



TOWN OF NATICK

Meeting Notice

POSTED IN ACCORDANCE WITH THE PROVISIONS OF M.G.L. CHAPTER 30A, Sections 18-25

Natick Finance Committee

DAY, DATE AND TIME

March 14, 2018 at 7:00 PM
3rd Floor - Town Hall 13 East
Central St Natick, MA 01760

PLACE OF MEETING

School Committee Meeting Room

MEETING AGENDA

1. **Public Concerns/ Comments**
2. **Meeting Minutes**
 - a. Meeting Minutes - February 27 - Review & Approve
3. **Town Administrator's FY2018 Budget - Public Hearing**
 - a. Update on Revenue/Expense Forecasting and Budget Gap
4. **2018 Spring Annual Town Meeting Warrant Articles - Public Hearing**
 - a. Article 23- Amend By-Law Regulating Use of Motion for the Previous Question
 - b. Article 25- North Main Street Right of Way Acquisition (Corrected the article #)
 - c. Article 8 - Morse Institute Library Budget
 - d. Article 9 - Bacon Free Library Budget
 - e. Article 4- Personnel Board: Personnel Classification & Pay Plan
 - f. Article 5 - Collective Bargaining
 - g. Article 18 - Amend By-Law Article 24 Regarding Procedure for Appointment of Police Chief
 - h. Article 19 - Amend By-Law Article 24 Regarding Procedure for Appointment of Fire Chief
 - i. Article 26 - Cochituate Rail Trail Right of Way Acquisition
 - j. Article 28 - 4 Temple Street/Middlesex Path Easement
 - k. Article 34 - Amend Zoning By-Laws: Assisted Living Overlay Option Plan (Postponed to March 29)
 - l. Article 14 - Capital Improvements (Motion C Only)
5. **Adjourn**

Please note the committee may take the items on this agenda out of order.

ITEM TITLE: Meeting Minutes - February 27 - Review & Approve
ITEM SUMMARY:

ITEM TITLE: Update on Revenue/Expense Forecasting and Budget Gap
ITEM SUMMARY:

ATTACHMENTS:

Description	Upload Date	Type
Revenue Model as of 3-13-2018	3/14/2018	Exhibit
Budget Roll Up as of 3-13-2018	3/14/2018	Exhibit

Town of Natick

Fiscal Year 2019 Revenue Model



Revenue Summary

3/13/2018

Table 1: Property Tax Levy

	FY 2014 Recap	FY 2015 Recap	FY 2016 Recap	FY 2017 Recap	FY 2018 Recap	FY 2019 Proposed
Tax Levy	\$ 84,573,555	\$ 89,191,083	\$ 92,549,664	\$ 95,604,635	\$ 99,501,597	\$ 103,160,981
Prop. 2.5%	\$ 2,114,339	\$ 2,229,777	\$ 2,313,742	\$ 2,390,116	\$ 2,487,540	\$ 2,579,025
New Growth	\$ 2,503,189	\$ 1,128,804	\$ 741,229	\$ 1,506,846	\$ 1,171,844	\$ 925,000
Override	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sub-Total	\$ 89,191,083	\$ 92,549,664	\$ 95,604,635	\$ 99,501,597	\$ 103,160,981	\$ 106,665,005
Excluded Debt	\$ 4,276,702	\$ 4,215,216	\$ 4,215,216	\$ 4,491,139	\$ 4,233,837	\$ 5,170,130
Subtotal	\$ 93,467,785	\$ 96,764,880	\$ 99,819,851	\$ 103,992,736	\$ 107,394,818	\$ 111,835,135
Actual Tax Levy	\$ 93,436,666	\$ 96,530,612	\$ 99,817,043	\$ 103,922,288	\$ 107,388,479	\$ -

Table 2: State Aid

	FY 2014 Cherry Sheet	FY 2015 Cherry Sheet	FY 2016 Cherry Sheet	FY 2017 Cherry Sheet	FY 2018 Cherry Sheet	FY 2019 Preliminary
Ch 70, Charter Tuition, School Offsets	\$ 8,659,358	\$ 9,066,512	\$ 9,090,841	\$ 9,491,876	\$ 9,692,035	\$ 10,022,832
Unrestricted Local Aid	\$ 3,299,298	\$ 3,390,794	\$ 3,512,863	\$ 3,663,916	\$ 3,806,809	\$ 3,940,047
Veterans' Benefits & Exemptions	\$ 256,268	\$ 260,853	\$ 279,028	\$ 260,056	\$ 262,279	\$ 269,233
State Owned Land & Mitigation	\$ 112,366	\$ 88,023	\$ 88,023	\$ 86,976	\$ 86,893	\$ 87,359
Offsets (Library)	\$ 36,450	\$ 45,841	\$ 45,910	\$ 45,888	\$ 47,981	\$ 47,057
sub-Total (Cherry Sheet)	\$ 12,363,740	\$ 12,852,023	\$ 13,016,665	\$ 13,548,712	\$ 13,895,997	\$ 14,366,528
Subtotal	\$ 12,363,740	\$ 12,852,023	\$ 13,016,665	\$ 13,548,712	\$ 13,895,997	\$ 14,366,528

Table 3: Local Receipts

	FY 2014 Actual	FY 2015 Actual	FY 2016 Actual	FY 2017 Actual	FY 2018 Recap	FY 2019 Preliminary
Motor Vehicle	\$ 4,938,973	\$ 5,191,836	\$ 5,460,485	\$ 5,566,509	\$ 5,880,600	\$ 5,900,000
Other Excise	\$ 2,211,290	\$ 2,282,475	\$ 2,443,396	\$ 2,372,894	\$ 2,403,200	\$ 2,403,200
Penalties & Interest Taxes/Excise	\$ 473,270	\$ 483,115	\$ 375,863	\$ 412,491	\$ 377,100	\$ 394,350
Payment in Lieu of Taxes	\$ 35,150	\$ 34,822	\$ 34,738	\$ 36,216	\$ 34,500	\$ 35,950
Trash Disposal Charges	\$ 987,795	\$ 998,551	\$ 969,812	\$ 987,074	\$ 965,000	\$ 973,000
Police Special Duty Service Charges	\$ 74,818	\$ 75,101	\$ 58,374	\$ 71,802	\$ 60,000	\$ 60,000
Ambulance Fees - Other Charges	\$ 1,551,134	\$ 1,576,690	\$ 1,471,639	\$ 1,523,940	\$ 1,450,000	\$ 1,500,000
Rentals	\$ 43,616	\$ 49,032	\$ 46,604	\$ 45,728	\$ 46,500	\$ 62,000
Recreation	\$ 183,081	\$ 191,190	\$ 123,472	\$ 101,759	\$ 125,441	\$ 128,794
Other Departmental Revenue	\$ 770,054	\$ 789,606	\$ 907,264	\$ 644,964	\$ 810,170	\$ 750,820
License/Permits	\$ 1,646,503	\$ 2,774,340	\$ 2,218,015	\$ 4,460,270	\$ 2,053,445	\$ 2,773,445
Special Assessments	\$ 11,532	\$ 12,616	\$ 9,132	\$ 10,331	\$ 8,600	\$ 8,600
Fines/Forfeits	\$ 228,925	\$ 210,097	\$ 234,701	\$ 185,033	\$ 220,000	\$ 254,075
Investment Income	\$ 104,083	\$ 255,356	\$ 272,428	\$ 361,969	\$ 280,000	\$ 385,000
Miscellaneous Recurring	\$ 224,068	\$ 377,014	\$ 661,450	\$ 223,403	\$ 425,000	\$ 650,000
Miscellaneous Non-Recurring	\$ 538,382	\$ 1,245,011	\$ 1,473,850	\$ 703,086	\$ -	\$ -
Subtotal	\$ 14,022,674	\$ 16,546,852	\$ 16,761,223	\$ 17,707,469	\$ 15,139,556	\$ 16,279,234

