

**2017 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
April 25, 2017
Second Session**

The Second Session of the 2017 Spring Annual Town Meeting was called to order at 7:45 PM by Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Second Session of 2017 Spring Annual Town Meeting. Mr. Foss presented the official, duly posted warrant signed by the Board of Selectmen with the officer's return thereon to the Town Clerk to be entered into the official record of the town. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. The oath was given to all new Town Meeting Members. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Jonathan Freedman, Chair, Board of Selectmen; Mr. Chenard, Deputy Town Administrator for Operations and Tim Lathwood, a representative from Option Technologies who will be operating the electronic voting system.

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

All motions offered for consideration by Town Meeting shall be in writing if required by the Moderator; and all motions involving the expenditure of money shall be in writing when required by any Town Meeting Member. No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, once a member is recognized, it is the practice of Town Meeting to first ask questions, then propose a motion and/or debate the highest ranking motion. This practice is unchanged. Once a speaker is called upon by the Moderator the speaker's time will begin. Time expended asking questions will be considered part of the speaker's time, pursuant to the Natick By-Laws. Responses to the speaker's question will not be considered part of the speaker's requisite time. Each speaker will be limited to three questions, whether or not they are stated singularly or in a compound question and divided by the Moderator. When a question on an article is before Town Meeting, motions shall be received and have precedence as listed in the table entitled "Precedence of Motions," found in the Natick By-Laws, the Town Meeting Member Handbook and *Town Meeting Time*. Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking on the matter. The motion for the previous question shall not be entertained by the Moderator if three or more persons, who have not previously spoken to the question, are seeking recognition. Without objection, the preceding statements were accepted as rules of 2017 Spring Annual Town Meeting.

The Moderator suggested a motion to waive the reading of articles and motions. Moved by Mr. Sidney, seconded by Mr. Gath to waive reading the text of all 2017 Spring Annual Town Meeting warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications. *The motion passed unanimously.*

The Town Clerk announced that there are still vacancies in Precinct 1 for Town Meeting Members and requested that if there are any people who are interested in serving that they should contact the Town Clerk.

The Moderator announced that there were going to be some procedural motions.

Moved by Mr. Freedman, seconded by Mr. Sidney to move consideration of Article 5 until the first order of business on May 11, 2017. *The motion passed unanimously.*

Moved by Mr. Freedman, seconded by Mr. Sidney to move consideration of Articles 37, 38 and 41 until the first order of business on May 9th. *The motion passed unanimously.*

Moved by Mr. Freedman, seconded by Mr. Sidney to move consideration of Articles 33, 34, 35 and 36 until the second order of business on May 11th. *The motion passed unanimously.*

Moved by Mr. Freedman, seconded by Mr. Sidney to move consideration of Articles 39 and 40 until immediately after articles 33-36 but no later than May 16th. *The motion passed unanimously.*

The Moderator informed Town Meeting that there had been a meeting with the sponsors and stakeholders of the proposed zoning by-law amendment articles during which the above schedule was agreed. This is to help inform the public and the stakeholders as to specific dates such that any and all interested parties may attend and participate in the meetings.

The Moderator reviewed how to vote using the electronic voting machines. There was a test to assure that all the machines are in working order.

ARTICLE 1: Authorize Board of Selectmen to Acquire, Obtain, Abandon or Relocate Easements (Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen, during Fiscal Year 2018, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities, provided however that such authorization pertains only to easements acquired at no cost to the Town; and, further, to authorize the Board of Selectmen, subsequent to a public hearing, during Fiscal Year 2018 to abandon or relocate easements acquired for any of the foregoing purposes; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

By a vote of 15-0-0 on March 7, 2017 the Finance Committee recommended *Favorable Action* with regard to the subject matter of Article 1.

MOTION (Requires two-thirds vote)

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to authorize the Board of Selectmen, during Fiscal Year 2018, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities, provided however that such authorization pertains only to easements acquired at no cost to the Town; and, further, to authorize the Board of Selectmen, subsequent to a public hearing, during Fiscal Year 2018 to abandon or relocate easements acquired for any of the foregoing purposes.

Ms. White spoke to the article. *The main motion under Article 1 passed by a two-thirds vote (127-1-0).*

ARTICLE 2: Committee Article (Board of Selectmen)

To see if the Town will vote to receive the reports of town officers, boards, and committees; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

By a vote of 11-1-0 on March 23, 2017, the Finance Committee recommended *Favorable Action* with regard to the subject matter of Article 2, Motion A.

MOTION A (Requires majority vote)

Moved by Mr. Evans seconded by Mr. Hayes to hear and discuss the report from the Cochituate Rail Trail Committee.

Motion A under Article 2 passed by majority vote. Mr. Ostroff made a presentation on behalf of the Cochituate Rail Trail Committee.

Ms. Evans moved, seconded by Mr. Luke to postpone further consideration of Article 2 (The Master Plan Steering Committee) until May 2nd. *The motion to postpone further consideration of Article 2 passed by two-thirds vote (taken by hand count).*

ARTICLE 3: Elected Officials Salary (Town Administrator)

To see if the Town will vote to fix the salary and compensation of all elected officers of the Town of Natick for Fiscal Year 2018 (July 1, 2017 through June 30, 2018) as provided by Section 108 of Chapter 41 of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

By a vote of 9-1-0 on February 28, 2017, the Finance Committee recommended *Favorable Action* with regard to the subject matter of Article 3 as presented in the voted recommended motion below.

MOTION (Requires majority vote)

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to fix the salary and compensation of the following elected officer of the Town for the Fiscal Year July 1, 2017 through June 30, 2018 as provided by section 108 of Chapter 41 of the Massachusetts General Laws: Town Clerk: \$91,800.

Ms. White spoke to this article. Mr. Connolly moved, seconded by Mr. Lista to amend the main motion to change the salary of \$91,800 to \$90,000. *The amendment to the main motion failed (13-104-8).* Ms. Hopper Zeltner moved, seconded by Mr. Sidney to amend the main motion to change the salary from \$91,800 to \$93,600. *The amendment failed (11-114-1). The main motion under Article 3 passed by majority vote (111-5-6).*

ARTICLE 4: Personnel Board Classification and Pay Plan (Town Administrator)

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

FINANCE COMMITTEE RECOMMENDATION

By a vote of 12-0-0 on March 21, 2017, the Finance Committee recommended *Favorable Action*, with regard to the subject matter of Article 4.

MOTION (Requires majority vote)

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to amend the By-Laws by changing in its entirety the table entitled Classification and Pay Plan that is incorporated by reference into Article 24, Section 3, Paragraph 3.10. The new Classification and Pay Plan is as follows:

Town of Natick
 Classification and Pay Plan
 Effective July 1, 2017

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

GRADE 6

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

GRADE 5

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

GRADE 4

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

GRADE 3

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

GRADE 3 Continued

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

GRADE 2

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

GRADE 1

Animal Control Officer
 Golf Professional
 Finance Coordinator
 Outreach Coordinator
 Student Officer

Town of Natick
Part-Time Classification and Pay Plan
Effective July 1, 2017

Hourly Wage Scale

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

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

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

3/20/2017

Ms. White spoke to this article. *The main motion under Article 4 passed by majority vote (122-1-1).*

ARTICLE 6: Fiscal 2017 Omnibus Budget (Town Administrator)

To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2017 (July 1, 2016 through June 30, 2017) and to provide for a reserve fund for Fiscal Year 2017, and to see what budgets for Fiscal 2017 will be reduced to offset said additional appropriations; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

By a vote of 12-0-0 on March 16, 2017, the Finance Committee recommended *Favorable Action*, with regard to the subject matter of Article 6.

MOTION (Requires majority vote)

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to appropriate the sum of \$20,000 from free cash to supplement the Board of Selectmen budget as voted under Article 8 Motion E of the 2016 Spring Annual Town Meeting by adding \$20,000 to Recruitment for recruiting associated with the upcoming vacancies.

Ms. White spoke to this article and explained that this is for funding to complete the recruiting for a new fire chief as the current chief will be retiring. *The main motion under Article 6 passed by majority vote (113-9-3).*

ARTICLE 7: Fiscal 2018 Omnibus Budget (Town Administrator)

To determine what sum of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest during Fiscal Year 2018 (July 1, 2017 to June 30, 2018), and to provide for a reserve fund for Fiscal Year 2018; or to otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

By a vote of 12-0-0 on March 23, 2017, the Finance Committee recommended *Favorable Action*, with regard to the subject matter of Article 7, Motion A1 and A2.

MOTION (Requires majority vote)

Motion A1 was moved by Mr. Evans seconded by Mr. Hayes.

Motion A1: Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown below. said funds are to be expended under the direction of the Natick School Committee:	
Natick Public Schools	
Salaries & Expenses	\$ 61,250,150
Total Natick Public Schools	\$ 61,250,150
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2018	\$ 61,250,150

Ms. White gave an overview of the FY 18 budget and fiscal state of the Town at this time. Dr. Sanchioni and Dr. Nolin made budget presentations regarding the Natick Public School Budget as outlined in Motion A1. There were questions and discussion regarding this motion. *Motion A1 under Article 7 passed by majority vote (118-5-0).*

MOTION (Requires majority vote)

Motion A2 was moved by Mr. Evans seconded by Mr. Hayes.

Motion A2: Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)	
Expenses (Assessment)	\$ 1,427,911
Total South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)	\$ 1,427,911
Motion Total	\$ 62,678,061
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2018	\$ 1,427,911
	\$ 1,427,911

Mr. Evans, Superintendent of the South Middlesex Regional Vocational School District (Keefe Tech) spoke to this article and provided Town Meeting members with information regarding this budget. *Motion A2 under Article 7 passed unanimously (105-0-0).*

Mr. Sidney moved seconded by Mr. Jennett to adjourn. *The motion to adjourn passed unanimously. The meeting adjourned at 10:40 PM until Thursday, April 27, 2017 at 7:30 PM.*

A record of the Second Session of
2017 Spring Annual Town Meeting
April 25, 2017



Diane Packer, Town Clerk