a staff of seven full-time and two part-time employees led by one supervisor, the Division is responsible for the maintenance of many open spaces throughout town, including athletic fields, the Town Common, facility landscapes, and park areas such as Dam Park, The Grove, and the two town cemeteries at Boden Lane and in South Natick. The Division is also responsible for public shade tree plant health care and tree care for other trees on town owned land.

During the winter and spring months the division foreman, Rich Allen, was out for an extended period of time. Rich's absence was filled by the Working Foreman Scott Baccari. Scott did a tremendous job with the extra work load and played a critical role to ensure that the level of service provided by the division was affected as little as possible. Because of the absence of Rich, the department was forced to re-prioritize some tasks, such as core aerification of fields for the spring season.

The Division serves as the liaison and manages the labor provided by the South Middlesex Correction Facility. This relationship has proven to be very valuable to the Town of Natick and the extra hands have been utilized by multiple divisions within the Public Works Department. The correctional labor has completed many beautification projects throughout town, including removing overgrown brush, painting, collection of debris along roadways, and projects at the William L. Chase Arena.

For public shade tree management the Division in combination with a contractor, removed thirty-eight hazardous trees, pruned thirty-four trees, and removed thirty-five stumps from public ways and town land. The Division also responded to seventy-one calls regarding tree emergencies. The Division continues to develop a comprehensive plan to re-plant trees throughout the town. During the past calendar year the Division planted specimen species, including a fern leaf beech and a Serbian spruce. The Division also worked in close collaboration with a resident, Mary Estella. Ms. Estella graciously provided the Town with ten saplings to be planted this coming spring on public land. The species include white pine, American elm, and black oak.

For the 2014 calendar year the Division assumed the responsibility of care and maintenance of the new JJ Lane Park on Speen Street. This passive recreation park opened in 2014 with great success due to the efforts of Recreation and Parks Director Jon Marshall. Mr. Marshall worked closely with the Division to

ensure the project's success following completion. The Division also made improvements to the park at South Natick Falls, Grove Park, and a number of the Town's athletic fields. The Division advanced its Turf Grass Management Program, which includes a carbon based fertility program that utilizes organic fertilizer. The Division served as captain for the Marathon Daffodil Planting Project. The Planting Project was an effort spearheaded by the Massachusetts Horticultural Society to plant daffodils along the entire Boston Marathon Route in honor of the Marathon Bombing victims of 2013. The town helped distribute and plant 10,000 bulbs, working in conjunction with the Girl Scouts, Natick Garden Club, and many other residents and volunteers. Planting sites included public areas such as the Town Common, as well as commercial properties such as the FCC Church, Santander Bank, and Hogan Tire. During the 2014 Boston Marathon the blooming daffodils could be seen all along the route through Natick.

The Division continues to make improvements to the web-based asset management system. This customizable system has enabled the Division to create a digital history of tree inventories, tree hazard mitigation, tree replant sites, preventative maintenance for fields and park areas, and provides the opportunity to log corrective actions taken throughout town. This information is available in real time in the field for the Supervisor and staff, increasing efficiency and creating a detailed paperless record.

WATER AND SEWER DIVISION

The Water and Sewer Division is responsible for providing safe and adequate drinking water, fire protection, and sanitary sewage collection service for the businesses and residents of the Town. The Division operates and maintains twelve water supply wells at five locations, the Springvale Water Treatment Facility, 196 miles of water distribution mains, nine million gallons of storage at two enclosed reservoirs, 1,400 fire hydrants, and 13,000 water meters. The Division is responsible for weekly water quality testing and compliance with state and federal drinking water requirements.

The Division pumped, treated, and distributed 1,169 million gallons of potable water during 2014. The Division changed 81 water services, repaired 37 water service leaks, and 13 water main leaks. The Division also replaced and repaired 6 fire hydrants. Division personnel maintained 13,500 radio read water meters throughout Town. The Division replaced 900 old water meter radio transmitters with new transmitters. The Division also completed 2,152 mandatory tests of backflow prevention devices. To improve the water quality and improve the distribution systems capacity, the Division recently instituted a uni-directional flushing program. The entire distribution system is flushed twice annually to remove sediments. This best management practice improves the taste, clarity and color of the water. The flushing program also helps minimize the amount of treatment agents used at the Plant and will help prolong the service life of the distribution mains and valves.

During 2014, the Division completed multiple capital improvement projects including building and chemical feed rehabilitation at the Pine Oaks Well Facility, roof coating and mixing system improvements at the Town Forest Reservoir, and Elm Bank Well Facility VFD upgrades. Capital improvements currently under construction include the Evergreen Well #1 replacement and rehabilitation and Tonka filter valve replacement project at the Water Treatment Facility.

The Division operates and maintains over 150 miles of sewer collection mains and manages 34 sewer pump stations throughout Town. The Division pumped an average of 3 million gallons of sewerage per day in CY2011 through 2013. Collected sewerage is discharged at several locations within Town into large diameter sewer interceptors operated by the Massachusetts Water Resources Authority. Flows continue to the Authority's Deer Island Wastewater Facility for treatment.

The Division maintains and inspects daily the 34 sewer pump stations throughout the Town. The Division performs ongoing and routine maintenance to the gravity sewer mains in different sections of the collection system throughout the year as weather permits.

The Division continues the sewer main relining program to improve old and decaying sewer main infrastructure. The Division is contracting to do pipeline video inspections and cleaning/relining of sewer mains in various parts of Town. The pipeline inspection work will provide a list of sewer segments that require lining, repairs or more frequent cleaning to maintain adequate flow velocities. This ongoing maintenance and improvement to the Town's sewer mains removes infiltration of ground water and inflows of surface water to the collection system, which help reduce the MWRA Assessment charged to the Town.

In 2014, the Division, in conjunction with Framingham Sewer Department, completed a new sewer force main on Speen Street from Chrysler Road to the Natick Mall entrance, which completed this multi-year project. The Division also completed several capital improvement projects, including foundation wall repair and grinder pump installation for the Prime Park Sewer Pump Station. Capital improvements currently under design/construction include the Travis Road Sewer Pump Station Building Rehabilitation/generator installation and the Eliot Hill Sewer Pump Station Replacement.

Respectfully submitted,

Tom Collins
Deputy Director of Public Works
"Public Works - The Silent Arm of Public Safety"

Boards, Committees & Commissions

Affordable Housing Trust Fund

Membership during 2014

At start of year:

Jay Ball
Barbara DePasquale
Laura Duncan, Clerk
Glen Glater
Carol Goff, Chair
Randy Johnson, Vice Chair
Glenn Kramer
Scott Marshall

At conclusion of year:

Jay Ball
Barbara DePasquale, Clerk
Laura Duncan
Glen Glater
Randy Johnson, Chair
Nicholas Mabardy

Natick Housing Planner:

Joseph Merkel

The Natick Affordable Housing Trust was formed in February 2008 through Town Meeting under Massachusetts General Law Chapter 44, Section 55C. The Trust adopted the following mission: *To provide for the creation and preservation of affordable housing in the Town of Natick for the benefit of low and moderate income individuals and families.*

NAHTF Meetings are held each month in conjunction with the Natick Community Development Advisory Committee (CDAC). Each entity maintains separate meeting minutes.

During 2014, the NAHTF funded the *Homeless Emergency Housing Voucher Program*. This initiative, largely administrated by the Natick Police Department, housed homeless individuals and families who lacked shelter during the cold weather months in local motels. During the 2013-14 winter, eight vouchers were used, at an expense of \$640.00. The NAHTF voted to reactivate this program for the 2014-15 winter.