Table 4: Available Funds

	FY 2014 Appropriated	FY 2015 Appropriated	FY 2016 Appropriated	FY 2017 Appropriated	FY 2018 Recap	FY 2019 Preliminary
Free Cash	\$ 6,313,951	\$ 5,668,115	\$ 5,100,289	\$ 9,031,776	\$ 9,428,400	\$ 4,200,000
Overlay Surplus	\$ 500,000	\$ 500,000	\$ 500,000	\$ 500,000	\$ 500,000	\$ 1,000,000
Capital Stabilization Fund	\$ 2,424,229	\$ 3,058,758	\$ 2,033,264	\$ 1,159,200	\$ 1,641,765	\$ 2,962,240
FAR Bonus Stabilization Fund	\$ -	\$ -	\$ -	\$ 3,900	\$ 3,900	\$ -
Title V	\$ 7,684	\$ 7,684	\$ 7,684	\$ 7,684	\$ 7,684	\$ 7,684
Parking Meter Revenue	\$ 60,000	\$ 80,000	\$ 80,000	\$ 80,000	\$ 80,000	\$ 80,000
School Building Assistance	\$ 123,167	\$ 123,167	\$ 123,167	\$ 123,167	\$ 123,167	\$ 123,167

Town of Natick

Fiscal Year 2019 Revenue Model



Revenue Summary

3/13/2018

Premiums (For Debt Exclusions)	\$ 106,758	\$ 106,758	\$ 106,758	\$ 64,682	\$ 105,468	\$ 97,542
Receipts Reserved	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Insurance Proceeds < \$20,000	\$ 9,625	\$ -	\$ -	\$ -	\$ -	\$ -
Subtotal	\$ 9,545,414	\$ 9,544,482	\$ 7,951,162	\$ 10,970,409	\$ 11,890,384	\$ 8,470,633

Table 5: Enterprise Receipts

	FY 2014 Actual	FY 2015 Actual	FY 2016 Actual	FY 2017 Actual	FY 2018 Recap	FY 2019 Preliminary
Water & Sewer Indirects	\$ 2,323,579	\$ 2,207,400	\$ 2,207,400	\$ 2,218,150	\$ 2,035,229	\$ 2,218,150
Sassamon Trace Indirects	\$ 32,246	\$ 34,087	\$ 34,087	\$ 41,973	\$ 43,692	\$ 43,871
Subtotal	\$ 2,355,825	\$ 2,207,400	\$ 2,241,487	\$ 2,260,123	\$ 2,078,921	\$ 2,262,021

Total - G/F Available for Appr.	\$ 131,724,319	\$ 137,681,369	\$ 139,787,580	\$ 148,409,001	\$ 150,399,677	\$ 153,213,551
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General Fund Revenue/Expenditure Summary

