

Warrant Article Questionnaire Non-Standard Town Agency Articles

Section III – Questions with Response Boxes – To Be Completed By Petition Sponsor

Article # 6	Date Form Completed:
Article Title: Home Rule Petition: Natick Superior Officers – Exemption from Civil Service	
Sponsor Name: Town Administrator	Email: jerrickson@natickma.org

Question	Question																				
1	Provide the article motion exactly as it will appear in the Finance Committee Recommendation Book and presented to Town Meeting for action.																				
Response	See attached motion																				
2	At a summary level and very clearly, what is the proposed purpose and objective of this Warrant Article and the accompanying Motion?																				
Response	The purpose of this motion is to seek legislative approval for removal of the Superior Officers Union from Civil Service. This was as negotiated by the Select Board with the Superior Officers as part of their most recent CBA, and all parties are in agreement with this submission and approach.																				
3	Has this article or one of a very similar scope and substance been on a previous Warrant Article and what have been the actions taken by the Finance Committee, other Boards or Committees and Town Meeting?																				
Response	<p>Related Articles</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 25%;">Warrant Period Ex: 2021 SATM</th> <th style="width: 25%;">Other Committees Ex: Planning Bd refer</th> <th style="width: 25%;">FinCom Action Ex: Referral</th> <th style="width: 25%;">Town Meeting Ex: Referral</th> </tr> </thead> <tbody> <tr> <td>2022 FATM</td> <td></td> <td>No Action</td> <td>Approved</td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table> <p style="margin-top: 10px;">NOTE: 2022 FATM did vote to support a home rule petition for removal from Civil Service for the Patrol Officers union – that submission to the State Legislature is pending since both petitions (Patrols and Superior Officers) need to be submitted at the same time.</p>	Warrant Period Ex: 2021 SATM	Other Committees Ex: Planning Bd refer	FinCom Action Ex: Referral	Town Meeting Ex: Referral	2022 FATM		No Action	Approved												
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4	Why is it required for the Town of Natick and for the Town Agency sponsor(s)?
Response	Town Meeting is required to authorize the Select Board to seek home rule petition for this article. No other requirements are needed.
5	Does this article require funding, how much, from what source of funds and under whose authority will the appropriation be managed and spent?
Response	No funding is required specific to this request. The CBA negotiated the compensation for this article, which is handled through a separate article.
6	Does this article act in any way in concert with, in support of, or to extend any prior action of Natick Town Meeting, Massachusetts General Laws or CMR's or other such legislation or actions? Does this article seek to amend, rescind or otherwise change any prior action of Natick Town Meeting?
Response	Yes, this article works in concert with the Collective Bargaining article being considered by Town Meeting to fund the recently negotiated Superior Officers CBA by the Select Board.
7	How does the proposed motion (and implementation) fit with the relevant Town Bylaws, financial and capital plan, comprehensive Master Plan, and community values as well as relevant state laws and regulations?
Response	One of the desired benefits of removing the police department from Civil Service is to provide for more flexibility for the Town to recruit and retain well-trained, well-educated officers from diverse backgrounds and experiences. The Town will still have a rigorous and deliberate exam and promotional process, similar to Civil Service, but with more ability to move through the process proactively, timely, and deliberately in order to ensure open positions are filled with the most highly qualified individual for the Town's needs.
8	Who are the critical participants in executing the effort envisioned by the article motion?
Response	Following Town Meeting, the Select Board must take action to submit the Home Rule Petition to the State Legislative delegation for consideration.
9	What steps and communication has the sponsor attempted to assure that:

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	<ul style="list-style-type: none"> ● Interested parties were notified in a timely way and had a chance to participate in the process ● Appropriate Town Boards & Committees were consulted ● Required public hearings were held
Response	The Select Board, acting through Town Administration, negotiated this action as part of the recently settled CBA with the Superior Officers Union in the Police Department. All required actions by the SB and the CBA have been completed, and the final step is for Town Meeting to authorize the Board to submit the Home Rule Petition to the State.
10	Since submitting the article have you identified issues that weren't initially considered in the development of the proposal?
Response	None
11	If this Warrant Article is not approved by Town Meeting what are the consequences to the Town and to the sponsor(s)? Please be specific on both financial and other consequences?
Response	Town Administration will seek action at 2023 Fall Town meeting for the same request. Submission to the State Legislature will be delayed by 9-12 months due to not taking action at this Town Meeting, which will further delay this initiative.