The Down Payment Assistance Program continued through 2014, with ten loans totaling \$90,000 written for eligible buyers of affordable housing. One concern of the NAHTF in this program has been the relatively high legal costs for the small loans, which average approximately \$1,500 for a \$5,000 or \$10,000 loan. Member Mabardy, the representative from the Board of Selectman, is inquiring if the town counsel can supply these services with out separate billing to the NAHTF.

Collaboration with the Natick Housing Authority continued in 2014. Representatives from the NHA, including the director, Eileen Merritt, were frequently in attendance, and provided updates on NHA activities. Following the NAHTF-funded successful creation of two accessible units at the Cedar Gardens development, the NAHTF voted to support the conversion of the vacant NHA 18-unit congregate single room occupancy units at the Coolidge Hayes House into (10) 1 bedroom units for a special needs population. The NHA leveraged the NAHTF support into a funding commitment from the Massachusetts Department of Housing and Community Development (DHCD) to fully finance the project. Design is underway, and a preliminary meeting with the Natick ZBA was held in December.

The NAHTF also is contributing funds to the rehab of 6 Plain Street, a two-family house owned by the NHA which has been vacant for several years. Again, the NAHTF contribution was leveraged into funding

commitments from DHCD to fully rehabilitate the structure.

Vacant land at 56 Everett Street, a property deeded from the Town to the NAHTF, was sold in 2014, with the proceeds to be used for the creation of additional affordable housing. The initial use of a portion of these funds has been directed to vacant land on Bacon Street, a property which was deeded to the NAHTF as part of a Natick Planning Board decision regarding the expansion of Bernardi Honda. The NAHTF intends to work with Keefe Technical School in the construction of a two-family house and is working on an RFQ for design services.

Metro West Collaborative Development is working with the NAHTF in the identification of possible affordable housing projects. This fall, the organization held a forum focused on finding affordable housing. Metro West representative, Steven Laferriere, is a frequent attendee of meetings, and contributes greatly to the discussion and strategic planning of affordable housing.

The NAHTF and CDAC initiated discussion among affected town boards as to whether a move to have Natick adopt the benefits of the Community Preservation Act would be appropriate. The NAHTF supports this initiative, in recognition of the limited yearly funding available from the WestMetro HOME consortium, and the importance of local funding “matches” in larger development projects.

The Trust started the year with eight members, and is ending with six. The Board of Selectmen has been notified about the vacancies. Resigning members Carol Gloff, Glenn Kramer and Scott Marshall are thanked for their contributions.

The composition of the Trust, in addition to citizens-at-large, includes representatives from the Board of Selectmen, the Planning Board, the legal profession, real estate and construction. This make-up contributes greatly to the ability of the Trust to accomplish objectives and has made the experience of the volunteer members a rewarding one.

Randy Johnson
Chairman, Natick Affordable Housing Trust

Bacon Free Library Maintenance Committee

General:

The Bacon Free Library Maintenance Committee is required to review all expenditures by the Library. Each committee member reviews, approves and signs invoices for all expenses including payroll, utilities and book purchases.

Budget:

The Committee does not have an operating budget.

Current Year Information:

On a monthly basis (or as needed) during 2014, the Committee reviewed and signed invoices for all expenses.

D. Michael Collins
Ruth Fox
John Manning
Steve Wilson

Natick Bicycle and Pedestrian Advisory Committee (NBPAC)

The NBPAC, consisting of seven members, was founded in 1997, recognized by the Board of Selectmen in 1998, and reconfirmed by the Board of Selectmen in 2001.

The Natick Bicycle and Pedestrian Advisory Committee serves to advise the Town on issues relating to the safe and proper use of roads, sidewalks and trails by and for bicyclists and pedestrians, and to make Natick more bicycle and pedestrian friendly through public education and outreach, and by consultation and coordination with Town departments and boards.

2014 Accomplishments

- Promoted awareness of new bike lanes on East Central street through messages on electronic message board and a poster on the Town Common.
- Members continued to provide support for the Safe Steps Grant, funded by the Metrowest Community Healthcare Foundation, by participating in a sidewalk audit throughout town to assess pedestrian accommodations for all users. Data collection is complete; data analysis and usage remains an on-going process.
- Partnered with Selectman Josh Ostroff to draft a Walkability Guidelines document for use by Natick Town departments. This document, currently in draft form, incorporates complete street guidelines and aims to guide town prioritization of initiatives as it pertains to safe streets for biking and pedestrian traffic.
- Provided input on bicycle and pedestrian issues to the Planning Board in review for permit applications.
- Represented the committee at meetings of the Safety Committee and the Cochituate Rail Trail Committee.
- Attended the Commonwealth's "Moving Together" conference to learn about design practices and organizations engaged in bicycle and pedestrian advocacy.

Conclusion

We thank the many individuals and groups that help our projects for better sidewalks and trails for pedestrians, for better traffic solutions for bicyclists, and more. We invite everyone who wishes to join us in the year to come and volunteer to assist us in supporting the town's development. Please refer to the town's public calendar for specific meeting times and locations.

Respectfully submitted,

Heather Levinson, Chair

John Magee

Chris Thayer

Deborah Pope-Lance

Mike Sullivan

Glynn Hawley

Meg Kiely

Mike McMahon

Cable Advisory Board

The Cable Advisory Board's most important function is as a liaison between the Town of Natick and any existing or future cable licensees. The Board also represents and advises the Board of Selectmen in negotiating the franchise licenses with whichever cable providers they wish to allow to operate in the Town. Currently Comcast, RCN Corporation and Verizon hold licenses to operate within the Town.

The Board received comments and complaints from town residents about cable service. These complaints included general concerns about cable providers operating in the town, cable content, and pricing/rate increases. It should also be noted that the Town does not set the rates charged by the cable operators.

The Cable Advisory Board welcomes and listens to comments from the residents and cable subscribers of Natick. People can contact the Board via e-mail: cable@natickma.org. The mailing address is in care of Natick Town Hall, 13 East Central St.

Respectfully submitted,

Hank Szretter, Chair
Martha Jones
Arnold Pinsley
Michael Avitzur

Cochituate Rail Trail Advisory Committee

The year 2014 saw continued progress for the Cochituate Rail Trail project. The CRT is a proposed multi-use recreational corridor linking Natick Center with Framingham, and connecting the MBTA station, Natick Soldier Systems Center, the Natick Mall, Cochituate State Park, and many businesses and residential neighborhoods.

The 2.5-mile Natick section of the 4-mile CRT will connect to the Framingham section, which terminates in Saxonville. The Framingham section is nearing completion and will open in 2015.

The Cochituate Rail Trail Advisory Committee is appointed by the Board of Selectmen, and advises the Town on issues related to the proposed trail project.

The Board of Selectmen appointed two new members in 2014, Dick Cugini of the Recreation and Parks Commission to replace John Griffith, and Martha White to serve as the staff member of the committee, replacing Patrick Reffett. The Board reappointed Jan Henderson, who was also elected Chair of the committee.