	2015	2016	2017	2018	2019	2018 vs. 2019	
General Fund Revenues	Actual	Actual	Actual	Recap	Preliminary	\$ (+/-)	% (+/-)
Tax Levy	\$ 96,530,612	\$ 99,817,043	\$ 103,922,288	\$ 107,388,479	\$ 111,835,135	4,446,656	4.14%
State Aid	\$ 12,852,023	\$ 13,016,665	\$ 13,548,712	\$ 13,895,997	\$ 14,366,528	470,531	3.39%
Local Receipts	\$ 16,546,852	\$ 16,761,623	\$ 17,707,469	\$ 15,139,556	\$ 16,279,234	1,139,678	7.53%
Other Local Receipts							
Indirects	\$ 2,207,400	\$ 2,241,487	\$ 2,260,123	\$ 2,078,921	\$ 2,262,021	183,100	8.81%
Free Cash	\$ 5,668,115	\$ 5,100,289	\$ 9,031,776	\$ 9,428,400	\$ 4,200,000	(5,228,400)	-55.45%
Stabilization Fund (s)	\$ 3,058,758	\$ 2,033,264	\$ 1,163,100	\$ 1,645,665	\$ 2,962,240	1,316,575	80.00%
Overlay Surplus	\$ 500,000	\$ 500,000	\$ 500,000	\$ 500,000	\$ 1,000,000	500,000	100.00%
Other Available Funds	\$ 317,609	\$ 317,609	\$ 275,533	\$ 1,490,403	\$ 308,393	(1,182,010)	-79.31%
Total General Fund Revenues	137,681,369	139,787,980	148,409,001	151,567,422	153,213,551	1,646,129	1.09%
General Fund Expenses							
Education & Learning							
Natick Public Schools	\$ 51,481,402	\$ 53,804,093	\$ 57,478,571	\$ 61,250,150	\$ 64,952,439	3,702,289	6.04%
Keefe Tech	\$ 1,091,902	\$ 1,247,313	\$ 1,522,958	\$ 1,427,911	\$ 1,594,984	167,073	11.70%
Morse Institute Library	\$ 2,074,442	\$ 2,096,849	\$ 2,155,972	\$ 2,215,972	\$ 2,244,799	28,827	1.30%
Bacon Free Library	\$ 145,615	\$ 153,968	\$ 171,860	\$ 172,433	\$ 184,503	12,070	7.00%
Public Safety	\$ 14,159,001	\$ 14,348,599	\$ 15,333,208	\$ 15,952,802	\$ 15,909,166	(43,636)	-0.27%
Public Works	\$ 7,506,759	\$ 6,989,808	\$ 7,646,153	\$ 7,752,905	\$ 8,169,380	416,475	5.37%
Health & Human Services	\$ 2,027,627	\$ 2,124,241	\$ 2,200,230	\$ 2,353,589	\$ 2,543,701	190,112	8.08%
Administrative Support Services	\$ 4,846,378	\$ 5,099,444	\$ 5,551,636	\$ 7,560,330	\$ 7,387,544	(172,786)	-2.29%
Committees	\$ 16,429	\$ 20,484	\$ 18,195	\$ 40,550	\$ 90,550	50,000	123.30%
Shared Expenses							
Fringe Benefits	\$ 15,209,526	\$ 16,963,941	\$ 15,649,833	\$ 16,161,983	\$ 15,822,679	(339,304)	-2.10%
Prop & Liab. Insurance	\$ 532,389	\$ 570,193	\$ 589,904	\$ 707,680	\$ 756,237	48,557	6.86%
Retirement	\$ 7,119,320	\$ 7,688,521	\$ 8,237,157	\$ 8,812,424	\$ 9,416,416	603,992	6.85%
Debt Services	\$ 10,884,737	\$ 10,717,600	\$ 10,495,357	\$ 11,649,955	\$ 12,385,021	735,066	6.31%
Reserve Fund	\$ -	\$ 250,000	\$ 300,000	\$ 250,000	\$ 250,000	-	0.00%
Facilities Management	\$ 2,957,512	\$ 3,004,219	\$ 3,051,820	\$ 3,145,522	\$ 3,308,705	163,183	5.19%
General Fund Oper. Expenses	\$ 120,053,039	\$ 125,079,273	\$ 130,402,854	\$ 139,454,206	\$ 145,016,124	\$ 5,561,918	3.99%
Capital Improvements	\$ 2,003,250	\$ 1,402,850	\$ 2,695,200	\$ 1,977,765	\$ 2,962,240	984,475	49.78%
School Bus Transportation	\$ 355,602	\$ 371,573	\$ 382,720	\$ 392,288	\$ 402,095	9,807	2.50%
State & County Assessments	\$ 1,450,370	\$ 1,352,418	\$ 1,449,503	\$ 1,348,800	\$ 1,382,500	33,700	2.50%
Cherry Sheet Offsets	\$ 300,641	\$ 291,510	\$ 352,530	\$ 434,080	\$ 378,998	(55,082)	-12.69%
Snow Removal Supplement	\$ 253,499	\$ 699,569	\$ 145,000	\$ 150,000	\$ 150,000	-	0.00%
Overlay	\$ 1,160,387	\$ 997,192	\$ 1,283,443	\$ 1,256,448	\$ 1,000,000	(256,448)	-20.41%
Golf Course Deficit	\$ 309,087	\$ 280,000	\$ 279,832	\$ 248,400	\$ 270,000	21,600	8.70%
General Stabilization Fund	\$ 150,000	\$ -	\$ -	\$ -	\$ -	-	0.00%
Operational Stabilization Fund	\$ 625,000	\$ -	\$ -	\$ -	\$ 500,000	500,000	100.00%
Capital Stabilization Fund	\$ 2,005,092	\$ 1,343,888	\$ 3,925,532	\$ 4,000,000	\$ 500,000	(3,500,000)	-87.50%
One-to-One Technology Stab Fund	\$ 100,000	\$ -	\$ -	\$ -	\$ 100,000	100,000	0.00%
FAR Bonus Stabilization Fund	\$ -	\$ 433,635	\$ -	\$ -	\$ -	-	0.00%
OPEB Trust Fund	\$ 250,000	\$ -	\$ 1,300,000	\$ 1,000,000	\$ 500,000	(500,000)	-50.00%
Misc. Articles	\$ 333,000	\$ 433,635	\$ 216,626	\$ 1,298,695	\$ -	(1,298,695)	-100.00%
	\$ 9,295,928	\$ 7,606,270	\$ 12,030,386	\$ 12,106,476	\$ 8,145,833	(3,960,643)	-32.72%
Total General Fund Expenses	\$ 129,348,967	\$ 132,685,543	\$ 142,433,240	\$ 151,560,683	\$ 153,161,957	1,601,274	1.06%
Net Excess / (Deficit)	8,332,402	7,102,437	5,975,760	6,739	51,594		

ITEM TITLE: Article 23- Amend By-Law Regulating Use of Motion for the Previous Question

ITEM SUMMARY:

ATTACHMENTS:

Description	Upload Date	Type
Motion for Article 23 (see highlighted text inside email thread)	3/13/2018	Exhibit
Article 23 as published in the Warrant	3/13/2018	Exhibit



Patrick Hayes <phayes.fincom@natickma.org>

Re: Motions for Articles 23 & 38

1 message

Connolly <connolly70@verizon.net>

Fri, Mar 2, 2018 at 4:51 AM

To: Patrick Hayes <phayes.fincom@natickma.org>

Patrick,

I am confirming that I will attend the March 8 meeting for both articles.

As you noted, I have used particular styles for my recommended motions, which have been employed at Town Meeting in Natick in the past. If the Finance Committee chooses to make a positive motion for Town Meeting consideration, I fully expect that the Finance Committee may modify my inputs as it wishes. In the case of a negative motion, the Finance Committee does its own thing. In the situation when the Finance Committee has no recommendation, I do not remember if the Finance Committee as a courtesy to Town Meeting includes the sponsor's recommended motion. If that is your policy, please do so.

As you probably recognized, the style used for the motion under Article 23 was chosen to emphasize that the motion is exactly the same as what was suggested in the text of the warrant article. No last-minute surprises!

For the motion under Article 38, there is obviously an amount to be filled in. You know from the restriction in the article scope that the amount cannot exceed \$2.5 million. I think that at the hearing on March 8, the Finance Committee can decide for favorable action and reschedule the article for a time when the amount recommended for appropriation from the tax levy has been determined. Then the amount can be chosen properly. If the Finance Committee decides on March 8 that Natick's appropriating authority should not have the opportunity to use an accepted method to scale back a large increase in the tax levy by using free cash, then the Finance Committee can make a negative recommendation and its work is finished.

Given the situation that Natick may soon have a significant increase in debt payments funded from the tax levy, I am surprised that the Town administration did not include a boiler-plate version of Article 38 to scale downward a large increase in the tax levy by using some free cash.

So, in the event that the Finance Committee is considering favorable action, I can review what the Finance Committee has decided on articles that appropriate funds from the tax levy in order to offer my opinion on this amount to be filled in (but, individual members of the Finance Committee or the Town administration are certainly more knowledgeable than I would be). Obviously, none of this can happen by March 8.

Paul

Paul E. Connolly
508-653-1308
connolly70@verizon.net

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On Mar 1, 2018, at 3:20 PM, Patrick Hayes <phayes.fincom@natickma.org> wrote:

Mr. Connolly,

This email is to confirm that you have been scheduled for a Public Hearing in front of the Finance Committee for March 8 for sometime after 8:00 PM. When you have a moment please acknowledge the confirmation.

With regard to your two motions, I will take them in order.

For Article 23, it is my understanding that you wish your motion to be exactly as you provided it in the prior email dated February 28 which reads in full:

Motion: "Move that the Town amend the Town of Natick By-Laws, Article 3, Section 11 as printed in the text of the warrant article."

For Article 38, your motion as provided reads as follows:

Motion: "Move that the Town transfer the sum of XXXXX from Free Cash to be used by the Board of Assessors to reduce the tax levy for Fiscal Year 2019 (July 1, 2018 through June 30, 2019)."

Note: For both articles, I have added the quotation marks at the beginning and end which is customary for the motion language for Natick's Town Meeting.

Further, you have stated that you need help with determining the number (or amount) for your motion and asked that the Finance Committee provide help to you. Respectfully, that is not our role. Rightly or wrongly, the Chair's position is that the citizen petitioner should be prepared to submit their motion and the substantive and material information of their motion. Town Counsel has provided strong guidance to Finance Committee that we should avoid writing motions or making substantive contributions to the motion in advance of it being formally submitted to the Finance Committee. With that, I would encourage you to use the available budget information online, or seek further information from Town Administration for your motion.

I would ask that when you have a final number that you resubmit the motion to me in writing with the number provided. We will then be able to understand the specifics of your proposal and may at that time have points of view to offer.

Thank you,

Patrick Hayes

On Wed, Feb 28, 2018 at 3:36 AM, Connolly <connolly70@verizon.net> wrote:

Patrick,

I guess Thursday, March 1 isn't really a go.

The following week I have early appointments on both nights. However, I can be available on Tuesday, March 6 at 9pm and Thursday, March 8 at 8pm. Let me know what will work.

The motions are simple:

Article 23

Motion: Move that the Town amend the Town of Natick By-Laws, Article 3, Section 11 as printed in the text of the warrant article.

Article 38

Motion: Move that the Town transfer the sum of XXXXX from Free Cash to be used by the Board of Assessors to reduce the tax levy for Fiscal Year 2019 (July 1, 2018 through June 30, 2019).

I need help on determining what the amount XXXXX should be. I think the Finance Committee should have some suggestions.

Paul

Paul E. Connolly
[508-653-1308](tel:508-653-1308)
connolly70@verizon.net

=====
On Feb 26, 2018, at 9:53 PM, Patrick Hayes <phayes.fincom@natickma.org> wrote:

Mr. Connolly,

I would like to schedule you for this Thursday, March 1. Can you be available provided Special Town Meeting concludes in one night?

I would need your actual proposed motions as soon as possible.

Please advise as soon as you can.

--
Patrick Hayes
[\(508\)-333-4994 \(m\)](tel:508-333-4994)

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Patrick Hayes
[\(508\)-333-4994 \(m\)](tel:508-333-4994)

Finance Committee Chairman

-Planning Governance Sub-Committee Chair

Financial Planning Committee Member

West Natick Fire Station Building Committee Member

Town Meeting Member

ARTICLE 23

Amend By-law Regulating Use of Motion for the Previous Question (Paul Connolly et al)

To see if the Town will vote to amend the rule related to use of the motion for the previous question at Town Meeting which supposedly is intended to insure sufficient discussion before voting but too often is being used by a few to unreasonably extend repetitious discussion when most at Town Meeting wish to proceed with the vote; and, specifically, to amend the Town of Natick By-Laws, Article 3, Section 11 Motion for the Previous Question as follows:

Delete the existing paragraph:

The motion for the previous question shall not be entertained by the Moderator if three or more persons are seeking recognition who have not previously spoken to the question.

Insert the following two paragraphs:

The motion for the previous question is a subsidiary motion used to request the Moderator to stop debate on the immediately pending motion and proceed with the vote on that motion.

The motion for the previous question is not in order when there has been insufficient opportunity, as determined by the Moderator, for persons to ask questions and obtain information pertaining to the immediately pending motion; or when use of the motion could effectively result in never even considering amendments or other subsidiary motions that the Moderator expects to be introduced.

ITEM TITLE: Article 25- North Main Street Right of Way Acquisition (Corrected the article #)

ITEM SUMMARY:

ATTACHMENTS:

Description	Upload Date	Type
Motion for Article 24	3/13/2018	Exhibit
Memo from COmmunity & Economic Dev'l Director	3/13/2018	Exhibit



COMMUNITY AND ECONOMIC DEVELOPMENT

BUILDING

PLANNING

ZONING

CONSERVATION

MEMORANDUM

TO: Patrick Hayes, Chair, Natick Finance Committee

FROM: Jamie Errickson, Director

DATE: March 13, 2018

RE: **North Main Street/RT 27 Corridor Project & Budget Update**

This memo is provided in regards to the proposed North Main Street (Rt. 27) corridor project. The project includes the reconstruction of North Main Street from the intersection with North Avenue to the Wayland Town Line, with the exception of the Route 27/9 Interchange, which is a separate project being funded and managed by MassDOT.

Included in the North Main Street project are:

- New/upgraded bike lanes, sidewalks, crosswalks
- New signalization and/or roadway geometry improvements at key intersections (Lake Street, Bacon Street, Pine Street, and others)
- Improved drainage and utility infrastructure

The project is currently programmed on the Boston Metropolitan Planning Organization's (MPO), Transportation Improvement Program (TIP) for construction funding in **Federal Fiscal Year 2019** (starting October 1, 2018) with an anticipated project advertisement (bid) date of August 2019, with a likely construction start of Spring 2020.

Project Design Milestones

- Fall 2017: 25% design approval from MassDOT
- Summer/Fall 2018: submission/approval of 75% design MassDOT
- Late 2018/first half of 2019: ROW work and final design submission
- August 2019: Anticipated advertising date by MassDOT for construction

In recent conversations, MassDOT seeks to move the project to Federal Fiscal Year 2020 due to concerns expressed regarding permitting through various Federal Agencies. If this shift is approved by the MPO, a new advertising date of October/November 2019 is anticipated, which will have no impact on the anticipated start of construction in Spring 2020.