The committee members at the conclusion of 2014 were:

Member	Affiliation	Term expires
Joel Barrera	Member At Large	June 30, 2016
David Camacho	Member At Large (Vice Chair)	June 30, 2015
Dick Cugini	Recreation and Parks Commission	June 30, 2017
Jan Henderson	Member At Large (Chair)	June 30, 2017
Peter Henry	Member At Large	June 30, 2016
John Magee	Bicycle/Pedestrian Advisory Comm.	June 30, 2015
Joshua Ostroff	Board of Selectmen	June 30, 2016
William Schoenig	Member At Large (Clerk)	June 30, 2016
Martha White	Town Administrator	June 30, 2016

Progress in 2014 included:

- Approval in April of the CRT project by the MassDOT Project Review Committee. This is a necessary early step towards eventual design approval and construction funding. MassDOT has assigned the CRT a project number ([#607732](#)).
- Passage in July of a Transportation Bond Bill by the State Legislature, which includes an authorization for partial state funding to help acquire the CSX right-of-way. This legislative authorization allows for, but does not guarantee, state assistance with land acquisition.
- Publication in September of the annual CRT update newsletter, distributed at Natick Days.
- Formal submission in September of the 25% design to MassDOT by BETA Group, the Town's engineering firm. The 25% design is the foundation for the project and includes cross sections, layouts, a land survey, grade crossings and an inventory of the trail's cultural and historic features. MassDOT will review and propose revisions to the 25% design leading up to a public hearing in 2015.
- Development by BETA of two bridge concepts as part of the 25% submission: spanning route 30

at the Framingham town line, and across Route 9 to replace the existing railroad bridge near the Springvale Water Treatment Plant. The existing bridge clearance does not meet MassDOT standards.

- A tour of the right-of-way with MassDOT representatives in October to identify issues related to the use of the corridor for the CRT.
- Initial discussions with BETA on the cost of 75% and final design, for consideration by the Town.
- Fall Town Meeting approval of a \$300,000 appropriation towards final design, funded by \$100,000 from General Growth as part of an early Planning Board decision related to the Natick Mall expansion, and \$200,000 provided to the Town from the Commonwealth associated with the Chapter 40R residential development at the former Natick Paperboard site.
- Continuing discussions with CSX, the owner of the land that must be purchased for the CRT to be constructed. A final agreement with CSX may be concluded once the design is at a 75% level.
- Acceptance by the town of a conceptual design for a new Natick Center MBTA station, which will include provisions for a convenient connection to the future CRT.
- Substantial progress on the Kansas Street/North Main Street intersection as part of a roadway improvement project primarily funded by a state MassWorks grant. This project, to be completed in 2015, will anticipate the CRT and provide a safe crossing across the future General Greene Avenue for trail users.
- Approval in early January 2015 by the Town of Framingham of the proposed Route 30 bridge, which will partly be built on Framingham land.

The CRT Committee looks forward to continued progress in 2015, including a 25% design hearing and input from abutters and the community; progress towards final design; changes to the Town's zoning bylaws to clarify that Conservation Funds may be used towards the acquisition of the CSX right-of-way; discussions with CSX Transportation to facilitate the Town's acquisition of the corridor; and working with a new Town transportation planner.

Reports and studies related to the project may be found on the Town of Natick website at <http://natickma.gov/crt>.

Respectfully submitted,
Janice Henderson, Chair

Commission on Disability

This year has been a productive year with the commission.

The commission this year voted to donate \$6,200.00 for new automatic doors for the front doors of the Police Station. The commission also voted to donate \$5,000.00 to the Natick Needy Veterans Fund. There was also a donation of \$4,500.00 to Camp Arrowhead for scholarships for campers. This donation will be used to assist either veterans or their dependents with disability-related issues. The board membership has

changed over the last year as you will see by the new membership list. There are more openings and the Town Administrator is trying to fill these openings.

We are losing long-time member and chair of the commission, Joan Sherizen, who is moving out of state. Joan has over 20 years as a member. Thank you Joan.

Members:

Joan Sherizen — Chair

Ann Breda — Clerk

Paul Carew — Town ADA Compliance Officer

Lori Zalt

Nancy Mulcahy

Susan Peters

Barbara Irvine

Community Development Advisory Committee

The Community Development Advisory Committee (CDAC) is charged with serving as the Town's Fair Housing Committee and acting as an advisory board and resource in carrying out the major goals identified in the Town's Housing Plan and the Consolidated Plan, participating in the development of housing and community programs, and providing input and guidance for any plans under consideration for the future.

The CDAC spent 2014 working with Natick's Housing Planner Joe Merkel and the board of the Natick Affordable Housing Trust (NAHT) to advance affordable housing in our town. The two committees continue to meet jointly and to work together in our considerations of future projects. The need for various types of affordable housing continues.

During 2014 the CDAC, in conjunction with the NAHT, continued work with the Natick Housing Authority (NHA). Eileen Merritt, Executive Director of the NHA, attended many of our joint meetings to update us on the progress of that organization and make us aware of potential opportunities. As described in the NAHT annual report, the two committees have participated in many projects throughout the year to advance affordable housing availability in the town of Natick.

In 2015, the CDAC will continue to work with Mr. Merkel to ensure that the Fair Housing requirements are being met in Natick. We will also continue to work with the NAHT to explore various affordable housing opportunities in Natick.

Respectfully submitted,

Laura L. Duncan, Chair

Community Development Advisory Committee

Members: Nicholas Mabardy (Board of Selectmen representative), Glen Glater (Planning Board representative), Marjorie Gove (at-large member), and Laura Duncan (representing the banking industry)

Members (ex officio): Joseph Merkel (Natick Community Development Department), Eileen Merritt (Executive Director, Natick Housing Authority)

Council on Aging Board

The major responsibilities of the Council on Aging Board are to identify the needs of Natick's older adults, to advocate and to educate in their behalf.

The COA Board is pleased to report that 2014 has been a year of progress working on goals and objectives. During 2014, substantive progress was made in **the development of a working relationship with the Non-Profit Friends of Natick's Senior Center, Inc.** Serving her 4th year as liaison, Sue Salamoff attends the regular monthly Friends meetings. In 2014, there were two joint board meetings on August 4 and October 6. As a result, each board seems to have a better understanding of each board's role and responsibilities. We encourage residents and non-residents to join the Friends. Their financial support does make a difference; more members mean more funding for older adult programs and activities. The Friends pay for mailing of the *Sentinel*, the bulletin with information about activities, programs and services. It is mailed to more than 3000 households with one or more persons who are 60 years of age or older. Also, the Friends help fund the Holiday Dinner, the Volunteers Breakfast, the Senior Man and Senior Woman of the Year Dinner, and the Alzheimer's Walk.

In March of 2014, the COA Board had **a joint meeting with the Recreation Commission.** The future plan is that we will find ways to collaborate that will be beneficial to the people we serve.

The COA Board had been short the 11-member membership for several years. **As of the November 3, 2014, meeting, the COA has an 11-member board and a new associate member, Rachel Stewart.** Voting members are appointed by the Board of Selectmen. Associate members are appointed by the COA Board. They participate in discussions, serve on committees but do not have the right to vote.

The Outreach Committee continued its efforts to inform the community about Council on Aging activities, programs, and services, the role of the Council on Aging Board, Friends of Natick's Senior Center and how these organizations support older adults. Sue Watjen, Outreach Chair, coordinated program participation to educate and hand out information at community activities and events such as the Lincoln Café, Natick Days and the Farmers Market. Expanded public relations are planned in 2015.

COA Board members are participating in a collaborative effort with Community-Senior Center staff to develop a cultural welcoming statement that addresses diversity. Understanding cultural differences creates an environment for individuals to feel welcome to participate in activities and programs and to ask about and/or seek social service resources. Cultural competency encompasses Cultural differences, language barriers and equal access issues. Progress was delayed during the last 4 months of 2014 until the new Council on Aging Director was appointed and started work. Don Greenstein, Chair of the Cultural Diversity sub-committee, reports that the welcoming statement is in the final stages and needs approval. It is anticipated that in 2015 the movie *Gen Silent* would be shown for the general community in Natick.