The project budget details are outlined below:

Construction Costs (FFY 2019)

FFY 2019	\$12,688,000	80/20 Federal/State funding
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Note: If project moves to FFY 2020, cost estimate will increase to \$13,195,520

Design & Right of Way (ROW) Costs (January 2018 – September 2019)

Schedule of Funds	Task	Cost	Available Funds	Remaining need
2018 Spring TM	Appraisals	\$ 220,000	\$ -	\$ 220,000
	ROW Legal Documents	\$ 65,000	\$ -	\$ 65,000
2018 Fall TM	Contract #3 (full design)	\$ 882,000	\$ 675,000	\$ 207,000
	ROW Acquisition *	\$1,300,000	\$ -	\$1,300,000
	Total:	\$2,467,000	\$ 675,000	\$1,792,000
	Spring TM			\$ 285,000
	Fall TM			\$1,507,000

*NOTE: The ROW Acquisition cost is based on a preliminary cost estimate from an appraiser. Actual costs may differ once full appraisals are completed in Summer/Fall 2018 (post 75% design)

Design Costs to Date (2008 – 2017):

Task	Cost	Spent	Notes
Original Contract (2008)	\$ 709,544	\$ 530,400	Contract canceled/expired 2015
Contract #2 (25% Design)	\$ 90,180		Executed 2016
Amendment #1	\$ 7,800		
Amendment #2	\$ 28,200		
Total Contract #2:	\$ 126,180	\$ 126,180	
Total Spent to date:	\$ 656,580	\$ 656,580	

Notes:

- Total Design Costs (full design contract + total spent to date) are \$1,538,580 or 12.13% of FFY 2019 construction budget.
- Over 200 parcels are involved in the ROW work along the corridor. Of those, 50 are permanent easements and/or land takings for various reasons (sidewalk/utility encroachment, intersection improvements, etc). The rest are temporary construction easements to ensure the project can be properly constructed as planned. Some of the easements may be donated, which will reduce the anticipated ROW acquisition costs.
- All currently available funds for design were provided through project mitigation (MathWorks Apple Hill expansion, Modera Natick Center (40R), Primrose School).
- All design, right of way (ROW), and other pre-construction/bid costs are the responsibility of the Town of Natick per the MPO TIP program requirements. Per TIP program requirements (Federal), project construction will not proceed until all ROW acquisition are secured, properly recorded and certified by MassDOT.
- All construction costs are covered by State and Federal sources.

ITEM TITLE: Article 8 - Morse Institute Library Budget

ITEM SUMMARY:

ATTACHMENTS:

Description	Upload Date	Type
Motion for Article 8	3/13/2018	Exhibit



Town of Natick

2018 Spring Annual Town Meeting - FY 2019 Recommended Budget

Motion for Article 8

Motion: Move that the Town vote to appropriate the the sum of \$2,244,799 as shown below to be expended under the direction of the Morse Institute Library Board of Trustees for the operation of the Morse Institute Library, for the Fiscal Year July 1, 2018 through June 30, 2019.

Morse Institute Library

Salaries & Expenses	\$ 2,244,799
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Total Morse Institute Library	\$ 2,244,799
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2010	\$ 2,244,799
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\$ 2,244,799

ITEM TITLE: Article 9 - Bacon Free Library Budget

ITEM SUMMARY:

ATTACHMENTS:

Description	Upload Date	Type
Motion for Article 9	3/13/2018	Exhibit



Town of Natick

2018 Spring Annual Town Meeting - FY 2019 Recommended Budget

Motion for Article 9

Move that the Town vote to appropriate the sum of \$184,503 as shown below to be expended under the direction of the Bacon Free Library Maintenance Committee for the operation of the Bacon Free Library, for the Fiscal Year July 1, 2018 through June 30, 2019.

Bacon Free Library

Salaries & Expenses	\$ 184,503
Total Bacon Free Library	\$ 184,503

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2019	\$ 184,503
	\$ 184,503

ITEM TITLE: Article 4- Personnel Board: Personnel Classification & Pay Plan
ITEM SUMMARY:

ATTACHMENTS:

Description	Upload Date	Type
Request for No Action	3/14/2018	Exhibit



Patrick Hayes <phayes.fincom@natickma.org>

Re: FY 17 & FY 19 Part-Time & Full-Time Pay Plans

1 message

Richard Tranfaglia <rtranfaglia@natickma.org>

Wed, Mar 14, 2018 at 2:45 PM

To: Patrick Hayes <phayes.fincom@natickma.org>

Cc: "Bill Chenard," <chenard@natickma.org>, Steve Levinsky <slevinsky@me.com>, Kristina Anderson <kanderson@natickma.org>

Patrick

I emailed Steve earlier, however, I have not heard from him.

Thus, please be advised that The Personnel Board has no changes on either the Part Time ,or Full Time Pay Plans.

Respectfully

Richard

Richard D. Tranfaglia SHRM-SCP

Director of Human Resources

Town of Natick

13 East Central Street

Natick , MA. 01760

508-647-6471

On Wed, Mar 14, 2018 at 12:10 PM, Patrick Hayes <phayes.fincom@natickma.org> wrote:

What I desire from Richard if necessary but preferably Steve as Chair of the Committee, is a simple email to me with a copy to whomever you wish to copy, stating that the Personnel Board seeks no action under Article 4.

No copies needed. I'm going to provide members and the public the link to last Spring's TM action of that article for reference.

On Wed, Mar 14, 2018 at 11:52 AM, Richard Tranfaglia <rtranfaglia@natickma.org> wrote:

Bill

I concur

Patrick is there any need for additional copies?

I believe what you were sent included FY years , which should be removed

Richard

Sent from my iPhone

On Mar 14, 2018, at 10:50 AM, Bill Chenard, <chenard@natickma.org> wrote:

Patrick,

I agree that no action is required. If others disagree please weigh in.

Bill

William D. Chenard

Acting Town Administrator

508-647-6404

On Wed, Mar 14, 2018 at 10:32 AM, Patrick Hayes <phayes.fincom@natickma.org> wrote:

Krintina and Richard,

In looking at the FY 19 document you just sent to me there is no difference between that and the one approved by Spring Town Meeting in 2017. The SATM pay plan already includes the \$11.00 minimum wage. It was made to be effective July 1, 2017 and has no end date and has no fiscal year reference. That was one of the changes that was made last year- removing the fiscal year reference- which allows the pay plan to stay in force across fiscal years without needing to be reaffirmed.

For reference go <http://natickma.gov/DocumentCenter/View/5295> and view the Town Meeting action and vote.

Unless I'm missing something with the document- such as any other change to titles in grades etc. there is no reason for FinCom to take any action on this pay plan. Can we all agree on this? I would like to make this easy for everyone and I don't want to take action on something when it's not at all required.

Please advise your concurrence for No Action or advise why we are taking action.

Patrick

On Wed, Mar 14, 2018 at 10:06 AM, Kristina Anderson <kanderson@natickma.org> wrote:

Good Morning Mr. Hayes,

Attached below please find the FY 17 and FY 19 Part-Time and Full-Time Pay Plans.

Please let me know if I can provide you with further information.

Kind Regards,

Kristina

Kristina B. Anderson
Human Resources Coordinator
[Town of Natick](#)
(P) [\(508\)647-6469](#)
(F) [\(508\)647-6401](#)

--

Patrick Hayes
[\(508\)-333-4994 \(m\)](#)

Finance Committee Chairman

-Planning Governance Sub-Committee Chair

Financial Planning Committee Member

West Natick Fire Station Building Committee Member

Town Meeting Member

--

Patrick Hayes
[\(508\)-333-4994 \(m\)](#)

Finance Committee Chairman

-Planning Governance Sub-Committee Chair

Financial Planning Committee Member

West Natick Fire Station Building Committee Member

Town Meeting Member

ITEM TITLE: Article 5 - Collective Bargaining
ITEM SUMMARY: Sponsor is seeking No Action.

ITEM TITLE: Article 18 - Amend By-Law Article 24 Regarding Procedure for Appointment of Police Chief

ITEM SUMMARY:

ATTACHMENTS:

Description	Upload Date	Type
Questionnaire Responses for Article 18	3/13/2018	Exhibit
Motion for Article 18	3/13/2018	Exhibit

Warrant Article Questionnaire
Non Standard Town Agency Articles

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

Article # 18	Date Form Completed: 2/26/2017
Article Title: Amend By-Law Article 24 Regarding Procedure for Appointment of Police Chief	
Sponsor Name: Board of Selectmen	Email: selectmen@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 DRAFT motion. Note that this Article received a Favorable recommendation by the Board of Selectmen at their meeting of February 12. The final motion that they approve will be sent the week of February 19 th .
2	At a summary level and very clearly, what is the proposed purpose and objective of this Warrant Article and the accompanying Motion?
Response	Members of the Board of Selectmen believe that there should be some flexibility built into the timelines associated with the Police Chief screening and selection processes.
3	Has this article or one of a very similar scope and substance been on a previous Warrant Article and what has been the actions taken by Finance Committee, other Boards or Committees and Town Meeting?
Response	Yes. Article 22 of 2017 FTM pertaining to the Town Administrator Appointment/ Screening Committee Process received a favorable action vote by town meeting giving the Board of Selectmen authority to extend the screening committee process for up to 30 days.
4	Why is it required for the Town of Natick and for the Town Agency sponsor(s)?
Response	The proposed By-Law amendments are not required, per se, but are advisable to ensure that the search and selection processes do not exceed stipulated timelines and therefore result in a violation of the By-Law. During the screening committee's work, a major weather event could cause cancellation of interviews, and rescheduling candidates, committee members, and consulting team could result in substantial delay. During the recently completed Fire Chief Screening Committee process out of town work and the holiday season prevented some screening committee members from observing the assessment center activities, and/or vote his or her selection.

Warrant Article Questionnaire
Non Standard Town Agency Articles

	During the recent Fire Chief Screening process, several screening committee members were not available to comment on the candidates strength and weaknesses to individual Selectmen due to out of town holiday season plans and/or work schedules.
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 required
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, in that this article proposes to amend the By-Laws.
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	If the proposed motion is approved, it would result in an amendment to the By-Laws.
8	Who are the critical participants in executing the effort envisioned by the article motion?
Response	Approval of this proposed By-Law amendment would not result in needed action or effort.
9	What steps and communication has the sponsor attempted to assure that: <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 proposal really only affects the Board of Selectmen and any future Police Chief Screening Committee.
10	Since submitting the article have you identified issues that weren't initially considered in

Warrant Article Questionnaire
Non Standard Town Agency Articles

	the development of the proposal?
Response	No
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	The flexibility in the Police Chief screening and selection processes envisioned by the Board of Selectmen would not be made available.

Article 18: Amend By-Law Article 24 Regarding Procedure for Appointment of Police Chief

MOTION

In the 8th paragraph, insert after the first sentence the following new sentence: "Note that said one hundred and eighty day period may be extended by the Board of Selectmen by not more than thirty days upon request of the screening committee."

So that By-Law Article 24, Section 14.2 would read as follows:

- a. Within one year of the time when it is known that the position of Police Chief shall become vacant, the Board of Selectmen, may initiate the selection process. Within six months of the time the position of Police Chief is to become vacated, the Board of Selectmen shall initiate the selection process if it has not already done so. In the event that less than six months notice is provided to the Selectmen that the position of Police Chief shall become vacant, the selection process shall begin forthwith after receipt by the Board of Selectmen of such notice.
- b. The Board of Selectmen shall initiate the selection process by giving notice of its intention to establish a screening committee to review applications for the position of Police Chief and shall send a copy of such notice to each town agency or officer responsible for designating persons to serve on the committee. The Board of Selectmen shall appoint to the screening committee all such persons designated pursuant to the provisions of section 14.2 c. and 14.2 d. herein, provided that their names have been received in writing the day before the screening committee is to be appointed. The Board of Selectmen shall appoint the screening committee not earlier than twenty-one days nor later than twenty-eight days after such notice is sent.
- c. For the position of Police Chief, a screening committee shall consist of nine voting members and one non-voting member. The School Committee, Finance Committee and Personnel Board shall each designate one person to serve on the screening committee. Persons chosen by said agencies may, but need not, be members of the agency by which they are chosen. The Town Administrator and Fire Chief shall serve as members of the screening committee. The Board of Selectmen shall designate one resident of Natick to the screening committee. This designee may not be a member of the Board of Selectmen, School Committee, Finance Committee or Personnel Board. The most senior member of the Police Department in the second-highest non-chief rank who is able to serve and is not a candidate for the position of Police Chief shall serve on the screening committee. In the

event that no member of that rank is able to serve, the most senior member of the next lowest rank who is able to serve and is not a candidate for the position of Police Chief shall serve on the screening committee. This individual may not be a member of the Board of Selectmen, School Committee, Finance Committee or Personnel Board. The Town Moderator shall designate one member of Town Meeting. This designee may not be a member the Board of Selectmen, School Committee, Finance Committee or Personnel Board. The Town Administrator shall designate to the screening committee one police chief from another community. The Director of Human Resources shall serve as the non-voting member of the committee. Designees of the Board of Selectmen, School Committee, Finance Committee, Personnel Board and Town Moderator shall be residents of Natick. No member of the screening committee – other than the Town Administrator, Fire Chief, Director of Human Resources and the specified member of the Police Department – may be a paid employee of the Town.