The COA Board, concerned about the current and future housing needs of the older adult in Natick, has scheduled a series of meetings to educate the board members about existing housing for the older adult in Natick. Meetings are scheduled with Eileen Merritt, Director of the Natick Housing Authority, in January, and in February with Joe Merkel, Natick Housing and General Planner. Future Meetings with the Housing Coordinator at Sherwood Village and the Affordable Housing Trust Chair are anticipated in 2015.

COA Board members volunteered at a variety of community events, such as Senior Man and Senior Woman of the Year, Natick Days, the Alzheimer's Walk, the Slice of Pie Social, the Holiday Bazaar, the Holiday Dinner.

The COA Board voted **Mary Ida Murphy Senior Woman of the Year and Pat Conaway Senior Man of the Year 2014** for Older Americans Month in May.

Judy D'Antonio received the BayPath Elder Services, Inc. Community Service Award in October 2014 at its Annual Meeting and Breakfast. She was nominated by the COA Board.

Moira Munns Director of the COA, took early retirement in mid-July and Mignonne Murray, Assistant Director, accepted the COA Director position with the Town of Auburn. Board members recognized the need to be supportive in the short staffing situation.

Susan Ramsey, new Director of the Council on Aging, was welcomed by the board members at its December 1, 2014, meeting.

During 2014, the COA Board Column in the *Sentinel* targeted issues of concern:

- December Age in Place, Natick needs to plan for a larger population of older adults with increasing needs.
- November Participation at the Community-Senior Center. The value of socialization.
Beware of a call from an IRS agent stating that you owe back taxes.
Review and/or seek assistance for your 2015 Medicare-healthcare & Medicare Part D-prescriptions.
- October Learn about the candidates, your vote counts. Older voters can be a powerful voice.
- September Join the Friends of Natick's Senior Center. Dues help fund special programs and equipment.
- August Check which spouse is considered the primary for credit cards and utility companies.
Cancellation of credit card or service may occur if the designated primary spouse dies.
- June & July Come to a COA Board Meeting. Consider seeking appointment as a Member or an Associate Member on the Council on Aging Board.
- May Don't give out personal information, if you receive a call from a person you don't know.
Review mail: bank statements, bills, and online financial statements.
- April Cultural Competency, Emergency Preparedness.
- March Identity Theft and Scams, www.fbi.gov/scams-safety/fraud/seniors
- January & Feb. Housing options for seniors, www.elderhomeowners.com., HOME 978-970-0012.

The COA Board has liaison relationships with BayPath Elder Services, Inc., Steve Zafron, representative; the Commission on Disability, Nancy Mulcahy, representative; and Friends of Natick's Senior Center, Jerry Pierce, representative.

Respectfully submitted, Susan G. Salamoff, Chair

Harriet Merkowitz, Vice Chair

Karen Oakley, Secretary

Helen Anzick

Roberta Ciarfella

Richard Goldstein

Don Greenstein

Joan Hill

Nancy Mulcahy

Salvatore Pandolfo

Susan Watjen

Associate Member

Rachel Stewart

Design Review Board

The Design Review Board is an advisory board to the Planning Board, Zoning Board of Appeals, Building Department, and the Town as a whole in matters of design. There is no budget assigned to the Design Review Board and the members are unpaid.

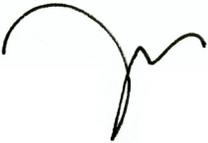
The Natick Design Review Board was appointed to review projects in the Downtown Mixed Use District with the charge to prevent blight and enhance the natural and aesthetic qualities of the downtown as referenced in the Natick Zoning Bylaws Downtown Mixed Use Section III.E.4. Additionally, the Board performs reviews of projects located within the Housing Option Overlay Plan (HOOP) Districts.

The Board is charged to use the Natick Center Design Master Plan of June 1998 as the foundation of our review and consists of 5 members.

<u>Board Position</u>	<u>Member</u>
Planning Board appointed Architect:	Jonathan Traficonte, AIA
Planning Board appointed Landscape Architect:	Sarallyn Keller, RLA
Planning Board designee:	Wayne Chouinard, PE
Natick Selectmen Historic Commission appointee:	Anna Mancini, IIDA
Natick Selectmen Downtown Business appointee:	Avigail Shimshoni, RA

The Design Review Board meets on a monthly basis and more frequently as required for specific projects. The Board meetings are advertised in compliance with the Open Meeting Law requirements of Massachusetts.

Respectfully Submitted,



Jonathan Traficonte AIA
Chairperson

Economic Development Committee

The Economic Development Committee (EDC) is an advisory board, created by the Natick Board of Selectmen. The charge of the EDC is to:

1. Attract business development to Natick that will maximize tax revenue and generate employment opportunities.
2. Promote utilization of existing infrastructure and facilities to the fullest extent possible.
3. Recognize neighborhood and community issues, concerns, and character.
4. Identify and plan for changing trends and opportunities.
5. Market Natick for economic development and strategic partnerships.
- 6.

As an advisory body, the EDC may not supersede or bypass any established authority or public review process. When working on issues pertaining to growth and development in the town, each relevant permitting authority has its established role (e.g., Planning Board, Zoning Board, Board of Selectmen, Conservation Commission, etc) and the EDC may bring forward proposals or recommendations for consideration by these respective boards, including channeling any inquiries and leads to Community Development.

As of December 31, 2014, members of the EDC included:

- Rick Jennett, Board of Selectmen representative
- Martha White, Interim Community Development Director
- At-Large Members:
 - o Joe Attia
 - o Paul Joseph, Chair (Board of Selectmen rep until April 9th, then at-large)
 - o Doug Landry
 - o Scott Laughlin, Vice Chair
 - o David Shamoian
 - o Chris Supple

2014 Summary: The EDC met a total of 15 times in 2014; several meetings focused heavily on the committee's sponsored article at 2014 Fall Annual Town Meeting.

The committee was excited to enter the year with a (then) newly hired Economic Development Planner, a position approved of, and funded by Spring 2013 Town Meeting. The role of the Economic Development Planner was to provide tactical support within the Community Development department, heavily focused on creating an inventory of commercial vacancies and development opportunities in Town, developing resources for businesses in the community, marketing of Natick as a great place to locate and/or grow a business, implementing the Economic Development website, and meeting and working with members of the community, administration, and the EDC developing and executing a longer-term Economic Development plan for the Town.

The Economic Development Planner position became vacant in late June 2014 and the position had not been filled as of December 31, 2014. In fact, the Town has explored changing (elevating) the function

of economic development to the (proposed, 2015) role of “Director of Community and Economic Development.” It’s also important to note that the Town’s long-time Director of Community Development left Natick in the fall of 2014 to take a job closer to his town of residence. These staffing changes created significant challenges for the EDC to effectively serve in its advisory capacity and make progress on its goals during the year. However, there several activities and accomplishments worth highlighting, including:

- Presented Article 17 (Committee Report) to Spring Annual Town Meeting. Promoted awareness and educated Town Meeting and community members about the importance of pro-active economic development to the generation of non-residential tax income. Stressed the fact that underutilized and vacant properties posed great risk to future revenue streams and property values in Natick. Highlighted the EDC’s FY15 priorities:
 - Funding and delivering an economic development strategic plan
 - Recommending priorities and incentives plan for Economic Opportunity Areas
 - Exploring committee structure, privatization (of the EDC)
 - Working with BOS and ED Planner to refine and deliver on EDC’s charge
 - Identifying and prioritizing marketing strategies
- Members participated on several economic development-related committees in 2014, including: Parking Advisory Committee, Natick Center Cultural District Committee, and Zoning Bylaw review committee.
- Chair met with more than 15 current and prospective commercial tenants and landlords to discuss options and opportunities for location, expansion, and/or relocation within the town of Natick. Worked collaboratively with leadership from Metrowest Chamber of Commerce and regional office of Massachusetts Office of Business Development (MOBD) to explore local- and state-level options for business incentives and tax credit programs.
- Sponsored Article 34 at Fall Annual Town meeting in support of allowing accessory use (retail and restaurant) within Ind-I and Ind-II zones in Town. Town Meeting members voted 60 to 44 to approve the proposal, but the article failed to achieve the required two-thirds vote to approve a zoning bylaw change.
- Endorsed, by unanimous votes, three citizens petitions at Fall Annual Town Meeting filed by EDC Chair :
 - Article 38: For Selectmen to enter into TIF agreement with local employer, Infinium (Town Meeting moved No Action), and
 - Articles 39-40 which created a TIF Standard for Natick Center DMU and Ind-I zones (both articles approved by Town Meeting).

Provided feedback to the Personnel Board and the Town Administrator as they worked to create the job description for the proposed Director of Community and Economic Development Director.

As always, the Economic Development Committee encourages business owners, entrepreneurs, local employees and citizens to engage in the discussion about how best to develop and grow the commercial base in Natick. We welcome feedback and citizen engagement at our monthly meetings.

Respectfully Submitted,

Paul Joseph, Chair

Finance Committee

The Natick Finance Committee is a fifteen-member all-volunteer committee appointed by the Town Moderator for three-year terms. The Committee acts as an advisory committee to Town Meeting, and *is charged by the Town's Charter and By-Laws to consider, in open session, proposed town budgets, capital expenditures, and all Town Meeting warrant articles, and to provide a written report to Town Meeting members containing recommendations on each item of business.*

Committee Updates

In June of 2014, Jimmy Brown, Cathy Coughlin, James Everett, Chris Resmini and Ed Shooshanian were reappointed to new three-year terms beginning July 1, 2014.

At its reorganization meeting on July 10, 2014, the Committee voted the following officers for FY 2015: James Everett (Chair), Jimmy Brown (Vice Chair), and Bruce Evans (Secretary).

On September 26, 2014, John Ciccariello and on September 30, 2014, Karen Adelman Foster resigned from the Finance Committee for personal reasons. On December 1, 2014, David Gallo and Tony Lista were appointed by the Town Moderator to fill the remainder of their terms, both expiring in 2016.

2014 Spring Annual Town Meeting

In addition to the proposed operating budget for Fiscal Year 2015 (Article 23), the warrant for the 2014 Spring Annual Town Meeting contained a number of noteworthy and complex articles, including, but not limited to, a proposal to appropriate funds for the family of a Town worker who recently died in a tragic accident while working for the Town; ten proposed amendments to the Town's General and Zoning By-Laws, including three related to medical marijuana and two others which affected the same parcel; thirty-eight capital equipment and improvement items; two requests to appropriate mitigation funds; and the establishment of several new Stabilization and revolving funds.

The warrant for the Spring Annual Town Meeting also contained a number of recurring articles, some of which carried their own unique complexities. These included such items as street acceptances, adjustments to the FY 2014 omnibus budget, setting the annual salary for the Town Clerk, the Personnel Board Classification and Pay Plan, collective bargaining agreements, appropriations to the Town's Stabilization Funds, the reauthorization of various revolving funds, a proposal to rescind authorized unissued debt, and an article to hear committee reports.

As in previous years, the Finance Committee's public hearing process served to underscore an important fact: namely, that the Town is in strong financial condition, a point underscored by Standard & Poor's when they reaffirmed the AAA/Stable bond rating that Natick has had since 2008. In its report, Standard & Poor's noted several relevant points:

- A stable local economy with a sound commercial, industrial, and retail base coupled with access to the broader employment bases in the Boston area
- A low unemployment rate compared to the state and national rates
- A large property tax base
- Good financial management policies and continued strong reserves
- Low debt burden
- Strong market value per capita, above the national level

During the Finance Committee's public hearings on the proposed FY 2015 budget, Finance Committee members also noted that the Town continues to face challenges related to the growing cost of funding the services that it provides to its residents. Further, it was observed that these challenges are certainly not unique to Natick, and the conservative approach of the Town's Municipal and Public Schools Administrations with respect to financial management has been instrumental in enabling the Town to provide high-quality and cost-effective services to residents. Yet members of the Administration and the Finance Committee also noted that these challenges are not diminishing – on the contrary, there is evidence that they are increasing -- and the adage that “budgets are about priorities” will remain accurate. Consequently, there was broad agreement that the Town must continue to carefully evaluate and balance its finite resources against the many equally-important needs and priorities that residents have come to appreciate, while also being vigilant to understand and mitigate, if possible, the financial impact of providing those services.

2014 Fall Annual Town Meeting

The Warrant for the 2014 Fall Annual Town Meeting proved to be one of the larger ones in recent memory with forty warrant articles and it was significantly complex as well.

On the financial side, there were a number of recurring matters, including adjustments to the Fiscal Year 2015 operating budget, appropriation to the Town's stabilization funds, twenty-nine capital equipment and improvement items, unpaid bills, Other Post Employment Benefits (OPEB) Fund and rescinding unused debt. In addition, there were four requests for transfer of mitigation funds (the design of Route 30/Speen Street intersection, the Travis Road sewer pumping station, the Cochituate Rail Trail design and MathWorks Lakeside Campus project).

Non-financial articles included recurring matters such as the Personnel Board Pay Plan and hearing committee reports and new matters including adjusting two by-laws for civil fingerprinting law changes, adjustment to the RFP requirements for disposition of the East School, and codification of the Town Charter.

Citizen submitted Warrant Articles that generated significant discussion included a ban on plastic bags, on polystyrene, and the use of pesticides on lawns and fields; a home rule petition for changing the use of Shaw Park along with a study committee for the Sawin House; amending the zoning by-law to facilitate historic building preservation; adding two HOOP areas; and providing guidelines on Tax Increment Financing plans.

Other Matters

In June, the Finance Committee heard requests for and approved end of year transfers under the statutory requirements and guidelines relating to maintenance of balanced municipal budgets. An amount of \$60,000 was transferred for Fire Department Salaries and \$6,000 for Veterans' services, all coming from excess funds in the Employee Fringe Benefits budget. In July, an additional transfer of \$55,000 from the Employee Fringe Benefits budget to the Fire Department for education reimbursement requests was approved.

Also in July, the committee voted to transfer \$258,000.00 from the Reserve Fund to the Pond Street Retaining Wall capital budget for the DPW Pond Street Retaining Wall Project as all the bids had come in higher than originally planned and fixing the wall was deemed to be a critical safety item by the Town Administration.

As always, the Finance Committee will continue to strive to facilitate open dialogue and transparency with

all Town departments, committees and commissions, and we appreciate the support and cooperation of the Town's residents and employees.

Information relating to the Finance Committee may be found on the Town's public website, at <http://www.natickma.gov/finance-committee>. Any questions or comments about the Finance Committee may also be submitted to us via a link on that web page.

Respectfully Submitted,

James L. Everett
Chairman

Mari Barrera	Bruce Evans, Secretary	Mark Kelleher
James Brown, Vice Chair	Michael Ferrari	Tony Lista
Cathleen Collins	Jonathan H. Freedman	Jerry Pierce
Catherine Coughlin	David Gallo	Chris Resmini
	Patrick Hayes	Ed Shooshanian

Historical Commission

The Natick Historical Commission had a challenging year, with two of our oldest homes threatened by demolition. The ongoing proposal to preserve by relocation The Sawin House has reached a stalemate at Town Meeting and now awaits a Study Committee recommendation. The Captain William Farris House on Walnut Street survived a 6 month demolition delay but its future remains unresolved.

The town has continued to improve and repair our monuments, including the Spanish War Memorial on the Town Common and the gates to the Boden Lane Cemetery. It has been noted that the Henry Wilson Shoe Shop on West Central Street needs routine carpentry repairs and should be included in next year's program.

A preservation restriction agreement has been drafted for the Isaac Felch House on the corner of North Main and Bacon Streets to enable its relocation and restoration due to intersection traffic improvements. An Architect/Engineer will be retained to prepare design documents by Spring, 2015.

Respectfully submitted,

Stephen N. Evers AIA, Chairman

cc: Elliot Goodman
Maureen Sullivan
Marg Balcom
Virginia Lyster
Anna Mancini
Patti Sheiman
Michael Rybacki

Historic District Commission

History:

The Historic District Act, Chapter 40C, of the Massachusetts General Laws was established in 1960 and was amended in 1975. Under the authority of this statute, Natick established its own Historic District Commission in 1974 with the concurrent establishment of the original John Eliot Historic District (plan dated 8/22/73) in South Natick. By 1979, Article 26 was passed expanding the John Eliot Historic District to its current plan (dated 8/28/75 and revised 3/1/76) and adding the Henry Wilson Historic District (plan dated 8/10/77 and revised 11/8/77) in Natick Center.

Purpose:

The Historic District Commission serves as a regulatory commission providing review and certification for all construction and or remodeling projects involving properties within the Eliot and Wilson historic districts for which the changes are visible from any public way. The purpose of this oversight is to protect the overall historic appearance and nature of the historic districts and to preserve the historic features, scale, materials and settings of buildings of historic significance.

Budget:

The Commission has operated on a small budget for many years. The currently approved annual budget is \$574.48. In 2014, expenses included charges for legal notices in the *MetroWest Daily News*, copies, postage and office supplies. The Commission is authorized to accept gifts for additional expenses, such as technical assistance, consultants and clerical assistance, but it has not done so to date.

Current Year Information:

In 2014, eight Applications for Certification were received and seven new Certificates of Appropriateness were awarded for projects judged to be appropriate to the district in question. One Application was withdrawn following the initial hearing.

The Commission has two open positions for Alternate Members at this time.

2015 Board Members and Officers:

D. Michael Collins, Chairman

Jeannine Keith Furrer, Vice Chairman

Patricia A. Marr, Secretary

Christopher Milford

Jean-Pierre Parnas

Matthew Labrie

Duane Houghton

Alternate Member:

Adam Subber

Natick Housing Authority

The composition of the Natick Housing Authority (NHA) Board changed with Anne Vinick replacing Charlene Foss and William Grogan replacing Jeanne Ostroff. The following officers are currently the commissioners of the Natick Housing Authority:

David P. Parish, Chairman
Margaret (Meg) E. Kiely, Vice-Chair
Anne R. Vinick, Treasurer
Erica E. Ball, Assistant Treasurer
William H. Grogan, Commissioner

The NHA continued to renovate and reoccupy vacant units during FY2014 with funding appropriated thru DHCD's Vacant Unit Turnover Initiative. The estimated cost of \$189,000.00 to renovate 22 elderly and 7 family units was completed July 2014. The remaining vacant units, agency-wide was reduced to 10 units.

The NHA received a DHCD Special Re-Occupancy Initiative for congregate buildings in the amount of \$500,000.00 and \$166,350.00 in HOME funds from the Natick Affordable Housing Trust (AHTF). The schematic design is currently being finalized and the NHA intends to have the project completed in early 2016. The Department of Mental Health will be housing 10 clients once the rehab is completed.

The NHA also received an award of \$330,000.00 in High Leverage Asset Funds (HILAPP) and \$125,000.00 in HOME funds from the AHTF to renovate 6 Plain Street; a 2 family house that has been vacant for several years. We anticipate completion of this project in mid-2016 and will provide housing for a 2 bedroom family and a 3 bedroom family.

The NHA received a DHCD Health and Safety award in the amount of \$42,000.00 to replace decking and stairs at 4 of our family units. The project will be completed July 1, 2015.

The Town of Natick initiated its recycling program in the fall of 2013, allowing NHA residents to decrease costs associated with collecting and disposing of household trash. The NHA saw a reduction in trash/recycling fees of \$4,000.00.

Capital improvements for FY2014 included roof replacement at the Forest Green development and at several scattered-site family residences and replacement of 2 kitchens at our (689) Group Homes.

In October of 2014 the NHA Board unanimously appointed Eileen Manning-Merritt the Executive Director of the Natick Housing Authority.

The NHA continues its initiative to promote effective management and wise stewardship of public funds and to deepen its partnerships with residents, and the larger Natick community in order to enhance the quality of life for all families residing at the Natick Housing Authority.

The NHA Board and Staff continue their focus upon effective communication with the Cedar Gardens Tenant Organization (CGTO) in order to foster a positive partnership between residents and NHA management.

Respectfully submitted,

Eileen Merritt

Information System Advisory Board

The Natick Information Systems Advisory Board (NISAB) met monthly during most of 2014. This board, created by Town Meeting appointed by the Selectmen, serves in an advisory capacity to the selectmen and the finance committee on Information Systems related issues. At the end of the year, members are Hank Szretter (chairperson), Todd Gillenwater, John Holz, James Varnum, Aaron Pyman, and Lawrence Drolet.

During 2014 the Board continued to monitor the Town's website and made changes to assure that it is providing the best service to the community and the residents. This will be a continuing process into the future as technologies evolve. The Board welcomes public input to assure that the site continues to be a valuable tool for the community.

The NISAB has advised and consulted with the Town Administration, Municipal Information Systems, School Administration Information Systems, and the Morse Institute Library departments during the year. Topics discussed were INET, Natick Pegasus, school and town information systems, telephone system and service, website issues, long range planning, budgeting, cost reduction and cooperation, licensing and open source software, and wireless systems.

More specifically:

- * - Website being porting to new platform. Improved manageability, usability, and speed
- * - Town wide departmental meetings and surveys regarding IT needs and desires.
- * - INet upgrades/bandwidth
- * - Continued review of network integration
- * - Help Desk software discussions
- * - Network Assessment discussion and planning
- * - Natick Pegasus upgrades and connectivity. Media servers & digital upgrades
- * - Library IT continues to be discussed
- * - Working with consultants the Town hired to evaluate the needs to upgrade and integrate the Town and School Data Network Systems

The Board again expressed the need to be more closely involved with new and upgrade projects at an early stage. This involvement will help avoid the issues that arose during prior projects. The Board also went to monthly meetings to allow more time to address these issues and develop appropriate strategies. The meetings were attended by Deputy Town Administrator William Chenard, the Town IS Director Bob LeFrancois, the School Department IS Director Dennis Roche, Pam Lathwood for the Morse Institute Library, and the Station Manager of Natick Pegasus, Randy Brewer.

Respectfully submitted,

Hank Szretter (Chair)

MBTA Station Advisory Committee

Background and purpose

An accessible MBTA station in Natick Center has been a long-term goal of the town and was identified in the 2008 Natick 360 Strategic Plan. The Commonwealth's acquisition of the CSX Main Branch in 2011 was a milestone in making improvements to the Framingham-Worcester Line, which includes the Natick stations.

The MBTA Station Advisory Committee was established by the Board of Selectmen in January 2013 to advise the town on a feasibility study process and conceptual design development for a new station. 2012 Fall Annual Town Meeting voted an appropriation of \$80,000 for this purpose.

Through the Town's efforts and with the participation of the MBTA, the Central Transportation Planning Staff of the Boston Metropolitan Planning Organization, and the support of our federal and state legislative delegation, a future downtown Natick rail station would be fully accessible to riders with a disability or limited mobility; provide safe and convenient connections to passengers of the MetroWest Regional Transit Authority, taxis and private vehicles; offer adequate bicycle parking, safe pedestrian connections, and access to the planned Cochituate Rail Trail. The station would better support commuters and reverse commuters, and encourage transit-oriented development in Natick Center.

Funding for the design and construction of the station would be provided through future federal and state transportation funds.

Committee Members

The members of the committee, appointed by the Board of Selectmen include:

Seth Asante	Central Transportation Planning Staff
Michael Avitzur (Clerk)	Member
Dan Brainerd	Member
Greg Dysart	Member
Charles M. Hughes	MetroWest Regional Transit Authority
Ron Morgan	MBTA Capital Planning
Joshua Ostroff (Chair)	Board of Selectmen Rep
Betty Scott	Member
Chris Supple	Member at large
(vacant)	Staff *

* Note: the former Community Development Director was a member of the committee. Staff representation will be determined in 2015 with the hiring of a town Transportation Planner.

Activities

The committee worked with McMahon Associates (and URS), the engineering firm (and its subcontractor) that was hired by the Town in 2013 after an RFP process. MacMahon/URS developed a feasibility study and conceptual design, which the Committee approved following community meetings and outreach in 2013. The MetroWest RTA, the MBTA and the public provided valuable input throughout this process.

The recommended station concept includes a high center platform configuration with access at Washington Street and Spring Street, and from a street-level "air rights" platform to be constructed over the right-of-way immediately north of Moran Park. The station platform would be accessible through a combination of ramps, stairs and elevators. It would be a minimum of 800 feet in length, in line with MBTA requirements.

To accommodate future freight service, an offset “gauntlet track” would allow freight rail cars to bypass the high platform.

As part of the work product delivered by McMahon and URS, the Town received a Purpose and Needs Statement (a summary of the rationale for a new station) and a Draft Implementation Plan (which identifies the process and funding sources to build a new station). These documents are considered by state and federal agencies responsible for funding the design and construction of a new facility. The Advisory Committee approved the conceptual design and the supporting documents at a June 19, 2014, public meeting, following comments from approximately 20 members of the public and other town committees. The station concept and supporting documents were subsequently approved by the Board of Selectmen.

Natick’s state and federal legislators, along with the Natick Soldier Systems Center, General Growth Corporation and Cognex Corporation all submitted letters to the MBTA and to MassDOT to request that the station be advanced to the design stage.

Also in 2014, the Board of Selectmen requested that the MBTA change the name of the station from Natick to Natick Center. This change was approved, and new signage was installed in late December 2014.

The committee recommended and the Selectmen also approved a request to the MBTA to make various short-term safety improvements to the existing station. These improvements are under consideration by the MBTA. Improvements to public facilities where the dollar amount exceeds a certain portion of the facility’s assessed value may trigger full ADA compliance, which limits the repairs that the MBTA is willing to undertake.

In 2015, the committee will continue to advocate for design eligibility with the MBTA in order to advance the station project through the MBTA’s System Wide Accessibility department and its capital planning process (Program for Mass Transportation), as well as with other federal, state and regional agencies and grant opportunities that may provide assistance.

A committee report was provided to 2014 Fall Annual Town Meeting. Committee documents are available at <http://natickma.gov/mbta>.

The committee acknowledges the value of local support, including the 2012 Town Meeting appropriation and ongoing public input, to initiate and advance this long-term project.

Respectfully submitted,

Joshua Ostroff, Chair

MathWorks

The MathWorks Scholarship Committee is charged each year with administering two \$10,000 Scholarships offered by the MathWorks to two high school seniors who reside in Natick and who are committed to pursuing a career in mathematics or science. The members of the committee, Valerie Daniel, Eric Lightcap, Steve Rosenberg and Lenore Freitas, represent a variety of experience in both education and commercial careers.

The Committee met twice during April of 2014 to review the applications and interview qualified candidates. After review of eleven candidates, the Committee interviewed the top four candidates. Meeting the candidates was a pleasure, as these students were remarkable academically and socially. They will all represent the Town of Natick in a most positive manner.

The Committee identified two students that it felt were most deserving of the MathWorks awards. It recommended two nominees to the Board of Selectmen: Eliza Reilly and Ryan Ward from Natick High School. These students were awarded the scholarship in May, 2014.

The MathWorks scholarship award is paid out over four years of college, which means that the Committee must continually review previous winners to ensure 1.) their intentions to study science and/ or math remain true, and 2.) their academic performance remains strong. The Committee chair received letters and transcripts from the prior year recipients, determined that the requirements of the Scholarship were being satisfied, and authorized the issuance of disbursements to prior year winners.

Submitted by Lenore Freitas, Chair

Medical Reserve Corps

The Natick Medical Reserve Corps (MRC) was established in 2006 and operates under the direction of the Natick Board of Health (BOH). As of December, there were approximately 150 volunteers, including 10 high school students who comprise the Junior MRC. The Natick MRC Executive Committee (EC) consists of nine members who meet bimonthly at the Natick Police Station.

In August, Rebecca Fellin replaced Daniel Goldstein when Dan was relocated to Virginia.

MRC Highlights of 2014 included the following:

- General membership meeting was held in March at the Natick Community Senior Center. Guest speaker was our new Regional MRC Coordinator Cathy Corkery.
- Offered CPR-AED certification for members in April.
- Participated in the 2-day annual Antiterrorism Exercise at the US Army Natick Soldier Research, Development, and Engineering Center.
- Attended the conference on “Enhancing Community Resiliency through Partnership and Preparedness,” held at the Massachusetts Medical Society.
- Teamed with the Framingham MRC in May to provide a first aid tent at the annual American Cancer Society Relay for Life event held at Natick High School.
- Partnered with the Morse Institute Library to promote September as National Emergency Preparedness Month. Activities included an educational display at the Library, and sponsoring a presentation, “Preparedness at Home,” given by Natick Fire Captain Eugene Rothman. The partnership was featured on the National Association of City and County Health Officials (NACCHO) website feature, “Stories from the Field” (<http://www.nacchostories.org/partnering-with-the-local-library-for-preparedness-education>).
- Provided recruitment and general information at the MRC table at Natick Days in September.
- Participated in an Emergency Dispensing Site (EDS) exercise during the public Flu Clinic held in October at the Natick Community Senior Center.
- Our Junior MRC has been growing since its inception in 2010. Ten students meet regularly under the supervision of EC member Kathy Sasonoff. In 2014 the students toured the Massachusetts Emergency Management (MEMA) Bunker in Framingham and participated in the US Army Antiterrorism Exercise and at Natick Days. They have also formed a Snow Brigade, which will be ready to assist with snow removal for identified residents at Cedar Gardens.

Respectfully submitted,

Leila Mercer, Natick MRC Coordinator

Natick MRC Executive Committee:

Rebecca Fellin, Chair
James Fisher, Vice-Chair
Sue Salvi, Clerk
Mike Linehan
Kathleen Sasonoff

AnneMarie Kime
Tom Daly
Linda Dexter-Fraser
Sarah Bailey

Open Space Advisory Committee

The Open Space Advisory Committee was created under the Town Bylaws to be “an advisory body and a resource to the Board of Selectmen in carrying out the major goals outlined in the Natick Open Space and Recreation Plan and in revising the Natick Open Space and Recreation Plan as needed.”

The first such goal has always been the preservation of open space, and some promising opportunities arose in 2014. Several connected parcels became available near the top of Pegan Hill, the highest point in Natick. The land would provide a large open field for picnicking and informal play, with unexcelled views as far as Mount Monadnock in New Hampshire. Furthermore it would connect two separate forests, Pegan Hill (owned by The Trustees of Reservations) and Mumford Wildlife Forest (owned by the New England Forestry Foundation).

Most of this land is in Natick, but some lies in Dover, so Natick joined Dover groups in a coalition led by The Trustees of Reservations to raise funds for this purchase. The Natick Conservation Commission has agreed to spend up to \$1 million from the Conservation Fund to join with funds pledged by other donors, and negotiations are currently underway.

In a much smaller deal, the Natick Conservation Commission purchased a small strip of land that gives Natick residents the first clear access to Pine Hill, an 18-acre woods off Oak Street across from Pine Street.

Two major recreational spaces opened in Natick this year: The Sudbury Aqueduct, from Memorial School to Cottage Street, which has been used unofficially for years, was officially opened by state and town officials on April 24. The newly expanded J.J. Lane Park, on Speen Street, was opened to the public on Memorial Day (with an official opening still to come).

Spring and Fall Town Meetings had particularly large numbers of articles related in some way to open space. Spring Town Meeting approved two articles we supported. One conveyed Town-owned land near Pickerel Pond to the Conservation Commission. The second took by eminent domain Shaw Park in South Natick, land that had been donated to the Town but not properly recorded.

Fall Town Meeting approved the use of mitigation funds for the Cochituate Rail Trail, opened up the possibility of a dog park by creating an exception to the leash law, and authorized a study committee and audit to ensure proper use of the Conservation Fund – all of which our committee supported.

However, two other matters generated considerable controversy, and study committees were set up to resolve them. An Article at Spring Town Meeting would have rezoned industrial riverfront land at 22 Pleasant Street as residential, to be used as a possible assisted living facility. Our committee supported the initial article with hopes that this might be a way to provide public access to the river, and we continue to advocate for this access before the study committee.

A pair of articles at Fall Town Meeting would have allowed Natick Historical Society to build a 17th century reconstruction of the Sawin House at Shaw Park. A committed group of residents came to our meetings, and meetings of other boards, urging that Shaw Park be preserved as a park. Our committee took a controversial position favoring the proposal, saying that the historical value of the Sawin House would outweigh the small loss of open space at Shaw Park, and would help to create a revitalized park. Town Meeting included a representative of our committee on a study committee that will explore the issue.

In 2013, our committee brought together citizens interested in a Natick dog park, and that group, known as FIDO of Natick Inc., moved forward in 2014 with the long list of steps required to design a dog park, enlist support from various boards of town government, and apply for a grant. After researching multiple sites, they developed plans for a dog park at the end of Middlesex Path on Route 135. FIDO attracted a huge amount of interest at our Natick Days tables this year, gathering hundreds of potential members.

The Open Space Advisory Committee has begun a series of discussions with other committees about the possibility giving the Community Preservation Act, defeated by the voters in 2006, another chance in Natick.

Three committees involved with trails – the Open Space Advisory Committee, Trails Maintenance Committee, and Town Forest Committee – have initiated regular joint meetings to discuss common issues. These committees also shared information tables at Natick Earth Day (April 27) and Natick Days (September 13), and cooperated in the 5th Annual Natick Trails Day (October 18). The three committees have also been working with the Community Development Office to create a new series of detailed trail maps for about 10 different areas of town. The first such map, of Hunnewell Town Forest, was available at Natick Days and is also available on the Town Forest Committees new website, naticktownforest.org.

Respectfully submitted,
Martin Kessel, Chair
Michael Linehan, Vice-Chair
Terri Evans, Planning Board
David Ordway, Recreation and Parks Commission
Douglas Shepard, Conservation Commission
David Lodding
Bancroft Wheeler

Recycling Committee

The Recycling Committee continues to support the Department of Public Works in educating the public about the new curbside recycling program, which is now run by the Natick DPW. The misplacement of the curbside containers is still an issue, but the situation is improving.

On April 26, 2014, we held our sixth annual Clean Your Attic Day in the parking lot of Natick High School. Even in the rain, it was a successful event. Once again, we collected metals and electronics for recycling (including microwaves and air conditioners), bikes, books, household goods, eye glasses, and cell phones. In addition, boxes of food were collected for the Natick Food Pantry, and paper shredding was offered to residents. All the vendors who participated were very pleased with the turnout. Our next CYA day will be in the spring of 2015 at Natick High School.

Members of the Recycling Committee once again manned an information table at Natick Days, with emphasis on the town's curbside recycling program and the textile recycling at the schools. In addition, we participated in the Natick Earth Day festival on the Common. We also assisted the Natick High School computer club with another successful Computer and Electronics recycling event in October.

The committee conducted a survey at Natick Days and at the Spring Town Meeting to gather information on what is most helpful to residents and how well our current programs are known. There is some interest in composting of household waste which is being studied by the committee. We are also continuing with other efforts to assist more businesses in their recycling efforts.

Our website page has been updated and is now on the Town of Natick web page. It can be found at: <http://natickma.org>, click on Boards and Committees, click on Recycling Committee.

The Recycling Committee continues to assist the DPW in finding ways to improve and better utilize the Recycling Center, which is a major resource for the town. Residential usage at this facility is constant. The Recycling Center plays a major role in keeping recyclables out of the waste stream and thereby lowering our tonnage and tipping fees and is also a source of some revenue from the sale of certain recyclable materials, such as cardboard. Single stream recycling has been put in place at the Recycling Center for easier residential usage. In addition to the items recycled at curbside, the Recycling Center accepts rigid plastics, Styrofoam, waste oil, all batteries, and items containing mercury, including fluorescent bulbs, thermostats, thermometers, and any elementary mercury. We are pleased to note that this area is getting more use every year. The brush and yard waste areas also have mulch and compost available for residential use. The paint shed is getting more use and we would like to better publicize that it's a great resource for free paint.

Respectfully submitted,

Terry Miller, Recycling Committee Chairperson

Members: Ed Arthur, Jack Gaziano, Mike Linehan, Brinley Vickers and Scott Davis

Youth Advisory Board

The Mission of the Board is to provide coordination of youth issues in Natick and enable youth to participate as partners to improve the quality of life in our community. The Natick Youth Advisory Board serves in an advisory role to the Board of Selectmen.

In 2014, the Youth Advisory Board was able to accomplish its first major project, a 'Youth Needs Assessment' survey. The survey focused on finding the interests, gaps and resources needed by today's Teen Populations in Natick. The survey was sent to High School students and past recreation teen volunteers. The survey continues to be distributed to other youth in hopes to gain further responses. The Youth Advisory Board plans to use the data from the survey to run a series of Focus Groups in early 2015 to further explore areas of interest and ways the town can better serve its teens.

The Youth Advisory Board will additionally be focusing on recruitment of new voting members to help with future projects. Outreach has been made to several sources and continuing efforts to gain more momentum will be made through 2015.

For more information about the board please contact the board's advisor Aaron Friedman at afriedman@natickma.org or 508 647-6530.

Submitted By: Aaron Friedman, Recreation & Parks Department, Board Advisor