- d. Not more than thirty days following the appointment of the screening committee by the Board of Selectmen, the persons chosen shall meet to organize and plan a process for solicitation by advertisement, including, without limitation, in appropriate professional journals, and by other means, to receive applications for the position of Police Chief. The screening committee shall conduct its work in an expeditious manner; employees of the Town shall provide all reasonable assistance to the committee in the conduct of its work.
- e. The screening committee shall review all applications received and shall provide for interviews to be conducted with such number of candidates for the position as it may decide. Such interview(s) may be conducted before and/or after the assessment center described in paragraph f. below, as the committee may determine best suits its needs.
- f. The screening committee shall also use as an evaluative tool an assessment center specifically designed to examine candidates' knowledge, skills and abilities, including without limitation, their technical, tactical, professional, managerial and strategic skills. The assessment center shall be designed and conducted by a consultant specifically hired for this purpose by the Town. Said consultant shall be selected by the Town through competitive procurement in accordance with applicable law and procedures and shall have significant experience conducting assessment centers in the relevant public safety department.
- g. The results of the assessment center conducted pursuant to paragraph (f) shall be made available to the screening committee.
- h. Not more than one hundred eighty days following the date the screening committee meets to organize, the screening committee shall submit to the Board of Selectmen the names of not less than three but not more than five candidates whom it believes to be best suited to perform the duties of Police Chief. Note that said one hundred and eighty day period may be extended by the Board of Selectmen by not more than thirty days upon request of the screening committee

- i. If the screening committee determines that there are not at least three candidates qualified to perform the duties of the Police Chief, the screening committee shall report to the Board of Selectmen that it is unable to complete its assigned task. In that event, the Board of Selectmen shall direct the screening committee to reopen the search process and the foregoing procedure shall apply.
- j. Within sixty days following the date that a list of nominees is submitted to it, the Board of Selectmen shall:
 - 1. interview candidates referred to it by the screening committee, and
 - 2. determine if it will select one of the candidates to serve as Police Chief, and
 - 3. choose a nominee to be appointed as Police Chief; or
 - 4. if the Board of Selectmen decides not to appoint any of the nominees as Police Chief, it shall direct the screening committee to reopen the search process, and the foregoing procedure shall apply.
- k. Upon the appointment of the Police Chief, the screening committee established pursuant to this Article shall be considered discharged.

ITEM TITLE: Article 19 - Amend By-Law Article 24 Regarding Procedure for Appointment of Fire Chief

ITEM SUMMARY:

ATTACHMENTS:

Description	Upload Date	Type
Questionnaire Responses for Article 19	3/13/2018	Exhibit
Motion for Article 19	3/13/2018	Exhibit

Warrant Article Questionnaire
Non Standard Town Agency Articles

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

Article # 19	Date Form Completed: 2/26/2017
Article Title: Amend By-Law Article 24 Regarding Procedure for Appointment of Fire Chief	
Sponsor Name: Board of Selectmen	Email: selectmen@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 DRAFT motion. Note that this Article received a Favorable recommendation by the Board of Selectmen at their meeting of February 12. The final motion was approved at their meeting on February 26th.
2	At a summary level and very clearly, what is the proposed purpose and objective of this Warrant Article and the accompanying Motion?
Response	Members of the Board of Selectmen believe that there should be some flexibility built into the timelines associated with the Fire Chief screening and selection processes.
3	Has this article or one of a very similar scope and substance been on a previous Warrant Article and what has been the actions taken by Finance Committee, other Boards or Committees and Town Meeting?
Response	Yes. Article 22 of 2017 FTM pertaining to the Town Administrator Appointment/ Screening Committee Process received a favorable action vote by town meeting giving the Board of Selectmen authority to extend the screening committee process for up to 30 days.
4	Why is it required for the Town of Natick and for the Town Agency sponsor(s)?
Response	The proposed By-Law amendments are not required, per se, but are advisable to ensure that the search and selection processes do not exceed stipulated timelines and therefore result in a violation of the By-Law. During the screening committee's work, a major weather event could cause cancellation of interviews, and rescheduling candidates, committee members, and consulting team could result in substantial delay. During the recently completed Fire Chief Screening Committee process out of town work and the holiday season prevented some screening committee members from observing the assessment center activities, and/or vote his or her selection.

Warrant Article Questionnaire
Non Standard Town Agency Articles

	During the recent Fire Chief Screening process, several screening committee members were not available to comment on the candidates strength and weaknesses to individual Selectmen due to out of town holiday season plans and/or work schedules.
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 required
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, in that this article proposes to amend the By-Laws.
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	If the proposed motion is approved, it would result in an amendment to the By-Laws.
8	Who are the critical participants in executing the effort envisioned by the article motion?
Response	Approval of this proposed By-Law amendment would not result in needed action or effort.
9	What steps and communication has the sponsor attempted to assure that: <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 proposal really only affects the Board of Selectmen and any future Fire Chief Screening Committee.
10	Since submitting the article have you identified issues that weren't initially considered in the development of the proposal?

Warrant Article Questionnaire
Non Standard Town Agency Articles

Response	No
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	The flexibility in the Fire Chief screening and selection processes envisioned by the Board of Selectmen would not be made available.

Article 19: Amend By-Law Article 15 Regarding Procedure for Appointment of Fire Chief

MOTION

1. In the 8th paragraph, insert after the first sentence the following new sentence: "Note that said one hundred and eighty day period may be extended by the Board of Selectmen by not more than thirty days upon request of the screening committee."

So that By-Law Article 24, Section 15 would read as follows:

- a. Within one year of the time when it is known that the position of Fire Chief shall become vacant, the Board of Selectmen, may initiate the selection process. Within six months of the time the position of Fire Chief is to become vacated, the Board of Selectmen shall initiate the selection process if it has not already done so. In the event that less than six months notice is provided to the Selectmen that the position of Fire Chief shall become vacant, the selection process shall begin forthwith after receipt by the Board of Selectmen of such notice.
- b. The Board of Selectmen shall initiate the selection process by giving notice of its intention to establish a screening committee to review applications for the position of Fire Chief and shall send a copy of such notice to each town agency or officer responsible for designating persons to serve on the committee. The Board of Selectmen shall appoint to the screening committee all such persons designated pursuant to the provisions of section 15.2 c. herein, provided that their names have been received in writing the day before the screening committee is to be appointed. The Board of Selectmen shall appoint the screening committee not earlier than twenty-one days nor later than twenty-eight days after such notice is sent.
- c. For the position of Fire Chief, a screening committee shall consist of nine voting members and one non-voting member. The School Committee, Finance Committee and Personnel Board shall each designate one person to serve on the screening committee. Persons chosen by said agencies may, but need not, be members of the agency by which they are chosen. The Town Administrator and Police Chief shall serve as members of the screening committee. The Board of Selectmen shall designate one resident of Natick to the screening committee. This designee may not be a member of the Board of Selectmen, School Committee, Finance Committee or Personnel Board. The most senior member of the Fire Department in the second-highest non-chief rank who is able to serve and is not a candidate for the position of Fire Chief shall serve on the screening committee. In the event that no member of that rank is able to serve, the most senior member of the next lowest rank who is able to serve and is not a candidate for the position of Fire Chief shall serve on the screening committee. This individual may not be a member of the Board of Selectmen, School Committee, Finance Committee or Personnel Board. The Town Moderator shall designate one member of Town Meeting. This designee may not be a member the Board of Selectmen, School Committee,

Finance Committee or Personnel Board. The Town Administrator shall designate to the screening committee one fire chief from another community. The Personnel Director shall serve as the non-voting member of the committee. Designees of the Board of Selectmen, School Committee, Finance Committee, Personnel Board and Town Moderator shall be residents of Natick. No member of the screening committee – other than the Town Administrator, Police Chief, Personnel Director and the specified member of the Fire Department – may be a paid employee of the Town.

- d. Not more than thirty days following the appointment of the screening committee by the Board of Selectmen, the persons chosen shall meet to organize and plan a process for solicitation by advertisement, including, without limitation, in appropriate professional journals, and by other means, to receive applications for the position of Fire Chief. The screening committee shall conduct its work in an expeditious manner; employees of the Town shall provide all reasonable assistance to the committee in the conduct of its work.
- e. The screening committee shall review all applications received and shall provide for interviews to be conducted with such number of candidates for the position as it may decide. Such interview(s) may be conducted before and/or after the assessment center described in paragraph f. below, as the committee may determine best suits its needs.
- f. The screening committee shall also use as an evaluative tool an assessment center specifically designed to examine candidates' knowledge, skills and abilities, including without limitation, their technical, tactical, professional, managerial and strategic skills. The assessment center shall be designed and conducted by a consultant specifically hired for this purpose by the Town. Said consultant shall be selected by the Town through competitive procurement in accordance with applicable law and procedures and shall have significant experience conducting assessment centers in the relevant public safety department.
- g. The results of the assessment center conducted pursuant to paragraph (f) shall be made available to the screening committee.
- h. Not more than one hundred eighty days following the date the screening committee meets to organize, the screening committee shall submit to the Board of Selectmen the names of not less than three but not more than five candidates whom it believes to be best suited to perform the duties of Fire Chief. **Note that said one hundred and eighty day period may be extended by the Board of Selectmen by not more than thirty days upon request of the screening committee.**
- i. If the screening committee determines that there are not at least three candidates qualified to perform the duties of the Fire Chief, the screening committee shall report to the Board of Selectmen that it is unable to complete its assigned task. In that event, the Board of Selectmen shall direct the screening committee to reopen the search process and the foregoing procedure shall apply.
- j. Within sixty days following the date that a list of nominees is submitted to it, the Board of Selectmen shall:
 - 1. interview candidates referred to it by the screening committee, and

2. determine if it will select one of the candidates to serve as Fire Chief, and
 3. choose a nominee to be appointed as Fire Chief; or
 4. if the Board of Selectmen decides not to appoint any of the nominees as Fire Chief, it shall direct the screening committee to reopen the search process, and the foregoing procedure shall apply.
- k. Upon the appointment of the Fire Chief, the screening committee established pursuant to this Article shall be considered discharged.

ITEM TITLE: Article 26 - Cochituate Rail Trail Right of Way Acquisition

ITEM SUMMARY:

ITEM TITLE: Article 28 - 4 Temple Street/Middlesex Path Easement

ITEM SUMMARY:

ATTACHMENTS:

Description	Upload Date	Type
Revised Motion based on Town Counsel Review	3/14/2018	Exhibit
Questionnaire Responses	3/13/2018	Exhibit
Article 28 - MOTION	3/13/2018	Exhibit

Move that the Town vote to authorize the Board of Selectmen to grant to the owner(s) of the property at 4 Temple Street, shown on Town of Natick Assessors Map 43 as Lot 324, which property abuts the Middlesex Path property, an easement over a portion of said Middlesex Path Property located at 111 West Central Street, Natick, Ma., shown on Town of Natick Assessors Map 42 as Lot 37. Said easement shall be for the purpose of installing a sewer line to connect said property to the Town of Natick sewer system.

ARTICLE #

DATE: FEBRUARY 28, 2018

NAME:

TONY TAVILLA

EMAIL:

TAVILLA@YAHOO.COM

- 1 TO SEE IF TOWN WILL VOTE TO GRANT AN EASEMENT TO
THE PROPERTY OWNERS AT FOUR TEMPLE STREET NATICK
FOR THE PURPOSE OF (CONNECTING INTO SEWER LOCATED ON
MIDDLESEX PATH WHICH ABUTS FOUR TEMPLE ST LOT
OR ANY OTHER ACTION RELATIVE THERETO.
- 2 TO ALLOW THE PROPERTY REFERRED TO AS FOUR TEMPLE ST
TO CONNECT TO PUBLIC SEWER LINE LOCATED ON MIDDLESEX
PATH
- 3 THE SPONSOR /OWNER AT PRESENT HAS NO SEWER CONNECTION
THE PRIOR HOUSE WAS ATTACHED TO A CESSPOOL.
- 4 CONNECTING TO SEWER LINE ON MIDDLESEX PATH PROVIDES
A SOLUTION FOR THE SEWERAGE GENERATED AT FOUR TEMPLE
STREET. THE CONNECTION HAS BEEN ENGINEERED AND
APPROVED BY NATICK BOARD OF HEALTH., CONSERVATION AND
NATICK DPW. THE COST FOR THIS CONNECTION WILL BE PAID BY
THE SPONSOR. THERE IS NO COST TO THE TOWN.
- 5 IT IS MY UNDERSTANDING THAT BOTH THE STATE AND TOWN
FAVOR PUBLIC SEWER OVER PRIVATE FOR THE PURPOSE OF
PROTECTING THE GROUND WATER.
- 6 THERE IS A POSTIVE ENVIRONMENTAL IMPACT ON THE GROUND WATER
AS A CESSPOOL HAS BEEN ELIMINATED
- 7 THE SEWER CONNECTION HAS BEEN ENGINEERED-- AND APPROVED
BY NATICK BOARD OF HEALTH AND WILL BE INSTALLED BY SPONSOR
AND OVERSEEN BY APPROPRIATE TOWN OFFICIALS
- 8 THE DPW AND NATICK BOARD OF HEALTH HAVE REVIEWED TH E
ENGINEERED PLAN AND APPROVED PLAN (WITH PROPOSED
EASEMENT)
- 9 THE TOWN OF NATICK MUST APPROVE EASEMENT AND SPONSOR
CAN THEN CONNECT TO SEWER LINE ON MIDDLESEX PATH
- 10 THERE HAVE BEEN NO ADDITIONAL ISSUES SINCE SUBMITTING
INITIAL PROPOSAL
- 11 NOT APPLICABLE
- 12 THE PROPERTY UNDER CONSTRUCTION AT FOUR TEMPLE STREET
WOULD NOT BE GRANTED OCCUPANCY THEREFORE , DESTROYING
ITS VALUE AS A RESIDENCE

Article 28 – 4 Temple Street/Middlesex Path Easement

“Move to grant an easement to the property owners at 4 Temple Street, Natick MA, for the purpose of connecting into sewer located on Middlesex Path which abuts the 4 Temple Street lot.”

ITEM TITLE: Article 34 - Amend Zoning By-Laws: Assisted Living Overlay Option Plan
(Postponed to March 29)

ITEM SUMMARY:

ITEM TITLE: Article 14 - Capital Improvements (Motion C Only)

ITEM SUMMARY:
