

# ***TOWN OF NATICK***

## **Meeting Notice**

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

### **Natick Finance Committee**

#### **PLACE OF MEETING**

School Committee Meeting Room, 3rd  
Floor 13 East Central St. Natick, MA  
01760

#### **DAY, DATE AND TIME**

April 4, 2019 at 7:00 PM

#### **MEETING AGENDA**

Posted: Monday, April 1, 2019 at 9:00 AM

Revised and Posted: Monday, April 1, 2019 at 9:42 PM and Revised and Posted Tuesday, April 2 at 6:45 PM

1. **Call to Order**
  - a. Pledge of Allegiance & Moment of Silence
  - b. Advisement of Pegasus Live Broadcast and Recording for On-Demand Viewing
  - c. Review of Meeting Agenda and Ordering of Items
2. **Announcements**
  - a. Finance Committee Vacancy
3. **Reconvene Open Session**
4. **Public Comments**
  - a. Committee policy & procedures available via this link and also at the meeting location
5. **Meeting Minutes**
  - a. Review & Approve March 12, March 19 and March 21, 2019 Meeting Minutes (Revised)
6. **2019 Special Town Meeting #1 Warrant Articles - Public Hearing**
  - a. Article 1 - Establish Special Revenue Account for PEG Access and Cable Related Funds
  - b. Article 2 - PEG Access and Cable Related Fund Appropriation or Transfer of Funds
  - c. Article 3 - Fiscal 2019 Morse Institute Library Budget
  - d. Article 4 - Fiscal 2019 Bacon Free Library Budget
7. **2019 Spring Annual Town Meeting Warrant Articles - Public Hearing**
  - a. Article 4 - Personnel Board Classification & Pay Plan
  - b. Reconsideration of Article 5 - Collective Bargaining: Police Patrol Union
  - c. Reconsideration of Article 3 - Elected Officials Salary (Added)
  - d. Reconsideration of Article 8 - FY2020 Omnibus Motions E, G and H1 only (Added)

- e. Reconsideration of Article 15 - Capital Improvements: Motion B & D
- f. Article 24 - Amend Historic Preservation Zoning By-Law
- g. Article 26 - Amend Definition of "Dog Kennel" as Used in Zoning By-Laws
- h. Article 27 - Amend Dog Kennel Zoning

8. **Committee Discussion (May include items not on the agenda)**

- a. Finance Committee Recommendation Book - Review
- b. Town of Natick - Financial, Demographic and Economic Analysis: supplemental information for 2019 SATM

9. **Adjourn**

Meeting may be televised live and recorded by Natick Pegasus. Any times listed for specific agenda items are approximate and not binding. Please note the committee may take the items on this agenda out of order.

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SUBMITTED BY

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**ITEM TITLE:** Pledge of Allegiance & Moment of Silence  
**ITEM SUMMARY:**

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**ITEM TITLE:**       Advisement of Pegasus Live Broadcast and Recording for On-Demand Viewing

**ITEM SUMMARY:**

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**ITEM TITLE:**        Review of Meeting Agenda and Ordering of Items

**ITEM SUMMARY:**

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**ITEM TITLE:** Finance Committee Vacancy

**ITEM SUMMARY:**

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**ITEM TITLE:** Committee policy & procedures available via this link and also at the meeting location  
**ITEM SUMMARY:**

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**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
Finance Committee Policy and Procedures for Public Comments	2/21/2019	Exhibit

## Finance Committee Policy & Procedures for Public Comments:

### Public Comments at the start of the meeting:

- *A time not to exceed 4-5 minutes per resident/taxpayer and/or 15 minutes in total time for all resident/taxpayer speakers, to allow for brief resident/taxpayer comments on topics within the scope of the Committee charge but not on the current agenda*
- *There is no debate or discussion between the resident/taxpayer and the committee except as determined by the Chair*

### Public Comments on a specific agenda item:

- Following the sponsor presentation, the Finance Committee enters into discussion with questions and answers from the sponsor and others as determined by the Chair. This is not a time that residents and taxpayers ask questions or offer comments.
- Upon the completion of the discussion/Q&A period, as determined by the Chair, the committee moves in to citizen comments. The same policy as stated above is used.
  - *A time not to exceed 4-5 minutes per resident/taxpayer to allow for brief resident/taxpayer comments on topics within the scope of the agenda item before the Committee at that point in time*
  - *There is no debate or discussion between the resident/taxpayer and the sponsor/presenter or the committee except as determined by the Chair*
  - *Any question is to be directed to the Chair and only the Chair will decide whether to allow the question or just ask that it be recorded in the minutes.*

### Procedural guidance for public comments:

- Once being recognized by the Chair please go to the podium, stand close to the microphone and speak loudly
- You must introduce yourself by stating your full name and your address in Natick
- It's requested the speaker not use the names of any individual. You may refer to the person's title, or use the expression "a previous speaker...)
- The committee is interested in hearing your comments of a substantive and material nature in regard to the subject matter before the committee. The Chair will politely encourage you to stay on topic and to quickly make the point
- If you're running out of time, the Chair will advise you that you have 30 seconds left at which time you will need to wrap things up.

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**ITEM TITLE:** Review & Approve March 12, March 19 and March 21, 2019 Meeting Minutes  
(Revised)

**ITEM SUMMARY:**

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**ITEM TITLE:** Article 1 - Establish Special Revenue Account for PEG Access and Cable Related Funds

**ITEM SUMMARY:**

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**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
Information about STM #1 Articles 1 & 2	4/2/2019	Exhibit
Article 1 - MOTION	4/2/2019	Exhibit



OFFICE OF THE DEPUTY TOWN  
ADMINISTRATOR / FINANCE DIRECTOR

Office (508) 647-6416 Fax (508) 647-6424  
Email: [jtownsend@natickma.org](mailto:jtownsend@natickma.org)

**Summary for the Finance Committee – March 28, 2019**

**2019 Special Town Meeting #1 – Articles 1 & 2**

**Summary**

Pursuant to M.G.L c.166A sec. 9, the Town receives an annual payment from a cable TV service provider representing a fee collected from each cable television subscriber. These funds are designated for the support of public, educational and government (PEG) television programming and pursuant to a contractual agreement these funds are turned over to Pegasus that provides PEG services for the Town. These funds are kept in separate accounts and paid out pursuant to invoices submitted by Pegasus.

In 2016, the legislature passed M.G.L. c.44, sections 53F1/2 and 53F3/4 that provides two options for accounting for PEG funds: through a enterprise fund or establishing a “PEG Access and Cable Related Fund.” Since the Town does not operate the PEG system, creating an enterprise fund is not necessary and therefore establishing a fund under M.G.L. c.44, section 53F3/4 is the selected option (“The Fund”).

**Article 1**

Article 1 creates the Fund. Per the requirements of DOR, the fund must be created, through the Town’s acceptance of M.G.L. c.44, section 53F3/4, for the Fund to be operational starting the beginning of the next fiscal year. The following revenues received in connection with the municipality’s PEG franchise agreements may be credited to the Fund:

- a. Cable franchise fees collected by the cable operator for PEG access and received by the town;
- b. Annual license fees paid by the cable operator. G.L. c. 166A, § 9; and,
- c. Other revenues received in connection with the franchise agreement.

The treasurer is the custodian of the Fund. The treasurer may invest the monies of the Fund in the same manner as general funds under G.L. c. 44, §§ 55, 55A and 55B. The treasurer may pool the cash and does not have to establish a separate bank account for the Fund. Interest earned on Fund monies belongs to the general fund.

**An appropriation is required to spend any monies in the Fund.** Appropriations are by majority vote of town meeting and are limited to the actual unencumbered balance of the Fund at the time of the appropriation. Anticipated receipts cannot be appropriated.

**Article 2**

Article 2 transfers the existing funds into the new special fund. A list of the existing funds with the current balances is included in the packet. We anticipate receiving several invoices prior to June 30<sup>th</sup> so the fund balances will be significantly lower when the transfer occurs. Language is included in the motion to provide for the transfer of any funds not identified in the motion. I do not anticipate that this will be a problem.

## PEG Fund Balances - 03-28-19

<b>Fund #</b>	<b>Description</b>	<b>Balance 03-27-19</b>
2407	Comcast Cable Sec 6.5	\$4,474.22
2408	Comcast Cable Sec 7.1	\$79,784.60
2385	Comcast Fees Sec 7.2	\$261,339.35
2383	RCN CB 6.4	\$0.00
2386	RCN Fees Sect 7.1	\$82,572.21
0626	VerizonPEG	\$139,793.00
8167	Wireless Comm Study	\$20,132.00
8173	Verizon PEG	\$459,489.32
2382	Cable Renew sec 7.3	\$3,953.45
		<b>\$1,051,538.15</b>



**Part I** ADMINISTRATION OF THE  
GOVERNMENT

**Title** CORPORATIONS  
**XXII**

**Chapter** COMMUNITY ANTENNA  
**166A** TELEVISION SYSTEMS

**Section** APPLICATION FEES; INITIAL  
**9** LICENSES, RENEWALS,  
TRANSFERS OR ASSIGNMENTS;  
ANNUAL LICENSE FEES

Section 9. No application for a license to operate a CATV system or for renewal, transfer or assignment of such a license shall be considered by an issuing authority unless it is accompanied by an application fee of one hundred dollars payable to the city or town. A licensee, serving more than two hundred and fifty subscribers, shall on or before March fifteenth of each year, pay to the commonwealth a license fee equal to eighty cents per subscriber served and to the issuing authority a license fee equal to fifty cents per subscriber served. In determining a license fee, the number of subscribers served shall be measured as of December thirty-first of the preceding calendar year.

**Part I** ADMINISTRATION OF THE  
GOVERNMENT

**Title** CITIES, TOWNS AND DISTRICTS  
**VII**

**Chapter** MUNICIPAL FINANCE  
**44**

**Section** PEG ACCESS AND CABLE RELATED  
**53F3/4** FUND

Section 53F3/4. Notwithstanding section 53 or any other general or special law to the contrary, a municipality that accepts this section may establish in the treasury a separate revenue account to be known as the PEG Access and Cable Related Fund, into which may be deposited funds received in connection with a franchise agreement between a cable operator and the municipality. Monies in the fund shall only be appropriated for cable-related purposes consistent with the franchise agreement, including, but not limited to: (i) support of public, educational or governmental access cable television services; (ii) monitor compliance of the cable operator with the franchise agreement; or (iii) prepare for renewal of the franchise license.

## **Article 1**

### **Establish Special Revenue Account for PEG Access and Cable Related Funds**

To see if the Town will vote to accept General Laws Chapter 44, Section 53F<sup>3</sup>/<sub>4</sub>, which establishes a special revenue fund known as the PEG Access and Cable Related Fund, to reserve cable franchise fees and other cable-related revenues for appropriation to support PEG access services and oversight and renewal of the cable franchise agreement, the fund to begin operations for fiscal year 2020, which begins on July 1, 2019; or to otherwise act thereon.

#### **MOTION: (Requires a majority vote)**

Moved that the town accept General Laws Chapter 44 Section 53F<sup>3</sup>/<sub>4</sub> which establishes a special revenue fund known as the PEG Access and Cable Related Fund, to reserve cable franchise fees and other cable-related revenues for appropriation to support PEG access services and oversight and renewal of the cable franchise agreement. The fund shall begin operation for fiscal year 2020 which begins on July 1, 2019.



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**ITEM TITLE:** Article 2 - PEG Access and Cable Related Fund Appropriation or Transfer of Funds  
**ITEM SUMMARY:**

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**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
STM #1 Article 2 - MOTION	4/2/2019	Exhibit

**ARTICLE 2**  
**PEG Access and Cable Related Fund Appropriation or Transfer of Funds**  
**(Town Administrator)**

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for, the PEG Access and Cable Related Fund established pursuant to the provisions of General Laws Chapter 44, Section 53F<sup>3</sup>/<sub>4</sub>; or otherwise act thereon.

**Motion: (Two-thirds vote required)**

“Move that the Town vote to transfer: all cable franchise fees and other cable-related revenues for appropriation to support PEG access services and oversight and renewal of the cable franchise agreement; any and all funds from the following general fund accounts: “CMCAST 6.5 fund # 2407, CMCAST7.1 fund #2408, CMCAST7.2 fund #2385, RCN CB 6.4 fund #2383, RCN CB 7.1 fund #2386, Verizon PEG Grant fund #0626, Wireless Comm Study fund #8167, Verizon PEG fund #8173, Cable Renew Sec 7.3 fund #2382; and, any other funds or portion thereof from any fund designated by the Comptroller as containing funds from cable franchise fees and other cable-related revenues for appropriation to support PEG access services and oversight and renewal of the cable franchise agreement, to the PEG Access and Cable Related Fund established pursuant to the provisions of General Laws Chapter 44, Section 53F<sup>3</sup>/<sub>4</sub>; authorized by a vote of the 2019 Special Town Meeting under Article 1, as authorized by the provisions of General Laws Chapter 44, Section 53F<sup>3</sup>/<sub>4</sub>.”



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**ITEM TITLE:** Article 3 - Fiscal 2019 Morse Institute Library Budget

**ITEM SUMMARY:**

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**ITEM TITLE:** Article 4 - Fiscal 2019 Bacon Free Library Budget

**ITEM SUMMARY:**

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

**ITEM SUMMARY:**

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**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
Full Time Pay Plan FY2020	4/12/2019	Exhibit
Part Time Pay Plan FY2020	3/20/2019	Exhibit
Director of Facilities Management - New	3/20/2019	Exhibit
Director of Human Resources - New	3/20/2019	Exhibit
Executive Director NCOF - New	3/20/2019	Exhibit
Assitant Farm Director - NCOF - new	3/20/2019	Exhibit

Town of Natick  
Classification and Pay Plan  
Effective July 1, 2019

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 Facilities Management/Strategic Capital Partnerships  
~~Director of Human Resources~~ Director of Human Resources/Labor Relations  
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~~ Executive Director, Farm  
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  
Project 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~~ Assistant Director, Farm  
Clinical Social Worker  
Data Analyst  
Executive Assistant  
Facility Custodial Supervisor  
Golf Course Superintendent  
Human Resources Coordinator  
~~Office Administrator, Farm~~ Assistant Director Internal Operations  
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  
Systems Specialist Administrative

#### GRADE 1

Animal Control Officer  
Finance -Coordinator  
Golf Professional  
Meter Enforcement Officer  
Outreach Coordinator  
Program Manager Volunteer Services  
Student Officer  
Teen Center Coordinator

Town of Natick  
Part-Time Classification and Pay Plan  
Fiscal Year 2020  
Effective July 1, 2019

**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**

Assistant Leader (Rec)  
Assistant Swim Coach  
Attendant (Rec)  
Building Monitor I (Rec)  
Bus Dispatcher  
Bus Driver  
Cart Attendant (Golf)  
Clerical Assistant  
Club House Attendant (Golf)  
Club House Supervisor (Golf)  
Concession Manager  
Custodian  
Deputy Animal Control Officer  
Election Clerk  
Election Inspector  
Equipment Operator (Golf)  
Instructor  
Laborer I  
Leader/Counselor (Rec)  
Library Page (Morse)  
Lifeguard  
Parking Clerk  
Ranger/Starter (Golf)  
Receptionist  
School Crossing Guard (1st Year)  
Senior Counselor (Certified-Rec)  
Specialist (Rec)  
Timer/Scorer

**Grade 2**

Administrative Support  
Assistant Director (Rec)  
Beach Manager  
Bookkeeper  
Building Monitor II (Rec)  
Camp Director  
Community Garden Coordinator  
Conservation Agent  
Election Warden  
Golf Course Mechanic  
Head Lifeguard  
Instructor II  
Intern Cooperative  
Laborer II  
Library Assistant (Bacon)  
Meter Enforcement Operator  
Plumbing and Wiring Inspector  
Police Matron  
Police Transcriber  
Program Assistant  
Program Supervisor (Rec)  
Recycling Attendant  
School Crossing Guard  
Social Worker  
Swim Coach  
Transportation Coordinator  
Volunteer Coordinator I

**Grade 3**

Adult Contractor  
Building Inspector  
Certified Sports Official  
Instructor III  
Laborer III  
Nurse (RN)  
Volunteer Coordinator II

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

**Town of Natick  
Job Description**

<b>Position Title:</b>	Director of Facilities Management	<b>Grade Level:</b>	5
<b>Department</b>	Facilities Management	<b>FLSA Status</b>	Exempt
<b>Reports to:</b>	Deputy Town Administrator for Operations		

**Statement of Duties:** The Director of Facilities Management develops and oversees programs to ensure proper maintenance of and safety in all public buildings; such programs shall be cost effective, promote efficiency and be designed to protect the longevity of these community assets.

**Supervision Required:** Works under the day-to-day supervision of the Deputy Town Administrator for Operations with overall management provided by the Town Administrator and the Superintendent of Schools.

**Supervisory Responsibility:** Responsible for supervising all departmental personnel, including administrative supervision of contractors. Directs the work of and supervises maintenance and custodial personnel.

**Accountability:** This position is highly accountable and incorrect actions or misjudgment would typically result in monetary loss, missed deadlines, potential injury, as well as legal repercussions, and adverse public relations.

**Judgment:** Individual judgment and the application of professional knowledge and experience are required in selecting the appropriate practices, procedures, regulations, or guidelines to apply in each case.

**Complexity:** Work consists of a variety of duties that generally follow standardized practices, procedures, regulations, or guidelines. The sequence of work and/or the procedures followed vary according to the nature of the transaction and/or the information involved, or sought, in a particular situation.

**Confidentiality:** Individual judgment and the application of professional knowledge and experience are required in selecting the appropriate practices, procedures, regulations, or guidelines to apply in each case.

**Work Environment:** The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually loud in field settings, and moderately quiet in an office setting.

Facilities Management Department  
Director of Facilities Management  
3/26/15

## **Town of Natick Job Description**

When outdoors at the job site, the job will involve working around heavy machinery (loaders, backhoes) and noisy equipment. The employee may be subject to inclement weather situations including high heat, extreme cold, heavy winds, and rains and long hours. The employee may be subject to fumes and odors.

**Nature and Purpose of Contacts:** Position interacts with coworkers, public and external contacts. More often ordinary courtesy, tact, and diplomacy may be required to resolve complaints or uncooperative individuals.

**Occupational Risks:** Duties generally do not present occupational risk. However, if an employee fails to properly follow safety precautions and procedures, it could result in a minor injury.

### **Essential Functions:**

*The essential functions or duties listed below are intended only as illustrations of the various type of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.*

- Carries out policies of the Board of Selectmen and the School Committee as directed by the Deputy Town Administrator for Operations, Town Administrator and the Superintendent of Schools.
- Develops and maintains a multi-year capital improvement plan and maintenance program for all town buildings; oversees execution of approved projects and implements a system to prioritize maintenance projects.
- Oversees all municipal and school construction projects, including any approved new school or repair projects approved by the MSBA. Will attend evening meetings related to any general government or school construction projects and keep Town Administrator and Superintendent apprised of status.
- Oversees properties owned by the Town but leased to private entities; manages the disposition of such properties whether by lease or sale under the direction of the Deputy Town Administrator for Operations and Town Administrator.
- Assumes responsibility for the comprehensive overall planning and scheduling and monitoring of maintenance and repair requirements of the town's buildings.

Facilities Management Department  
Director of Facilities Management  
3/26/15

## **Town of Natick Job Description**

- Establishes appropriate preventive maintenance plan and schedule, security systems and procedures, and custodial requirements for each building and installation.
- Develops data regarding building maintenance costs, energy utilization, and more to facilitate informed budgeting and decision making regarding operations
- Directs the maintenance of all buildings as to cleanliness and safety
- Tours buildings and meets regularly with senior custodian and principal or building manager to ensure service level is adequate
- Ensures that standards consistent with all applicable laws are maintained at a minimum; establishes environmental compliance programs for asbestos abatement, radon control, lead paint control, elevator inspections, hazardous waste disposal, air quality standards, fuel tank testing and other local, state and federal environmental compliance regulations
- Working with the Town's Procurement Officer, determines and establishes detailed bid and quote specifications pertaining to purchase of supplies, materials, equipment, and contract work; oversees the acquisition, storage and issuance of all custodian and maintenance materials, supplies and equipment
- Responsible for the purchase, utilization and control of all forms of energy used in town buildings; energy purchases for General Government buildings shall be done in conjunction with the Director of Public Works. School energy purchases shall be done in conjunction with the Director of Finance. Collaborative energy purchases are encouraged where practical
- Stays informed of the latest trends, developments and products in the areas of maintenance, repair and upkeep, and encourages innovation and experimentation as appropriate
- Reviews on a regular basis all physical security precautions and procedures, and recommends additions and changes in service as appropriate
- Prepares and administers the approved budget for facility maintenance, safety and security including supplies, equipment and personnel.
- Supervises and inspects the improvement and renovation work performed by outside contractors, and verifies that the terms of all such contracts have been fulfilled before

Facilities Management Department  
Director of Facilities Management  
3/26/15

## **Town of Natick Job Description**

authorizing final payments; ensures that all contract work is procured in accordance with state law and Town procurement policies.

- Oversees the recruitment, employment, assignment, transfer, promotion, demotion, or dismissal of custodian and maintenance personnel according to terms of the collective bargaining agreement and subject to the approval of the Town Administrator or Superintendent of Schools, as appropriate.
- Assists with preparation for collective bargaining, makes recommendations for collective bargaining agreement modifications; administers provisions of collective bargaining agreement
- Evaluates the Maintenance Manager.
- Organizes and implements an orientation program on proper operation and maintenance of building facilities for custodial and maintenance personnel; develops and conducts a continuing program of staff training and personnel development as appropriate for departmental activities and staff needs.in conjunction with the Maintenance Manager. · Oversees vacation schedules for custodial and maintenance personnel
- Oversees all aspects of maintenance and operations of HVAC and other applicable building systems in conjunction with the maintenance manager
- Conducts a comprehensive and detailed cost analysis program of facility expenditures as a basis governing annual forecast of expenditures.
- Performs miscellaneous managerial and technical duties as requested or required.
- Attends Facility Management Oversight Committee, Board of Selectmen, Finance Committee and School Committee meetings and other meetings as required or requested.
- Independently travels to various work related locations

### **Recommended Minimum Qualifications:**

**Education and Experience:** or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job.

- Over ten (10) years' experience in facilities management (at least five (5) of which shall be supervisory experience).

Facilities Management Department  
Director of Facilities Management  
3/26/15



## **Town of Natick Job Description**

- A Bachelor's degree from an accredited college or university in engineering, business, or a related field, or equivalent job experience.
- Certified Facility Administrator (CFA) and Mass. Certified Public Purchasing Official (MCPPO) desirable.
- Supplemental courses, training and/or education in a related field are highly desirable.
- Must possess a valid Class D State Driver's License.
- The employee must be able to use a phone; personal computer including word processing, spreadsheets, and database software, email, internet; copy machine; fax machine; calculator.

### **Knowledge, Abilities and Skill**

#### **Knowledge:**

- Public procurement laws and regulations.
- Construction and design services contract administration procedures (Experience with MSBA building process is a plus).
- Price trends and grades of quality of materials and equipment.
- Methods, materials and tools/equipment used in the care and maintenance of buildings.
- Hazards and safety precautions common to facility maintenance/repair activities.
- Local government practices and procedures.
- Report writing and preparation.
- Preparation and management of a departmental budget.
- Office automation software including electronic spreadsheets.

#### **Abilities:**

- Manage and direct the activities of large-scale building construction projects.

Facilities Management Department  
Director of Facilities Management  
3/26/15

## **Town of Natick Job Description**

- Identify short and long range building needs, prioritize projects through development of current year capital budget and 5+ year capital plan; modify work plan in response to changing priorities or emergencies
- Plan, organize, direct and supervise the work of department personnel; provide training to advance employee skills and ensure familiarity with emerging trends and changing regulations.
- Identify issues, analyze problems, engage appropriate stakeholders, develop alternative solutions, resolve conflicts, project consequences of proposed actions and implement recommendations in support of goals.
- Interpret and apply civil engineering and building construction best practices, requirements and specifications.
- Interpret and apply federal, state and local policies, laws and regulations.
- Communicate clearly and effectively, both orally and in writing.
- Identify opportunities for collaboration with other municipal departments and others to help solve problems and implement cost-effective solutions.

### **Skill:**

- 

### **Physical and Mental Requirements**

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the position's essential functions.*

### **Physical Skills:**

- While performing the duties of this job, the employee is required to sit, talk, hear, and visually observe.
- The employee is required to have mobility in order to move about the office; use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms on the floor or on ladder.

## **Town of Natick Job Description**

- The employee must occasionally lift and/or move up to 50 pounds.

### Motor Skills:

- Duties may involve close hand-eye coordination and physical dexterity.

### Visual Skills:

- Specific vision abilities required by this job include close vision, distance vision, depth perception, the ability to adjust focus, and the ability to distinguish colors.

*This job description does not constitute an employment agreement between the employer and the employee, and is subject to change by the employer, as the needs of the employer and requirements of the job change.*

**Town of Natick  
Job Description**

<b>Position Title:</b>	Director of Human Resources	<b>Grade Level:</b>	5
<b>Department</b>	Human Resources	<b>FLSA Status</b>	Exempt
<b>Reports to:</b>	Town Administrator		

**Statement of Duties:** Employee in conjunction with the Town Administrator and Personnel Board is responsible for the development and administration of Town wide Human Resource policies including labor relations, employee health benefits, recruitment and training and the classification and compensation of positions as well as the provision of personnel benefits. Employee is required to perform all similar or related duties.

**Supervision Required:** Employee under the administrative direction of the Town Administrator works from organizational policies and objectives, establishing short-range plans and objectives, personal performance standards, and assumes direct accountability for department results. Employee consults with supervisor only where clarification, interpretation, or exception to organizational policy may be required. The employee exercises control in the development of departmental policies, goals, objectives, and budgets. The employee is also expected to resolve all conflicts that arise and coordinate with others as necessary.

**Supervisory Responsibility:** The employee is responsible for the direct supervision of a major department, including service delivery, training, evaluating and disciplining of subordinates, and budget development and control consisting of one full-time employee who work at the same location and the same work schedule. The employee hires, disciplines, and evaluates personnel performance and recommends the termination of employees when necessary to the Town Administrator. The Director also operates as a consultant to all Department Heads in regard to Human Resource issues.

**Accountability:** Duties include *department level responsibility* for technical processes, service delivery, and contribution to municipal wide plans and objectives and fiscal responsibility for the department including buildings, equipment and staffing utilization. Consequences of errors, missed deadlines or poor Judgment could severely jeopardize department operations or have extensive financial and/or legal repercussions and adverse public relations to the municipality.

**Judgment:** Work is performed based on administrative or organizational policies, general principals, legislation, or directives that pertain to a specific department or functional area. Extensive judgment and ingenuity are required to develop new or adapt existing methods and approaches for accomplishing objectives or to deal with new or unusual requirements within the limits of the guidelines or policies. The employee is recognized as the department or functional area's authority in interpreting the guidelines, in determining how they should be applied, and in developing operating policies.

**Complexity:** Work consists of employing many different concepts, theories, principles, techniques, and practices relating to an administrative field. Assignments typically concern such matters as studying trends in the field for application to work; assessing services and

Human Resources Department  
Director of Human Resources  
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## **Town of Natick Job Description**

recommending improvements; planning long range projects; devising new techniques for application to the work, recommending policies, standards or criteria.

**Confidentiality:** Employee has access to department-wide confidential information including collective bargaining, law suits and employee records.

**Work Environment:** The work environment involves *everyday discomforts typical of indoor environments such as office settings*, with *infrequent exposure to outside elements*. Noise or physical surroundings may be distracting, but conditions are generally not unpleasant. Employee is required to work beyond normal business hours to attend evening meetings.

**Nature and Purpose of Contacts:** Employee has constant interaction with co-workers, the public and with groups and/or individuals who have conflicting opinions or objectives, diverse points of view or differences where skillful negotiating and achieving compromise is required to secure support, concurrence and acceptance or compliance; or one-on-one relationships with a person who may be under severe stress, where gaining a high degree of persuasion may be required to obtain the desired effect. The employee may represent to the public a functional area of the organization on matters of procedures or policy where perceptiveness is required to analyze circumstances in order to act appropriately.

**Occupational Risks:** Occupational risk exposure to the employee in carrying out essential functions is similar to that found in typical indoor or office settings.

**Essential Functions:**

*The essential functions or duties listed below are intended only as illustrations of the various type of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.*

- Oversees and participates in the development and provision of personnel services including recruitment, compensation, classification of positions and the provision of benefits to employees and retirees.
- Responsible for maintaining effective employee working relations.
- Represents the Town in the negotiation of collective bargaining agreements; conducts independent research as required.
- Ensures that the Town is in compliance with all local, state and federal personnel laws, rules and regulations including ADA, civil rights and FLSA, COBRA, FMLA, CORI, etc.
- Works in conjunction with the Town's Worker's Comp agent to ensure compliance.

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## **Town of Natick Job Description**

- Attends MMPA meetings as required.
- Develops and implements a wide range of employee training programs.
- Serves as the Town's liaison to the Employee Assistance Program (EAP).
- Oversees the administration of employee unemployment services.
- Conducts employee personnel grievances at the second step of grievances.
- Provides administrative support to the Town's Personnel Board.
- Serves on the Town's Senior Management Committee.

### **Recommended Minimum Qualifications:**

**Education and Experience:** or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job.

- Bachelor's Degree and more than ten (10) years of work experience in the personnel field; or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job.

### **Special Requirements:**

- Valid Massachusetts Driver's License
- Professional certification from national personnel manager organizations is desirable

### **Knowledge, Abilities and Skill**

#### **Knowledge:**

- Knowledge of local, state and federal personnel laws and regulations pertaining to municipal employees; knowledge of city department operations and services.
- Knowledge of accepted personnel practices and procedures regarding the classification of positions and compensation of employees.
- Knowledge of civil rights and discriminatory laws and regulations.
- Knowledge of worker's compensation regulations and employee benefits.

Human Resources Department  
Director of Human Resources

7/29/14

## **Town of Natick Job Description**

### **Abilities:**

- Ability to supervise employees; ability to develop, implement and monitor the effectiveness of a wide range of personnel services.
- Ability to work effectively with confidential information.
- Ability to work effectively with disgruntled employees.

### **Skill:**

- Excellent work ethic.
- Excellent written and oral communication skills.
- Excellent personal computer hardware and software programs including word processing and spread sheet applications.

### **Physical and Mental Requirements**

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the position's essential functions.*

### **Physical Skills:**

- Little or no physical demands required to perform the work.
- Employee is required to lift, push or pull office equipment up to 30 lbs.

### **Motor Skills:**

- Duties require minimal motor skills for activities such as moving objects, operating a telephone, personal computer and/or most other office equipment.

### **Visual Skills:**

- Employee is required to constantly read documents for general understanding and analytical purposes.

*This job description does not constitute an employment agreement between the employer and the employee, and is subject to change by the employer, as the needs of the employer and requirements of the job change.*

Human Resources Department  
Director of Human Resources  
7/29/14

**Town of Natick  
Job Description**

<b>Position Title:</b>	Executive Farm Director	<b>Grade Level:</b>	3
<b>Department</b>	Community Services	<b>FLSA Status</b>	Exempt
<b>Reports to:</b>	Director of Community Services		

**Statement of Duties:** The employee performs most duties with a high degree of independence of action within staffing and fiscal limitations. Incumbent must report any unusual situations and circumstances that may affect departmental mission, policy or goals.

**Supervision Required:** The employee performs responsibilities under the general supervision of the Director of Community Services who provides policy, fiscal direction and assists in priority setting.

**Supervisory Responsibility:** The employee is responsible for the supervision/oversight of all farm / Natick Community Organic Farm, Inc.(NCOF, Inc.) staff and volunteers, making work assignments, evaluating their performance and training them in all details of farm operations. Most work on the same shift, but at various locations on the farm. Most work is planned and carried out according to plan but there are occasional, unforeseen situations which must be handled at the time of occurrence.

**Accountability:** This position is highly accountable and incorrect actions or misjudgment would typically result in monetary loss, missed deadlines, potential injury, as well as legal repercussions, and adverse public relations.

**Judgment:** Individual judgment and the application of professional knowledge and experience are required in selecting the appropriate practices, procedures, regulations, or guidelines to apply in each case.

**Complexity:** Work at this level involves attention to numerous details and to several programs or program components happening simultaneously, which calls upon the incumbent's ingenuity in being able to handle all matters well. Fiscal limitations are almost always present, and to an extent, these limitations define the parameters of opportunities for youth and others participating in the farm program.

**Confidentiality:** Individual judgment and the application of professional knowledge and experience are required in selecting the appropriate practices, procedures, regulations, or guidelines to apply in each case.

**Work Environment:** Physical demands are common to this class of positions, principally in walking, running, bending and stooping. In addition, incumbent lifts, carries and places many types of heavy objects daily. Stress is caused in the effort to keep simultaneous program events operating effectively for the benefit of participants. The work environment is mostly out-of-doors, where work is affected by weather conditions. Safety hazards are present calling for

Community Services Department  
Executive Farm Director  
2/27/18



## **Town of Natick Job Description**

special precautionary measures to be followed.

**Nature and Purpose of Contacts:** Primary contacts are with Director, NCOF, Inc. Board of Directors and staff for the purpose of discussing program, setting of priorities and funds available to pursue programs. Other contacts are with participants in the program, mainly youth, for the purpose of training and instructing them in all phases of farm operations. Finally contacts are with general public members for the purpose of public information.

**Occupational Risks:** Duties generally do not present occupational risk. However, if an employee fails to properly follow safety precautions and procedures, it could result in a minor injury.

**Essential Functions:**

*The essential functions or duties listed below are intended only as illustrations of the various type of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position. To work toward the long-term success of NCOF, Inc., employee will:*

- Perform responsible administrative and supervisory responsibilities in managing the day-to-day operations of a community farm, which provides positive learning experiences for persons of all ages.
- Maintain responsibility for the day-to-day operations and long range planning for all aspects of the farm, i.e., maple sugar, solar greenhouse, organic garden, animals, land and facility maintenance, community gardens, etc.
- Develops and maintains financial plans and controls including budgeting, accounting systems, marketing, fundraising, proposals for programs, long range planning, etc., in conjunction with the Director and Natick Community Farm, Inc.
- Recruit, supervise, maintain and instruct all youth and other participants involved in programs, work activities, visits to the Farm, and maintains all records.
- Advise the Director of Community Services and NCOF, Inc. on performance of the farm and makes recommendations for additional services.
- Maintain working relationship with the staff of this and other agencies in order to deliver comprehensive and coordinated services to individual participants.
- Ensure, to the greatest extent possible, the safety of all employees and visitors by adhering to all relevant safety regulations, facility requirements and effective communication.

Community Services Department  
Executive Farm Director  
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## **Town of Natick Job Description**

- Appear before Town of Natick Boards, Commissions and Committees on behalf of the Department of Community Services.
- Purchases in conjunction with the department and the Farm Board, all equipment materials and supplies.
- Performs community public relations functions including daily activities (or communication) of the farm with public and private sectors.
- Maintains involvement with professional associations, committees and other divisions through attendance at meetings, memberships.
- Performs other related duties of the class, as required.

### **Recommended Minimum Qualifications:**

**Education and Experience:** or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job.

- Must have had not less than three (3) years of progressively responsible work experience in farm operations and in working with youth in addition to formal training in non-profit management and organic land management.
- A candidate for this class of positions must be a high school graduate and must have received a Bachelor's Degree in agriculture, horticulture or animal husbandry or a related field from an accredited college or university.
- Must have had at least three (3) years of progressively responsible work experience in agriculture and/or animal husbandry.
- Candidate must be in general good health, and be able to demonstrate possession of the required knowledge, skills and abilities to perform this work.

### **Knowledge, Abilities and Skill**

#### **Knowledge:**

- Considerable knowledge of agriculture, its systems and practices.
- Considerable knowledge of animal husbandry and horticulture.
- Basic knowledge of animal health care techniques and practices.

Community Services Department  
Executive Farm Director  
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## **Town of Natick Job Description**

### Abilities:

- Ability to supervise and motivate staff and volunteers.
- Ability to develop and maintain a system of records on farm operations.
- Ability to communicate effectively to others, both orally and in writing.
- Ability to handle numerous details effectively and with independence of action.

### Skill:

- Skill in public relations techniques and practices.
- Skill in marketing farm products.

### **Physical and Mental Requirements**

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the position's essential functions.*

#### **Physical Skills:**

- There is little or no physical demand needed. The ability is required to lift up to 30 pounds.

#### **Motor Skills:**

- Duties may involve close hand-eye coordination and physical dexterity.

#### **Visual Skills:**

- Ability to read, see, and differentiate between colors.

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**Town of Natick  
Job Description**

Community Services Department  
Executive Farm Director  
2/27/18

## Town of Natick Job Description

<b>Position Title:</b>	Assistant Farm Director	<b>Grade Level:</b>	3
<b>Department</b>	Community Services	<b>FLSA Status</b>	Exempt
<b>Reports to:</b>	Executive Farm Director		

**Statement of Duties:** Complete responsibility for Farm's organic vegetable and small fruit production. Management and education of a large, diverse, ever-changing work force comprised of seasonal help, youth, adult volunteers, and individuals with special needs. Marketing and distributing produce through farm stand, farmers' markets, wholesale, CSAs. Detailed record-keeping. Handle all aspects of yearly organic certification. Oversee daily animal chores.

**Supervision Required:** Incumbent performs duties under the general supervision of the Farm Director. Incumbent develops work priorities in conjunction with the Farm Director. Performs most work independently using own judgment and following existing guidelines as appropriate.

**Supervisory Responsibility:** Provides assignments and direction to part-time seasonal municipal and Natick Community Organic Farm, Inc.(NCOF, Inc.) Employees, interns and volunteers. Assume all responsibilities for the farm in the Executive Farm Director's absence.

**Accountability:** Incumbent reports to the Executive Farm Director and works under the general direction of the Director of Community Services for the Town of Natick and in partnership with NCOF, Inc.

**Judgment:** Incumbent will rely on her/his strong judgment and problem solving skills in order to ensure for the health and safety of staff and visitors.

**Complexity:** Duties require a high level competency in the areas of multi-tasking, accuracy in task completion and planning.

**Confidentiality:** Must evaluate and maintain confidentiality regarding all matters of staff, volunteers, and other aspects of the nonprofit at all times.

**Work Environment:** Physical demands are always present in this work. Incumbent does a great deal of walking, running, bending, stooping and lifting, and carrying of heavy objects. Travel including driving a truck and other farm equipment is required. Stress may be caused by making the effort to handle numerous details at one and the same time. Work environment is mainly out-of-doors, subject to the adversities of weather conditions. - Night and weekend meetings and activities are also required by this job.

**Nature and Purpose of Contacts:** Primary contacts are with Executive Farm Director and NCOF, Inc. Board of Directors for the purpose of coordination of work assignments and instructions. Daily contact with other farm staff and volunteers. Year round contacts with a wide variety of program participants in both hands on educational and classroom training situations. May present to the Board of Directors in the Director's absence.

Community Services Department  
Assistant Farm Director  
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## **Town of Natick Job Description**

**Occupational Risks:** Safety is of utmost priority and all tasks must be evaluated to reduce or eliminate risk. Proper care of one's own body, especially back, knees, and hands are a must.

**Essential Functions:**

*The essential functions or duties listed below are intended only as illustrations of the various type of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.*

- To work toward the long-term success of NCOF, Inc., employee will: FARMING
  - Assist the Executive Farm Director in the operation of the Natick Community Organic Farm. Duties include: preparing planting, cultivating, harvesting and marketing of crops and other farm products including maple syrup. Maintain all production records and submit yearly organic certification.
  - Care for and feed livestock. Calculate and analyze organic feed rations.
  - Maintain the farm's physical plant and equipment including the farm's buildings and vehicles. Ensure year round operation of the solar greenhouses for the production of marketable organic crops.
- EDUCATION
  - Plan, supervise, instruct and implement educational/recreational programs for the schools, visiting groups, the public and local agencies, including general and special needs populations in close cooperation with NCOF, Inc. Board of Directors.
  - Serves as a resource to the general public and farming community responding to visitors, phone and written correspondence.
- FARM MANAGEMENT
  - Collaborate with the Executive Farm Director in the long-range planning for the farm. Make operational recommendations to the Executive Farm Director and NCOF, Inc. Board of Directors.,
  - Assist the NCOF, Inc. Board of Directors in organizing and implementing seasonal fundraising events.
  - Assume administrative and operational responsibilities for the farm in the absence of the Executive Farm Director.
  - Maintain relationship with retail, wholesale, and CSA clients to create strong marketing, business, and personal networks.
  - Perform other related duties as required.

Community Services Department  
Assistant Farm Director  
2/27/18

## **Town of Natick Job Description**

- Appear before Town of Natick Boards, Commissions and Committees on behalf of the Department of Community Services.

### **Recommended Minimum Qualifications:**

**Education and Experience:** or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job.

- In addition to formal training, incumbent must have had at least four years of work experience in animal husbandry, organic agriculture or a related field, and should have acquired skills to repair and maintain farm equipment.
- A candidate for this class of positions must be a high school graduate, and should hold a minimum of a Bachelor's Degree in sustainable agriculture or organic agriculture; animal husbandry or a related field is preferred. In addition, candidates must have had at least two years or equivalent of work experience in these fields or a related field. Qualified candidates must be in general good health and be able to demonstrate possession of the required knowledge, skills and abilities to perform this work.

### **Knowledge, Abilities and Skill**

#### **Knowledge:**

- Working knowledge of organic farming methods and solar greenhouse production.
- Working knowledge of humane animal husbandry and health care.
- Working knowledge of computerized record keeping, social media, and marketing strategies.

#### **Abilities:**

- Ability to communicate effectively and courteously both orally and in writing with a wide range of publics Ability to operate and maintain farm equipment including trucks, tractors, power saw, garden tiller, wood splitter, and movers.
- Adequate knowledge of and ability to perform buildings and grounds maintenance, including basic carpentry, fencing and plumbing repairs.
- Ability to develop, plan and conduct educational/recreational programs for all ages.
- Ability to prioritize and perform multiple activities simultaneously and coordinate multiple volunteer activities.

#### **Skill:**

Community Services Department  
Assistant Farm Director  
2/27/18

## **Town of Natick Job Description**

### **Physical and Mental Requirements**

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the position's essential functions.*

#### **Physical Skills:**

- Rigorous & demanding
- Constantly standing, moving, bending, and lifting.

#### **Motor Skills:**

- High motor skills are required.

#### **Visual Skills:**

- Excellent vision is a must.

*This job description does not constitute an employment agreement between the employer and the employee, and is subject to change by the employer, as the needs of the employer and requirements of the job change.*



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**ITEM TITLE:** Reconsideration of Article 5 - Collective Bargaining: Police Patrol Union  
**ITEM SUMMARY:**

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**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
Police Partol Union Binding Arbitration Document	4/3/2019	Exhibit
Patrol Officers CBA ratified	4/4/2019	Exhibit



*including sick leave.*

In addition to all other compensation to which an officer is entitled to receive in accordance with the terms of this Agreement, the salary for all officers who do not receive educational incentive benefits under Article XII. Educational Incentive, shall be increased by 7.7% at each step of the salary scale, and such increase shall be deemed base pay for all purposes. Each member of the Union who does not receive compensation under Article XII (Educational Incentive) shall complete 24 hours of in-service training annually on their own time. Such training shall be approved in advance by the Chief of Police. *Effective July 1, 2017, any such officer who fails to complete such training within the annual period shall be docked the equivalent of 24 hours of earned leave, not including sick leave.*

**D. EXTRA PAID DETAILS; ARTICLE XVIII**

- (1) Upon contract execution, Patrol Officers working a Town detail will receive \$44 per hour for all detail hours worked.
- (2) Upon contract execution, Patrol Officers working a private detail will receive \$48 per hour for all detail hours worked.

**E. ACCREDITATION**

Add a new Article, after Article XXXXI, as follows:

The parties agree to work together towards receiving accreditation certification from the Commonwealth of Massachusetts. Upon receiving accreditation, the officers shall receive an annual stipend of \$500 paid in a check separate from the weekly paycheck. This stipend shall remain in effect as long as the Department maintains accreditation certification.

**F. VACATIONS; ARTICLE XV**

Status Quo.

**G. SPECIALIST PAY; ARTICLE XXXII**

Effective July 1, 2017, Specialist Pay is increased by \$250.

**H. EDUCATION STIPEND; ARTICLE XII**

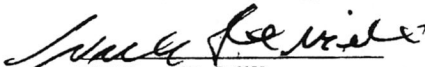
Effective July 1, 2017, the following non-Quinn Bill education stipends are increased as follows:

Associate's Degree: \$2,500 to \$3,500

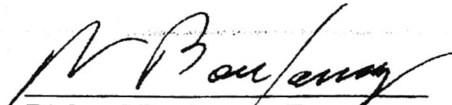
Bachelor's Degree: \$5,000 to \$6,500

**I. NIGHT SHIFT DIFFERENTIAL; ARTICLE VIII**

Effective July 1, 2017, the Night Shift Differential is increased from 6% to 7%.

  
William DeMille  
Union Representative

Dated: 6/14/18

  
Richard Boulanger, Esq.  
Chairman and Neutral Panelist

Dated: 6/13/18

  
Daniel Morgado  
Management Representative

Dated: 6/14/18

## **I. INTRODUCTION**

The Joint Labor-Management Committee (JLMC) interest arbitration panel (panel) is composed of Union Representative, William DeMille; Neutral Panelist and Chairman, Richard Boulanger, Esq.; and Management Representative, Daniel Morgado. The panel was appointed by the JLMC to resolve a contract dispute between Natick Patrol Officers (“Union”) and the Town of Natick (“Town”). The parties submitted the following issues at the hearing: Contract Duration; Wages; In-Service; Details; Accreditation; Vacations; Specialist Stipend; Education Incentive; and Night Shift Differential.

The interest arbitration hearing was held on February 15, 2018 at the Natick Town Hall, Natick, Massachusetts.

The Union was represented by Mr. Alan McDonald, Esq.. Detectives Jason Sutherland and Kevin Delehanty were called as witnesses by the Union.

Ms. Karis North, Esq. represented the Town. Acting Town Administrator William Chenard and Police Chief James Hicks were called as witnesses by the Town.

The parties were given full opportunity to present evidence and make arguments.

In formulating its arbitration Award, the panel considered the following provisions of c.589 of the Acts of 1987:

Such an award shall be consistent with: (i) section twenty-one C of chapter fifty-nine of the General Laws, and (ii) any appropriation for that fiscal year from the fund established in section two D of chapter twenty-nine of the General Laws.

The financial ability of the municipality to meet costs.

The commissioner of revenue shall assist the committee in determining such financial ability. Such factors which shall be taken into consideration shall include but not be limited to: (i) the city, town, or district's state reimbursements and assessments; (ii) the city, town or district's long and short term bonded indebtedness; (iii) the city, town or district's estimated share in the metropolitan district commission's deficit; (iv) the city, town or district estimated share in the Massachusetts Bay Transportation Authority's deficit; and (v) consideration of the average per capita property tax burden, average annual income of members of the community, the effect any accord might have on the respective property tax rates on the city or town.

The interests and welfare of the public.

The hazards of employment, physical, educational and mental qualifications, job training and skills involved.

A comparison of wages, hours and conditions of employment of the employees involved in the arbitration proceedings with the wages, hours and conditions of employment of other employees performing similar services and with other employees generally in public and private employment in comparable communities.

The decisions and recommendations of the factfinder, if any.

The average consumer prices for goods and services, commonly known as the cost-of-living.

The overall compensation presently received by the employees, including direct wages and fringe benefits.

Changes in any of the foregoing circumstances during the pendency of the dispute.

Such other factors, not confined to the foregoing, which are normally or traditionally taken into consideration in the determination of wages, hours and conditions of employment through voluntary collective bargaining, mediation, factfinding, arbitration or otherwise between parties, in the public services or in private employment.

The stipulation of the parties.

In formulating its Award, the panel applied all of the statutory elements to the evidence. The panel reviewed and applied relevant internal and external comparability data to the parties' issues. It also considered the Town's ability to pay for the Award's financial aspects. In light of the evidence submitted, the majority of the panel concludes that the awarded proposals are justified, and that the Town has the requisite ability to pay for the financial components of the Award, as discussed in more detail below. The terms of the parties' July 1, 2012 to June 30, 2015 collective bargaining agreement shall remain in effect in the July 1, 2015 through the June 30, 2018 contract, except as modified herein by the panel, or by the parties.

The panel acknowledges the inherent dangerousness of police work, and appreciates the risks undertaken by Patrol Officers in the performance of their duties and responsibilities. The parties agreed that the following communities comprise the external universe: Arlington; Andover; Belmont; Braintree; Burlington; Chelmsford; Dedham; Needham; Norwood; Reading; and Westwood. (T-61-62)<sup>1</sup> Furthermore, total compensation, excluding details and overtime earnings, was utilized for comparison purposes by the parties. (T-122-124).

The panel awarded the Town's pattern of wage increases of 2% annually for the three (3) year contract period. Based on internal and/or external comparability data, and the Town's

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<sup>1</sup>T- is the symbol for the February 15, 2018 hearing transcript followed by the page number(s).

ability to pay, the panel increases the following stipends in light of the Union's proposals: Night Shift Differential, Specialist stipend, Education Incentive, and Detail Rates. The panel did not award the Union's Accreditation proposal. The panel adopted the Town's proposal on Accreditation stipend and In-Service training. It did not award the Town's Vacation proposal.



## **II. FINDINGS AND OPINION**

### **A. CONTRACT DURATION; ARTICLE VIII**

1.) The predecessor contract had a July 1, 2012 to June 30, 2015 term.

#### **2.) TOWN:**

The Town seeks a July 1, 2015 through June 30, 2018 collective bargaining agreement.

#### **3.) UNION:**

The Union seeks a July 1, 2015 through June 30, 2018 contract.

#### **4.) DISCUSSION:**

Both parties propose a three (3) year agreement from July 1, 2015 through June 30, 2018.

#### **5.) AWARD**

The collective bargaining agreement will have a duration of July 1, 2015 through June 30, 2018.

### **B. WAGES; ARTICLE VII**

1.) Effective July 1, 2012: 0% wage increase;  
Effective July 1, 2013: 2% wage increase;  
Effective July 1, 2014: 2% wage increase;

#### **2.) UNION PROPOSAL:**

Effective July 1, 2015: 4% wage increase;  
Effective July 1, 2016: 4% wage increase;  
Effective July 1, 2017: 4% wage increase;

#### **3.) TOWN COUNTER-PROPOSAL:**

Effective July 1, 2015: 2% wage increase;  
Effective July 1, 2016: 2% wage increase;  
Effective July 1, 2017: 2% wage increase;

#### 4.) **DISCUSSION:**

The Town negotiated the 2% wage increase pattern in fiscal years 2016, 2017 and 2018 with all bargaining unit employees except the Patrol Officers. Police Superiors and all Firefighters bargained the 2% Town-wide pattern wage increase. Base salary adjustments (catch-up payments) to Police Dispatchers do not apply to Patrol Officers who compare favorably to universe Patrol Officers. (See Town Exhibit #1.) The Union also justifies its compensation increase proposal by pointing to the Superior Officers' rank differential adjustments negotiated in the 2015-2018 collective bargaining agreement. (T-73) A rank differential is maintained due to supervisory responsibility of Superior Officers. The Town Fire Department also has rank differentials. (See Union Exhibit #1.) The Union argues that the total base salary increase to Superior Officers was considerably higher than the 2% wage increase pattern because the Patrol Officer salary upon which the rank differential is calculated was increased by 7.7%. (See Union Exhibit #1, Tab 2.) The panel took into account that increase, and Firefighter stipendiary increases by augmenting Patrol Officer stipends and incentives. Furthermore, Patrol Officers' compensation is competitive with that of Town Firefighters, and with that of external universe Patrol Officers. (See Town Exhibit #1, Tab 7 and Union Exhibit #1, Tab 3.) Consequently, there is no basis to deviate from the Town-wide wage pattern.

According to the Town, the total cost of its Patrol Officers' financial package is \$507,655.31, and the cost of funding the Union's total compensation increase proposal is \$1,360,335.08. (T-92-93) (See also Town Exhibit #1.) By offering the wage increase pattern to the Patrol Officers bargaining unit, the Town is admitting that it has an ability to pay for the wage increase. (T-68-72) Moreover, the Town's financial indicators disclose impressive cash

reserves to subsidize not only the wage increase, but other awarded financial proposals. The Town's Free Cash amount in FY16 was \$9,212,607. (See Union Exhibit #1, Tab 5.) In FY17 Free Cash was \$12,088,395. (See Union Exhibit #1, Tab 5.) Free Cash in FY18 is \$9,528,960. (See Union Exhibit #1, Tab 5.) The Town's Stabilization Account in FY16 totaled \$15,245,182. (See Union Exhibit #1, Tab 5.) The Town's Overlay Surplus was \$1,283,443 in FY17. (See Union Exhibit #1, Tab 5.) While drawing from the Stabilization or Overlay Reserve Accounts to pay operating expenses is not favored, Free Cash funds can be utilized to fund compensation increases. (T-97-98, 100-103) Mr. William Chenard, Acting Town Administrator at the time of the hearing, testified that per the Town's self-imposed financial formula, it has designated \$2.5 million in Free Cash for operating expenses. (T-98) At the same time, the Town appropriately spends Free Cash to reduce its OPEB liability. (T-98-99, 108, 116-118) As Standard and Poors noted:

The stable outlook reflects S&P Global Ratings' opinion that Natick will likely maintain its very strong reserves, supported by very strong management. We believe the town's participation in the broad and diverse Boston MSA provides additional rating stability. Therefore, we do not expect to change the rating within the outlook's two-year period.

However, we note rising pension costs related to the weak funded status of the pension plan could pressure the town's debt-and-contingent-liability profile. For now, budgetary performance and flexibility remain unaffected by those long-term liabilities due largely to the town's very strong management and budgetary flexibility. Should these pressures require management to draw down reserves over time to maintain balanced operations, we could lower the rating. (See Union Exhibit #1, Tab 5.)

The Town's AAA bond rating cannot be improved upon. (T-99) The Standard and Poors report includes the following factors:

- Very strong economy, with access to a broad and diverse metropolitan statistical area (MSA);
- Very strong management, with strong financial policies and practices under our Financial Management Assessment (FMA) methodology;
- Strong budgetary performance, with operating surpluses in the general fund and at the total-governmental-fund level in fiscal 2016;
- Very strong budgetary flexibility, with an available fund balance in fiscal 2016 of 23% of operating expenditures;
- Very strong liquidity, with total government available cash at 32.4% of total-governmental-fund expenditures and 4.9x governmental debt service, and access to external liquidity we consider strong;
- Strong debt-and-contingent-liability position, with debt-service-carrying charges at 6.6% of expenditures and net direct debt that is 53.2% of total-governmental-fund revenue, as well as low overall net debt at less than 3% of market value and rapid amortization, with 76% of debt scheduled to be retired within 10 years, but significant medium-term debt plans and a large pension and other-postemployment-benefit (OPEB) obligation; and
- Strong institutional framework score.

#### **Very strong economy**

We consider Natick's economy very strong. The town, with an estimated population of 35,864, is located in Middlesex County in the Boston-Cambridge-Newton MSA, which we consider broad and diverse. The town has a projected per capita effective buying income of 177% of the national level and per capita market value of \$214,802. Overall, the town's market value grew by 4.7% over the past year to \$7.7 billion in fiscal 2017. The county unemployment rate was 3% in 2016.

Natick, a primarily residential community, approximately 18 miles from Boston, is part of the Greater Boston area. The town has an established local economy that has experienced steady growth over the years. The property tax base is 77.9% residential and 19.6% commercial and industrial. Assessed value (AV) has reached \$7.7 billion in fiscal 2017, and officials are projecting AV will continue to grow. Mathworks, the town's leading employer, is a software developer that has recently expanded its Lakeside campus; the company expects to add an estimated 700-1,000 jobs.

#### **5.) AWARD**

- (4) Effective July 1, 2015, a 2.0% across-the-board wage increase applied to all steps and columns of the Base Salary Rates in effect on June 30, 2015.
- (5) Effective July 1, 2016, a 2.0% across-the-board wage increase applied to all steps and

- columns of the Base Salary Rates in effect on June 30, 2016.
- (6) Effective July 1, 2017, a 2.0% across-the-board wage increase applied to all steps and columns of the Base Salary Rates in effect on June 30, 2017.

**C. IN-SERVICE; ARTICLE XIII**

1.) In the 2012-2015 collective bargaining agreement at Article XIII, Patrol Officers receiving a 4% incentive forfeit eight (8) hours of earned leave, exclusive of sick leave for failure to complete sixteen (16) hours of in-service training annually. Patrol Officers receiving a 7.7% incentive forfeit eight (8) hours of earned leave, exclusive of sick leave for failure to complete twenty-four (24) hours of in-service training.

**2.) TOWN PROPOSAL:**

Increase forfeiture amounts to sixteen (16) hours for 4% incentive recipients, and twenty-four (24) hours for 7.7% recipients.

**3.) UNION PROPOSAL:**

Status Quo.

**4.) DISCUSSION:**

As a result of negotiations, the In-Service payment was recently rolled into the base. The evidence discloses that at the current eight (8) hour forfeiture rate, many Patrol Officers are not completing In-Service Training, despite the Town's payment of the 4.4% and 7% incentives. Consequently, as adjustment is necessary.

**5.) AWARD**

In addition to all other compensation to which an officer is entitled to receive in accordance with the terms of this Agreement, the salary for all officers who receive educational incentive benefits under Article XII, Educational Incentive, shall be increased by 4% at

each step of the salary scale and such increase shall be deemed base pay for all purposes. Each member of the Union who receives compensation under Article XII Educational Incentive shall complete 16 hours of in-service training annually on their own time. Such training shall be approved in advance by the Chief of Police. *Effective July 1, 2017, any such officer who fails to complete such training within the annual period shall be docked the equivalent of 16 hours of earned leave, not including sick leave.*

In addition to all other compensation to which an officer is entitled to receive in accordance with the terms of this Agreement, the salary for all officers who do not receive educational incentive benefits under Article XII. Educational Incentive, shall be increased by 7.7% at each step of the salary scale, and such increase shall be deemed base pay for all purposes. Each member of the Union who does not receive compensation under Article XII (Educational Incentive) shall complete 24 hours of in-service training annually on their own time. Such training shall be approved in advance by the Chief of Police. *Effective July 1, 2017, any such officer who fails to complete such training within the annual period shall be docked the equivalent of 24 hours of earned leave, not including sick leave.*

**D. EXTRA PAID DETAILS; ARTICLE XVIII**

1.) Per the 2012-2015 collective bargaining agreement at Article XVIII, Patrol Officers receive \$42 per hour for a Town detail and \$45 per hour for a private detail.

**2.) UNION PROPOSAL:**

The Union proposes a detail rate of time-and-one-half based on the maximum rate of the highest paid Patrol Officer.

**3.) TOWN COUNTER-PROPOSAL:**

Status Quo.

**4.) DISCUSSION**

The external universe detail rates justify an increase in the detail rates paid herein.

5.) **AWARD**

- (1) Upon contract execution, Patrol Officers working a Town detail will receive \$44 per hour for all detail hours worked.
- (2) Upon contract execution, Patrol Officers working a private detail will receive \$48 per hour for all detail hours worked.

E. **ACCREDITATION**

- 1.) Patrol Officers do not receive an accreditation stipend.

2.) **UNION PROPOSAL:**

- A 1% increase in base pay per year effective July 1, 2015;
- A 2% increase in base pay per year effective July 1, 2016;
- A 3% increase in base pay per year effective July 1, 2017;

3.) **TOWN COUNTER-PROPOSAL:**

- A \$500 stipend when the Town receives accreditation.

4.) **DISCUSSION**

Superior Officers currently receive a five hundred dollar (\$500) stipend for their work on accreditation. However, the evidence reveals that Patrol Officers are less involved in the policy development process than are Superior Officers. Furthermore, there is little to no universe justification for the Union's proposal. Nonetheless, they should be compensated for their involvement in policy implementation, but only after accreditation has been achieved.

5.) **AWARD**

Add a new Article, after Article XXXXI, as follows:

The parties agree to work together towards receiving accreditation certification from the Commonwealth of Massachusetts. Upon receiving accreditation, the officers shall receive an annual stipend of \$500 paid in a check separate from the weekly paycheck. This stipend shall remain in effect as long as the Department maintains accreditation certification.

**F. VACATIONS; ARTICLE XV**

1.) Article XV provides that bargaining unit vacations accrue on an annual basis.

**2.) TOWN PROPOSAL:**

The Town proposes to change the annual accrual basis of vacation to a monthly earnings formula.

**3.) UNION COUNTER-PROPOSAL:**

Status Quo.

**4.) DISCUSSION**

The evidence does not convince the panel that a modification from an annual accrual basis to a monthly accrual basis is justified.

**5.) AWARD**

Status Quo.

**G. SPECIALIST PAY; ARTICLE XXXII**

1.) The current pay is \$1,000.

**2.) TOWN PROPOSAL:**

Status Quo.

**3.) UNION COUNTER-PROPOSAL:**

Increase pay to 5% of base pay.

**4.) DISCUSSION**

The external universe comparability data supports an increase. The Town has an ability to pay for the increase. The increase is modest, and applies to a minority of bargaining unit employees. (T-57) Therefore, the cost is well within the Town's ability to pay.



5.) **AWARD**

Effective July 1, 2017, Specialist Pay is increased by \$250.

H. **EDUCATION STIPEND; ARTICLE XII**

1.) Patrol Officers hired before July 1, 2009 receive Quinn Bill benefits if they are eligible.

(T-59) If eligible, Patrol Officers hired after July 1, 2009 receive the following stipends:

Associate's Degree:	\$2,500
Bachelor's degree	\$5,000
Master's Degree/Juris Doctor	\$10,000

2.) **UNION PROPOSAL:**

Quinn Bill-identical benefits for all Patrol Officers having an Associate's, Bachelor's, or Master's/Law Degree.

3.) **TOWN COUNTER-PROPOSAL:**

Effective July 1, 2016, increase the Associate's Degree stipend by \$500 and the Bachelor's Degree stipend by \$1,500.

4.) **DISCUSSION**

As acknowledged by the Town in its proposal, educational benefits to non-Quinn Bill recipients should be increased. Moreover, the Town negotiated an increase in the Firefighter educational stipend. However, the panel is not convinced that educational stipends to non-Quinn Bill eligible Patrol Officers hired after July 1, 2009 should be at the pre-July 1, 2009 Quinn Bill levels. The Town has an ability to pay for the education stipend increase as discussed in more detail above in the **Wage Increase** issue.

5.) **AWARD**

Effective July 1, 2017, the following non-Quinn Bill education stipends are increased as

follows:

Associate's Degree: \$2,500 to \$3,500

Bachelor's Degree: \$5,000 to \$6,500

**I. NIGHT SHIFT DIFFERENTIAL; ARTICLE VIII**

1.) The current Night Shift Differential is 6%.

**2.) UNION PROPOSAL:**

Increase the Night Shift Differential to 8%.

**3.) TOWN COUNTER-PROPOSAL:**

Status Quo.

**4.) DISCUSSION**

Based on the external universe Night Shift Differential payments, and the recently negotiated EMT Firefighter stipend paid to all Town Firefighters, an increase from 6% to 7% in Patrol Officer Night Shift Differential is justified. The Town has an ability to pay for the increase based on its cash reserves, more specifically Free Cash, as discussed in more detail above in the **Wage Increase** issue.

**5.) AWARD**

Effective July 1, 2017, the Night Shift Differential is increased from 6% to 7%.

***AGREEMENT BETWEEN THE***

***TOWN OF NATICK***

***AND***

***NATICK PATROL OFFICERS'***

***ASSOCIATION***

***JULY 1, 2015 – JUNE 30, 2018***



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## PREAMBLE

Whereas the Great and General Court of Massachusetts in its wisdom saw fit in the year 1966 to pass a law whereby Police Officers have a statutory right to bargain collectively with their municipal employer, it is the intention of this Agreement to maintain a harmonious relationship between them, recognizing the legitimate rights and needs of the employees of the Police Department, as well as the obligation of the Town, to protect the safety of the public.

Pursuant to the provisions of Chapter 150E, this Agreement is effective July 1, 2015 through June 30, 2018 between the Town of Natick, Massachusetts (hereinafter called the Town) and Natick Patrol Officers' Association (hereinafter called the Union).

Now, therefore, in consideration of the mutual obligations contained herein, the parties agree as follows:

## ARTICLE I - RECOGNITION

The Town hereinafter recognizes the Natick Patrol Officers' Association as the sole, exclusive bargaining representative for the purpose of collective bargaining with respect to wages, hours, and all other conditions of employment for permanent police patrolmen employed in the Natick Police Department, in accordance with the same unit for bargaining established by past certifications and decisions of the State Labor Relations Commission.

Excluded from this Agreement are the Chief of Police, Lieutenants, Sergeants, Reserve Patrolmen, and all civilian employees of the Natick Police Department.

## ARTICLE II - STABILITY

No agreement, understanding, alteration or variation of the Agreement, terms or provisions, herein contained shall bind the parties thereto unless made and executed in writing by the parties hereto.

The failure of the Town or the Union to insist, in any one or more incidents upon the performance of any of the terms or conditions of this Agreement shall not be considered as a waiver or relinquishment of the right of the Town or of the Union to future performance of any such terms or conditions, and the obligation of the Town and the Union to such future performance shall continue in full force and effect.

## ARTICLE III - PAYROLL DEDUCTION OF AGENCY FEE

A. Pursuant to General Laws Chapter 150E, Section 17b, it shall be a condition of employment that on or after the thirtieth (30) day of employment in the bargaining unit, each and every member of the bargaining unit shall pay to the Natick Patrol Officers' Association, an agency service fee which shall be proportionately commensurate with the cost of collective bargaining and contract administration. The agency fee shall be deducted on a monthly basis, shall be equal in amount to the sum set from time to time by the Natick Patrol Officers' Association as dues, and shall be used solely for the purposes of paying the expenses of collective bargaining.

B. The Natick Patrol Officers' Association agrees to indemnify the Town for damages or costs in complying with this Article. No request to dismiss or suspend an employee for non-compliance shall be honored so long as there is a dispute before the State Labor Relations Commission or a court of competent jurisdiction as to whether the agency fee is "proportionately commensurate" with the cost of collective bargaining and contract administration.

## ARTICLE IV - GRIEVANCE PROCEDURE

The parties recognize that it is in the best interest of effective and harmonious performance of the duties and responsibilities of the Police Department for prompt and equitable disposition of any grievance at the lowest organizational level possible under procedures of maximum informality and flexibility. Therefore, an employee shall have the right to present any matter of personal concern to his immediate supervisor for adjustment without the necessity of intervention of the Union, as long as such adjustment is not inconsistent with the terms of this Agreement, provided, however, that the Local Union President may, if time permits,



be advised of the existence of such matter of personal concern and, with the approval of the employee, will be given an opportunity to be present, as an observer, during discussions between the employee and his immediate supervisor. Grievances shall be processed in accordance with the following procedures.

A. Grievance Defined

A grievance shall be defined herein as a complaint between the Town and the Union or an employee involving an alleged specific and direct violation of specific provisions of this Agreement.

B. Grievance Steps

Step 1 - The grievant shall first discuss the grievance with his/her immediate supervisor within twenty (20) days of the occurrence of the event giving rise to the grievance.

Step 2 - The grievance shall be presented in writing to the Police Chief within twenty (20) days of the occurrence of the event giving rise to the grievance. The grievance shall contain:

- (a) Name and classification of the employee.
- (b) Nature of the grievance and contract provisions involved.
- (c) Steps taken to resolve the grievance informally.
- (d) Requested remedy.
- (e) Signature of the employee or employees involved.

The Police Chief shall give his answer, including the reason(s) therefore, in writing within (10) ten days of receipt of the grievance.

Step 3 - If no answer is forthcoming from the Police Chief within ten (10) days, or if the employee or Union is not satisfied with the answer given by the Police Chief, the grievance may be submitted to the Town Administrator within ten (10) days. A meeting with the Town Administrator or designee may be held prior to responding to the grievance.

The Town Administrator shall have ten (10) days to respond to the grievance.

C. Arbitration

If the grievance is not resolved by the answer of the Town Administrator as provided above, either party may, within thirty (30) days after such answer, upon written notice given to the other party, submit the grievance to arbitration in accordance with the voluntary rules of the American Arbitration Association.

Any matter, which is subject to the jurisdiction of the Civil Service Commission, or any Retirement Board established by law shall not be a subject of grievance or arbitration, except as otherwise provided in Section D below.

No dispute or controversy shall be subject for arbitration unless it involves an alleged specific and direct violation of express language of a specific provision of this Agreement. The arbitrator shall have no power to add to, subtract from or modify the terms of this Agreement. The parties are agreed that no restrictions are intended on the rights and powers of the Town except those specifically and directly set forth in express language in specific provisions of this Agreement. The arbitrator shall arrive at his decision solely upon the facts, evidence and contentions as presented by the parties during the arbitration proceedings.

In determining whether there is a specific and direct violation of express language of a specific provision of this Agreement, it is agreed that the only criterion to be applied is the plain meaning of express language in the Agreement and that evidence of past practice, except as modified by contract, past or present policy and oral statements made during negotiations or at any time by either party shall be inadmissible to prove the meaning of express language and shall not be considered by the arbitrator.

D. No non-probationary patrol officer shall be discharged, removed, suspended, or otherwise disciplined without just cause. Any non-probationary officer who feels he/she was discharged, removed, suspended, or otherwise disciplined without just cause may contest that action under the grievance procedure of this Agreement or through the Civil Service Commission, but not both. Further, it is expressly understood that procedural challenges specific to the M.G.L. c.31 procedures that Management did or did not follow in taking the action referred to in this paragraph may not be processed as a grievance nor may they serve as basis for challenging whether "just cause" exists in any proceeding under the Grievance

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Article of this Agreement. If an employee is reprimanded it shall be done in a manner that will not embarrass the employee before other employees or the public.

E. In the event of arbitration, the decision of the arbitrator shall be final and binding upon the parties hereto, however, no money shall be obligated or paid pursuant to an arbitration decision until appropriated by Town Meeting.

F. The expense of the arbitrator's services and the proceedings shall be borne equally by the parties. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, and make copies available to the other party. Each party shall pay the cost of the verbatim transcript that it orders and receives. The parties shall share the cost of the copy provided to the arbitrator.

G. A grievance not initiated within the time specified shall be deemed waived. Failure of the Union to appeal a decision within the time limit specified shall mean that the grievance shall be considered settled on the basis of the decision last made and shall not be eligible for further appeal.

The arbitrator shall be without power or authority to modify, add to, alter, subtract, or change the terms of this Agreement.

#### **ARTICLE V - APPLICABILITY OF PRIOR LAWS**

All benefits previously established by statute, by-law, Civil Service law, Personnel Board policy, or Department policy with regard to vacation, sick leave, insurance, bereavement leave, overtime provisions, call-back pay, paid details, holiday pay, and any other conditions of employment presently enjoyed and not in conflict with the provisions of this Agreement shall be continued in full force and effect.

#### **ARTICLE VI - WORK SCHEDULE**

1. The employee covered by this Agreement shall work an eight (8) hour day.
2. All members of the Natick Patrol Officers Association except the Administrative Assistant shall be on a 4-2 work schedule. The Police Department shall operate under the so-called four (4) and two (2) work schedule. This schedule provides that an officer shall work four (4) consecutive days and have two (2) consecutive days off. The Traffic Safety Officer, however, may be assigned to a 5-2 work schedule.
3. All overtime arising out of unforeseen circumstances (i.e. sick calls, emergencies, etc.) shall be offered to permanent officers before reserve officers.
4. The implementation of the provisions of Article VI shall be done after review with the Operations, Safety & Efficiency Committee upon mutual agreement of the parties.

5A. The contractual overtime rate paid to employees covered by this Agreement shall be at a rate of time and one-half their base rate. Payment of contractual overtime compensation shall be calculated for all time worked in excess of the officer's regularly scheduled tours of duty. The base hourly rate for contractual overtime shall be determined by dividing the weekly salary plus shift differential (if applicable) by 40 hours, and shall not include any other additions to pay.

5B. When calculating an employee's FLSA overtime, effective upon the later of the date of ratification of this Agreement by the Union's membership or the funding vote of the Town meeting, the Town will use a 14 day/86 hour work period under FLSA Section 207(k), will not use either a straight time offset or a cumulative offset in calculating overtime pay due any employee, and will otherwise apply the FLSA overtime pay formula used by it following the decision of the United State District Court is USDC Case No. 04-11996-RGS; provided that if FLSA law or regulations change, such changes will take precedence over the FLSA overtime pay formula set forth in the decision referenced above; and provided further that neither this provision nor any other provision in this contract waives the right of any officer or the union to file wage claims in court. Compensation for extra paid details provided in Article XVIII shall not be covered by this Article, except that Town details that meet the FLSA threshold shall be subject to the FLSA overtime pay formula as noted above.

6) Any employee recalled to work after his normal tour of duty shall be paid a minimum of (4) four hours.

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7) When an employee and the Chief of Police both agree, compensatory time off may be taken on any holidays listed in Article X of this agreement.

8) An officer will be allowed a maximum of ten (10) Shift Swaps per year. Even when a Shift Swap is approved, both officers remain ultimately responsible for the staffing of their regularly assigned shift. A Shift Swap request MUST be in writing, and adhere to the following guidelines:

- A) A Shift Swap request must be submitted 24 hours prior to the requested Shift Swap.
- B) Shift Swaps must be for a full eight (8) hour shift.
- C) Both the requested date and the payback date must take place within the established fourteen (14) FLSA work period.
- D) Both dates (the swapped date and the payback date) must be listed on the Shift Swap request.
- E) The Shift Swap request must be signed by both officers involved prior to being submitted.
- F) The payback shift may not be part of another swap, and
- G) The swap does not cause any additional labor expense, including but not limited to overtime, or Comp Time, to the Department.

#### **ARTICLE VII - COMPENSATION**

The pay plan in effect for the period commencing July 1, 2015 through June 30, 2018 is attached. Compensation shall be amended by increasing all base salary rates by two percent (2%) effective July 1, 2015; by increasing all base salary rates by two percent (2%) effective July 1, 2016; and by increasing all base salary rates by two percent (2%) effective July 1, 2017.

At the same time the 14-day work period referenced in Article VI, paragraph 5B is implemented; all employees will be paid on a bi-weekly basis, via direct deposit. Employees will cooperate with the Town in completing the appropriate paperwork to implement the direct deposit process.

Effective 7 days after the Town Meeting at which this contract is funded is dissolved, the Chief of Police may assign and train Department staff to administer the Field Training Officer Program. Police Officers who are designated as Field Training Officers (FTO's) will be compensated for each shift where a recruit is given supervision and training. A per shift stipend of one (1) hour overtime will be paid to the FTO. This per shift stipend is not to be factored into base pay of the officer. The stipend will not apply to other FTO meetings or training required for the assignment, for which the officer is otherwise being paid.

#### **ARTICLE VIII - NIGHT SHIFT DIFFERENTIAL**

A sum equal to 6% in Base Pay (Base pay defined as amounts reflected in attached in pay plan) shall be effective for night shift differential, defined as 1st half and 2nd half shifts, on July 1, 1995. The night shift differential shall also apply to any "impact shift" established by the Chief.

Effective July 1, 2017, the Night Shift Differential shall be increased to 7% in Base Pay (as defined above).

#### **ARTICLE IX - LONGEVITY**

Effective July 1, 1998, longevity computed in accordance with Civil Service Law shall be paid based upon the following schedule:

10-14 years	2%	of Base Pay (as defined in Article VIII)
15-19 years	3%	of Base Pay
20-24 years	4%	of Base Pay
25 + years	6%	of Base Pay

#### **ARTICLE X - HOLIDAYS**

Each employee covered by this Agreement will be granted compensation for the following holidays provided he either works on his last and next scheduled tours of duty immediately preceding and subsequent to the holiday, or he has been granted authorized leave of absence for such tours:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day





Presidents' Day  
Patriots' Day  
Memorial Day  
Independence Day

Veterans' Day  
Thanksgiving Day  
Christmas Day

Whenever any of the holidays listed above falls on an employee's regularly scheduled day off, or during his vacation he shall receive an extra eight hours pay at his regular hourly rate, as holiday pay, except that he shall receive sixteen hours pay at his regular hourly rate as holiday pay for Thanksgiving Day.

An employee who works on Thanksgiving or Christmas shall be paid time and one-half his regular hourly rate, in addition to his holiday pay.

Any employee who is scheduled to work both Thanksgiving and Christmas in a particular year may request that she/he be granted either Thanksgiving or Christmas as a day excused from duty (chargeable as vacation, compensatory time or as a personal day). Where the chief concludes that the Department's staffing needs require that he deny an affected employee's request to have one of these two holidays off, he may deny said request. When the Chief denies an affected officer's request (and thereby requires him/her to work both of these holidays), that officer will receive a total of one additional day's pay at his or her base rate, upon working Christmas, provided that she/he actually worked both holidays. The parties expressly acknowledge that the terms of this Article may represent a change in the past practice for granting excused absences on these two holidays.

Employees covered by this Agreement shall receive holiday pay for each holiday listed above whether or not they fall on Saturday (in an amount equal to one-fifth of their regular weekly salary) in addition to their weekly salary, except that holiday pay for Thanksgiving Day shall be equal to two-fifths of their regular weekly salary.

#### **ARTICLE XI - SPECIALIST DUTIES**

Each member of the Union, who is permanently assigned to and who actually performs the duties of a Department specialist, shall receive, in addition to his regular compensation, an annual premium of \$1,000.00, or a proportional amount thereof if service as a specialist is less than one year in duration; payable in weekly increments. Additionally, one (1) weekly stipend of \$150 shall be paid to the one, above-referred specialist who is on call for that week. In no event shall more than one person receive the on-call stipend attributable to any given week.

Effective 7 days after the Town Meeting at which this contract is funded is dissolved shall be amended to include a School Resource Officer who is paid, in addition to his regular compensation, an annual stipend of \$1,000.00 or a proportional amount if service as the School Resource Officer is less than one year in duration, payable in weekly increments. There is no on-call stipend available for the School Resource Officer.

The position of K9 Handler is established as a Department specialist, pursuant to the terms of the MOA executed between the Town and the Union, executed on October 15, 2013, and attached hereto as Exhibit A.

Effective July 1, 2017, the stipend for Department Specialist, including School Resource Officer, and K9 Handler, shall be increased to \$1,250.00.

#### **ARTICLE XII - EDUCATIONAL INCENTIVE**

Section 1. Regular full-time officers, who earn degrees in a law enforcement field or criminal justice or job related assignment applicable, shall receive educational incentive pay as follows:

Employees hired prior to July 1, 2009:

A 10% increase for an associate's degree in law enforcement, or sixty credits earned toward a baccalaureate degree in law enforcement or criminal justice;

A 20% increase for a baccalaureate degree in law enforcement or criminal justice, and

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A 25% increase for a master's degree in law enforcement or criminal justice or a Juris Doctorate.

Such pay shall be included in computing sick pay, holiday pay, vacation pay, injured leave pay, FLSA overtime, and other comparable leave, and shall be deemed and is regular compensation for pension/retirement purposes and shall be paid on a bi-weekly basis.

Section 2. Employees hired after July 1, 2009:

- A. Employees who are hired on or after July 1, 2009 shall receive educational incentive based upon their educational attainments as set for the below:

Employees who possess an Associate's Degree or sixty credits earned towards a Baccalaureate Degree from a four year accredited college or university shall receive an education incentive in the amount of \$2,500 per year, payable in a pro-rated amount in the employee's regular paycheck. The Associate's degree must be in Criminal Justice, Law Enforcement or job assignment related field. Effective July 1, 2017, this education incentive payment shall be increased to \$3,500.

Employees who possess a Bachelor's Degree from a four-year accredited college or university shall receive an education incentive in the amount of \$5,000 per year, payable in a pro-rated amount in the employee's regular paycheck. The Bachelor's Degree must be in Criminal Justice, law Enforcement or job assignment related field. Effective July 1, 2017, this education incentive payment shall be increased to \$6,500.

Employees who possess a Master's Degree or Juris Doctorate from a four-year accredited college or university shall receive an education incentive in the amount of \$10,000 per year, payable in a pro-rated amount in the employee's regular paycheck. The Master's Degree must be in Criminal Justice, Law Enforcement or job assignment related field.

Such pay shall be included in computing sick pay, holiday pay, vacation pay, injured leave pay, FLSA overtime, and other comparable leave, and shall be deemed and is regular compensation for pension/retirement purposes and shall be paid on a bi-weekly basis.

- B. The intent of the education incentive is to attract and reward employees who have attained a degree that emphasizes critical thinking skills, as well as oral and written communication. Accreditation for the purposes of the colleges and granting the degrees for which compensation will be paid shall mean accreditation by the New England Association of Schools and Colleges (NEASC) or an equivalent regional accrediting agency in another region. Programs granting degrees recognized for the purposes of this Article must be reasonably rigorous, and programs delivering content primarily thorough on-line methods may be scrutinized to a greater extent, as will programs granting credits for "life experience".
- C. The parties intend that any educational incentive paid hereunder will satisfy or be applied towards the requirements of any further educational incentive program, should such a program be enacted and be applicable to employees of the Town. If available under such future enactment, the Town may seek financial support from the Commonwealth for such program, and may take such administrative steps as may be required to accomplish this purpose.

Each officer, upon successful completion of course work in law enforcement or a related elective, shall receive reimbursement for expenses incurred including tuition, books and associated fees up to an annual maximum of \$500. Reimbursement will be authorized for promotional prep classes or seminars. All such course work shall be pre-approved by the Chief of Police.

### **ARTICLE XIII - IN-SERVICE TRAINING INCENTIVE**

In addition to other compensation to which an officer is entitled to receive in accordance with the terms of this Agreement, the salary for all officers who receive educational incentive benefits under Article XII, Educational Incentive, shall be increased by 4% at each step of the salary scale, and such increase shall be deemed base pay for all purposes. Each member of the Union who receives compensation under Article XII (Educational Incentive) shall complete 16 hours of in-service training annually, on their own time. Such training shall be approved in advance by the Chief of Police. Any such officer who fails to complete such training within the annual period shall be docked the equivalent of 8 hours of earned leave, not including



sick leave. Effective July 1, 2019, any officer who fails to complete such training within the annual period shall be docked the equivalent of 16 hours of earned leave, not including sick leave.

In addition to all other compensation to which an officer is entitled to receive in accordance with the terms of this Agreement, the salary for all officers who do not receive educational incentive benefits under Article XII, Education Incentive, shall be increased by 7.7% at each step of the salary scale, and such increase shall be deemed base pay for all purposes. Each member of the Union who does not receive compensation under Article XII (Educational Incentive) shall complete 24 hours of in-service training annually, on their own time. Such training shall be approved in advance by the Chief of Police. Any such officer who fails to complete such training within the annual period shall be docked the equivalent of 8 hours of earned leave, not including sick leave. Effective July 1, 2019, any officer who fails to complete such training within the annual period shall be docked the equivalent of 24 hours of earned leave, not including sick leave.

#### **ARTICLE XIV - COURT TIME**

When a member of the Union, as a result of his duties as police officer, is required to attend as a witness for the Commonwealth or Town in any criminal case pending in any district, municipal, juvenile or superior court at any time, other than during his regular tour of duty, said member shall receive a total compensation for such attendance as a witness, time and one-half his regular hourly rate for every hour or fraction thereof, but in no event for less than four (4) hours for District Court and four (4) hours for Superior Court.

Hours shall be calculated from a starting time of 8:00 A. M. for morning sessions and 1 hour in advance of scheduled session for all other appearances. Additional time shall be paid in 4 hour increments.

Employees shall be compensated for appearance in Civil Cases on the following conditions:

- A. The appearance at the civil proceedings is necessitated by incidents that occurred while the officer was on duty.
- B. Officer must report to the Chief or his Designee before appearing in civil case.
- C. All fees collected by the officer for civil court appearance shall be deducted from compensation by the Town.

#### **ARTICLE XV - VACATIONS**

The following lengths of vacation period shall be in effect:

- 2 weeks - 1 to 5 years of service, or
- 3 weeks - after 5 years of service, or
- 4 weeks - after 10 years of service, or
- 5 weeks - after 20 years of service

One (1) week of vacation time may be carried over (non-accumulative) for those accruing 4 weeks or more. Any employee whose employment is terminated by any means other than just cause, without having taken the vacation to which he is entitled, shall be paid an amount equal to his unused vacation. In the case of resignation, two weeks prior notice of the resignation to the Town is required for the employee to receive payment in lieu of unused vacation.

A maximum of six (6) officers will be allowed to be on vacation on any given date provided that staffing requirements can be met without invoking mandatory overtime. More may be allowed with 1) the specific permission of the Chief or 2) if the additional vacation request will not incur voluntary or mandatory overtime.

Compensatory time off (Comp Time) may be taken in any increment regardless of the number of officers on vacation on any given date so long as no overtime will be incurred at the time the request to take Comp Time is made. As has been the practice, if eight (8) hours of Comp Time is taken it will count as one of the six (6) officers on vacation for that date. Use of Comp Time does not require an emergency to exist.

The assignment by the Chief of Police of vacation periods shall be, where practicable, in accordance with seniority and rank consistent with departmental requirements.

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## ARTICLE XVI - CLOTHING ALLOWANCE

An annual total as listed below shall be credited to each Union member's clothing account. Purchases, which are authorized by the Chief of the Department, will be allowed to the maximum, which is in effect.

July 1, 1999

\$625.00

The allowance of any member not expended to the maximum of the clothing allowance in any fiscal year shall revert to the Town.

Funds provided for this purpose, which are not expended in any fiscal year, shall not accumulate from year to year.

Each union member shall be paid, in addition to the above, \$200.00 per contract year for clothing maintenance.

Effective July 1, 2013, the foregoing provisions shall be eliminated and the salary for all bargaining unit officers shall be increased by \$825 at each step of the annualized salary scale, and such increase shall be deemed base pay for all purposes. Officers shall continue to keep their uniforms at professional standards. The contract will include a provision which states: "The payment formerly made under this Article is now incorporated into base pay."

## ARTICLE XVII - SEVERABILITY

If any article or section of this Agreement or any amendments thereto shall be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article or any section shall be restrained by such tribunal pending a final determination of validity, the remainder of this Agreement or any amendments thereto, or the application of such article or section to persons or circumstances other than those as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

## ARTICLE XVIII - EXTRA PAID DETAILS

Whenever the Chief in his sole discretion, or his designee, determines that a private detail is necessary, it shall first be offered to regular Natick Police Officers.

Effective 30 days after the 2012 Annual Fall Town Meeting has dissolved, the following Extra Paid Detail rates shall be in effect:

"Town" details, defined as details that are included into the FLSA overtime rate, shall be paid at the rate of \$42 per hour.

"Private" details, defined as details that are not included into the FLSA overtime rate, shall be paid at the rate of \$45 per hour.

All such details shall be paid in four (4) hour increments over 4 hours, over 8 hours, over 12 hours, etc.

Effective upon the signing of the FY 15-18 successor contract and the notification of vendors, Town details shall be paid at the rate of \$44 per hour and private details shall be paid at the rate of \$48 per hour. All other provisions of Article XVIII shall remain the same.

Upon request by an out of Town Chief of Police or his designee, Natick Officers may work out of town details so long as all "Town" or "Private" details in Natick are filled at the time the out of town detail was offered and accepted by the officer. Officers may not accept details, which would require them to be on duty in excess of seventeen (17) hours in any twenty-four hour period, either on a detail or in conjunction with overtime of their normal police duty.

The Town and the Union agree that traffic control on projects and activities where traffic control is deemed appropriate by the Police Chief or his designee will be performed only by sworn police officers pursuant to

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the current practice under the Department's paid detail system, provided that if there are insufficient sworn police officers with the Department to handle available details on a give tour of duty, Town special police officers, or sworn police officers from other law enforcement agencies may be used to fill them. Nothing in this section shall alter the Police Chief's authority presently existing to determine the appropriate level of traffic control measures on such projects and/or activities. Nothing in this Section is intended to deal with traffic control measures undertaken on projects in which a Commonwealth entity is the awarding authority pursuant to St. 2008, c.86 and pertinent regulations and guidelines promulgated there under, as amended.

#### **ARTICLE XIX - SICK LEAVE**

A. Regular full-time employees will accrue sick leave at the rate of one and one-quarter (1 1/4) days for each month of active service, (not to exceed fifteen (15) days in any year); such sick leave may not be used until completion of six (6) months continuous active service. Employees may accumulate unused sick leave days up to a total accumulation of two hundred twenty-four (224) days. All members employed after July 1, 1987 may accumulate sick leave days up to a total accumulation of one hundred eighty (180) days.

Employees hired on or after 7/1/97 shall accrue sick leave at the rate of one (1) day per month not to exceed 12/yr. with maximum accumulation of 120 days. Such employees shall be compensated at retirement with one days pay for each two (2) days of accumulated sick leave over 50.

Except in the case of unusual circumstances, an employee who is to be out sick on a shift shall report such to the Commanding Officer one hour and one-half before the start of the shift and shall report the nature of the illness and the place of confinement.

B. The granting of non-occupational sick leave and payment of compensation during such period shall be subject to the following provisions:

1. The Chief of Police, without medical evidence, may grant sick leave with pay to any employee of his Department a maximum of eight (8) days in any calendar year, but not more than three (3) days at any one time.
2. For a period in excess of three (3) consecutive days, the Chief of Police may require a doctor's certificate. For each absence in excess of ten (10) days in any calendar year the Chief of Police may require a written explanation from the employee as a condition precedent to approval of sick leave.

For each absence in excess of ten (10) days in any calendar year the Chief of Police may also require a doctor's certificate from the employee. If the Chief of Police denies sick leave after submission by the employee of the explanation or doctor's certificate, the Chief shall provide the employee with the reason for denial.

C. In case of requests for sick leave due to the serious illness of a member of the employee's immediate family, the Town may require evidence of the necessity for such absence in the form of a physician's certificate, as a condition precedent to approval of such request.

D. Any employee who takes sick leave on a holiday or any of the holidays listed in ARTICLE X will not be permitted to work an extra paid detail as provided for in ARTICLE XVIII for one week after such sick day.

E. Sick leave buy back is eliminated for all officers as of July 1, 2012, except all officers who have 20 or more years of service as of the effective date of the contract shall have the option of either; retaining sick leave buy back or accepting the 25-year longevity step. This option must be made in writing to the Director of Personnel no later than 7 days after the Town meeting at which the contract is funded is dissolved. If no option is elected, the officer(s) will not be paid the 25-year longevity step but will remain eligible for sick leave buy back. Officers with 20-years or more service who do not opt to take the 25-year longevity step (i.e. those who remain eligible for the sick leave buy back) will continue to be paid the 20-year longevity step.

#### **ARTICLE XX - PERSONAL LEAVE**

Each employee shall earn one personal day for every continuous ninety (90) days of no sick leave. An employee may earn a maximum of four (4) personal days in any fiscal year. Unless otherwise approved by



the Chief, each personal day must be taken in the ninety (90) days following the ninety (90) days in which it was earned and cannot be accumulated.

In addition to the other provisions of personal leave, two (2) personal days shall be credited annually to each member of the union, effective April 2, 2018.

#### **ARTICLE XXI - BEREAVEMENT LEAVE**

Any employee covered by this Agreement shall be allowed time off without loss of pay for the next four (4) scheduled workdays following the date of a death in the immediate family. The immediate family shall include parents, spouse, parents of spouse, children, brother or sister and grandparents, brother in-law and sister in-law.

The Chief of Police may grant additional time upon request from the employee in special circumstances.

Nothing in this Section shall be construed to conflict with Chapter 31 of the General Laws, as amended. The provisions of this Article are hereby declared to be severable and if any such provision or the application of any such provision to any person or circumstances shall be held to be invalid, illegal or unconstitutional, such ruling shall not be construed to affect the validity, legality, or constitutionality or any of the remaining provisions to persons or circumstances other than those as to which it is held invalid, illegal or unconstitutional.

#### **ARTICLE XXII - SENIORITY**

For employees hired after July 1, 1993, seniority shall be determined by the date of appointment as a Natick Police Officer for purposes of shift selection, vacation selection, and overtime/detail distribution.

Those shift assignments presently in force shall remain in force and continue, unless the Chief, with and for good cause, must make a change.

If and when a position on the day shift, or either night shift, becomes available, then the most senior man shall have the first opportunity to bid for that position. Such shift vacancies shall be done after a 10-day posting in accordance with seniority.

#### **ARTICLE XXIII - SAFETY**

There shall be established a procedure by which an issue relating to the safety of personnel, vehicles and equipment if not adequately addressed through normal channels a conference may be held by three members of Natick Patrol Officers' Association and the Chief of Police.

#### **ARTICLE XXIV - NO STRIKE CLAUSE**

##### **Resolution of Differences by Peaceful Means**

The Union and Town agree that differences between the parties shall be settled by peaceful means as provided within this Agreement. The Union and employees within the bargaining unit both individually and collectively, in consideration of the value of this Agreement and its terms and conditions and the Legislation which engendered it, will not authorize, cause instigate, sanction or condone or take part in any work stoppage or delay, strike, walkout, slowdowns or any concerted refusal to perform normal work duties not the part of any employee or group of employees covered by this Agreement.

Notwithstanding Chapter 1078 of the Acts and Resolves of 1973, the Town may, in addition to filing a petition with the State Labor Relations Commission, petition the Court for an injunction and seek any other appropriate legal remedies.

#### **ARTICLE XXV - MANAGEMENT'S RIGHTS**

The Town shall retain all rights and authority the Town had prior to the signing of any collective bargaining contract with the Union except those rights which are explicitly and specifically modified by the express



terms of this Agreement. Notwithstanding the provisions of this contract, the Town shall retain and exercise through its Chief of Police all rights to manage and control the Natick Police Department and its employees that are given to the Town by the applicable statutes of the Commonwealth of Massachusetts and this is expressly understood by the parties to this Agreement. The Chief of Police shall make all suitable regulations governing the Police Department and the Officers thereof subject to the approval of the Selectmen. The Chief of Police shall be in immediate charge of all Town properties used by the Department and of the Police Officers whom he shall assign to their respective duties and who shall obey his orders. Nothing in this Agreement will be construed to abridge or modify the powers of the Chief of Police.

#### **ARTICLE XXVI - ORDERS RELATIVE TO WORKING CONDITIONS**

The Chief of the Department will forward to the Union President, within five (5) days, copies of all Department-wide general orders, special orders and other related notices which could effect a change in established working conditions covered by this Agreement.

#### **ARTICLE XXVII - FINAL AGREEMENT**

This Agreement incorporates the entire understanding of the parties on all issues that were or could have been the subject of negotiations. Any matter not specifically covered by this Agreement is not part of this Agreement unless specific reference in this contract is made to a by-law, statute or rules and regulations.

The Natick Patrol Officers' Association acknowledges that during the negotiations which resulted in the Agreement, it had the unlimited right and opportunity to make demands and proposals with respect to all proper subjects of collective bargaining, and that all subjects have been discussed and negotiated and the agreements contained in this contract were arrived at after free exercise of such rights and opportunities. Therefore, the Natick Patrol Officers Association voluntarily and without qualification waives the right and agrees that the Town of Natick shall not be obligated to bargain collectively with regard to any subject or matter referred to or covered by this Agreement or with respect to any subject matter not specified or referred to in this Agreement except by the mutual consent in writing of the parties hereto.

#### **ARTICLE XXVIII - DURATION**

This Agreement shall become effective July 1, 2015 and shall continue in effect until June 30, 2018. Thereafter, it shall renew itself for yearly period(s) unless written notice is given by either party to the other not less than one hundred twenty (120) days prior to the expiration date of any extension thereof, that it is desired to terminate or amend this Agreement. In the event such notice is given, the parties shall begin negotiations within twenty-five (25) days. If negotiations are not completed prior to the expiration date, except for items being negotiated, the contract will remain in full force and effect.

#### **ARTICLE XXIX - EMPLOYEE ASSISTANCE**

The Town of Natick and the Natick Patrol Officers' Association recognize the benefits of the "Employee Assistance Program" for themselves and their families and commend the program to employees including such educational programs and rehabilitative assistance as may be needed by the employees of the union.

#### **ARTICLE XXX - PERFORMANCE APPRAISAL**

The Chief shall have the right to implement a Performance Evaluation System beginning July 1, 2005.

It is further understood and agreed that any established employee performance evaluation/appraisal system shall not be connected to or used in conjunction with any disciplinary action and shall not form the basis for any alteration, change, supplementation or modification of existing employee benefits or rights including without limitation wages and seniority.

#### **ARTICLE XXXI - CIVILIAN DISPATCH**

The Town and the Union agree to implement Civilian Dispatch upon the implementation of E911 with the understanding that no Police Officer will thereafter be assigned dispatch duties except in emergency



circumstances. The Town and the Union further agree that desk duty including phone answering are duties of a Police Officer.

#### **ARTICLE XXXII - SPECIALIST PAY**

The Town and the Union will implement pay for an Administrative Officer at an annual sum of \$1,250 effective July 1, 1993.

#### **ARTICLE XXXIII - SICK LEAVE BANK**

The Natick Patrol Officers Association and the Town shall establish a Sick Leave Bank for members of the Local after July 1, 1987. The Bank shall have equal representation of the Local and the Town. The Sick Leave Bank Committee shall determine the policies, procedures, eligibilities and operation of the Bank and shall be the final authority in all such matters.

#### **ARTICLE XXXIV - OPERATIONS, EFFICIENCY & SAFETY COMMITTEE**

There shall be created under this Contract an "Operations, Efficiency & Safety Committee" which shall meet on a monthly basis. Said Committee shall be made up of members of the Natick Patrol Officers' Association as designated, the Chief of Police or designee and the Town Administrator or Deputy Town Administrator as designated.

#### **ARTICLE XXXV - COMMUNITY SERVICE INCENTIVE**

Effective July 1, 1999, in addition to other compensation to which an employee is entitled under the terms of this Agreement, each member of the Union who completes eight or more actual hours of community service work in one year shall receive \$880.00. All eight-community service hours must be pre-approved by the Chief of Police.

#### **ARTICLE XXXVI - BULLETIN BOARDS**

The Town will provide a bulletin board of the Union for its use. It is expressly agreed that no offensive or derogatory materials may be posted on the bulletin board. It is further understood that before any material is posted on the bulletin board it must first be initialed by the person posting it.

#### **ARTICLE XXXVII - INJURED LEAVE AND RETURN TO WORK**

In compliance with "Injured on Duty" proposals it shall be the responsibility of the employee to immediately report to his/her supervisor any injury sustained as a result of the work of the department and further that all reports, doctors' certificates, and medical records shall be provided to the Town in a timely fashion.

Any employee claiming injury leave will provide the following documentation to the Chief:

- a. Documentation of the incident causing injury.
- b. Evidence of incapacitation from a physician qualified to make such determination.
- c. Opportunity for the Town to evaluate the employee at regular intervals of not less than three months.
- d. Medical release relative to claimed injury to Town's agent or medical provider.

Injuries and/or illnesses sustained in the performance of duty shall be handled in accordance with M.G.L. c.41, section 111F, except as specified in this agreement.

If after missing 20 working shifts, an officer out I.O.D. is unable to return to full duty status, then the Town designated physician may examine the officer to determine his fitness to perform light/limited duty. Before making a determination the Town Physician shall consult with the officer's attending physician.

If the Town designated physician and the attending physician are unable to agree concerning the officer's ability to perform light duty, the two physicians shall select a third impartial physician, in the relevant specialty area, from a list of Mass. physicians maintained by the Mass. Medical Society, to examine the officer and render an opinion. The cost of this examination shall be borne by the Town.

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Each physician who administers an examination under this procedure shall be provided, by the Town, a detailed analysis of the physical requirements of the light/limited duty tasks specified herein below, and shall be asked to make their determination of the fitness of the examined officer to perform the specific physical requirements of each light/limited duty task. Each doctor's report shall specify which, if any, limited duty task the examined officer is not capable of performing.

The determination of the third examining physician shall be binding on all parties. If indicated, such light duty shall be effective immediately, or if it is not indicated, the officer shall continue to be carried on I.O.D. status.

In the event that an officer is assigned to light duty, such light duty shall not interfere with ongoing medical treatment. If an officer cannot physically transport himself to the station for light duty, the department will provide such transportation as needed. Officers on light duty may be permitted to receive required medical treatment during assigned duty hours.

If an officer is assigned to light duty, he shall be assigned to his regular shift for such light duty. Notwithstanding the foregoing, if the officer's physician certifies in writing that the officer's recovery would be enhanced by working the day shift, then the officer will be given consideration for day shift assignment. If the written certification of the officer's physician is deemed unsatisfactory by the Chief, then the matter will be referred to the Town physician who shall consult with the officer's physician. In the event of a disagreement on this issue between the two physicians, the matter will be referred to the third impartial physician for a determination.

An officer injured while on an off-duty status shall be equally eligible for light duty on a voluntary basis, subject to the approval of the officer's attending physician, and the Chief of Police, who may require an examination by a Town-designated physician.

An officer on I.O.D. or light duty status shall not engage in any activity detrimental to his recovery.

Limited duty assignments shall not affect the shift assignments, or shift bid possibilities, of other members. Employees shall be assigned to limited duty on the same shift as their assignment before the injury, except as provided above. Light duty assignments are not of permanent duration and shall not continue longer than one (1) year.

The Town agrees that any employee who works less than a full week on light/limited duty shall be considered to be on injured on duty status for the lost time and shall be paid in accordance with M.G.L. c.41, section 111F.

It is understood by the parties that this provision is not intended to be used as a means of punishment. The Chief will not require an officer to report for light/limited duty and sit idly if there is no legitimate work available.

The Department will not hold employees on light duty accountable for not responding in emergency situations, if they are prevented from doing so by the injury necessitating light duty.

Light/limited duty tasks shall include the following:

1. Dispatching
2. Teletype operations
3. Training (non-physical)
4. General clerical work
5. Crime prevention (citizen's assistance and operation ID)
6. Assist in property and evidence room
7. Computer operations
8. Other limited/light duty tasks as agreed upon by the Chief and the Union.

Disputes regarding interpretation of the application of this policy will be subject to the grievance and arbitration procedures contained in the collective bargaining agreement between the parties, except for medical condition.

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Once application for retirement is made, the employee shall return to his prior I.O.D. status or sick leave whichever is appropriate. If the Local Retirement Board denies his application, the employee shall return to modified duty only to fill the remainder of his/her one-year term. (The one-year term shall not include that period of time that his/her application for retirement was pending.)

#### ARTICLE XXXVIII - COMPSTAT/TECHNOLOGY STIPEND

The payment formerly made under this Article is now incorporated into base pay.

#### ARTICLE XXXIX – HEALTH INSURANCE

1. All members move to the Rate Saver HMO plans effective July 1, 2011. Town/employee contribution rates, effective 7 days after the Town meeting at which this contract is funded is dissolved, are as follows:

	FY13	FY14	FY15
Individual	80/20	80/20	80/20
Family	80/20	80/20	80/20

The Town/employee contribution rate for all new hires shall be 75/25 for individual and family plans.

2. Three levels of "Safety Nets" available:
  - a. Reimbursement for additional out-of-pocket costs (premium savings-additional co-pay costs) of up to \$250 for Individual Plans and \$500 for Family Plans annually. All co-pay costs are eligible including prescriptions.
  - b. Creation of an "Excess Pool" of \$100,000 annually for employees who exhaust their reimbursement under paragraph a. above. If more employees are eligible than funds available then the fund will be distributed on a pro-rated basis. All co-pay costs are eligible, including prescriptions.
  - c. The Town will provide "Stop Loss" insurance, establishing a maximum out-of-pocket of \$2000 for Individual Plans and \$4000 for Family plans. All co-pay costs are eligible, including prescriptions.
3. Payment for members who "Opt-Out" of the Town's health plan of \$750 for Individual Plan participants, and \$1500 for Family Plan participants. The incentive payments will be pro-rated for each full month that the employee is not enrolled within the Town's health care.
4. The Town will pay the administrative fee for all members who enroll in the Flexible Spending Account Program effective July 1, 2011.

#### ARTICLE XXXX - PROMOTIONAL PROCESS

Within the parameters approved by the Civil Service Commission and the Human Resources Division (HRD) and testing standards generally accepted for police promotional exams, the Town of Natick retains the right to utilize the Sole Delegation Assessment Center testing as the method of testing, evaluating and ranking of candidates for promotion to Sergeant. The following procedure shall be the agreed-upon procedure:

- A. The Town and Union agree that the testing material will include materials drawn from the HRD reading list and may, at the discretion of the Town Administrator, include the Police Department's policies, procedures, rules and regulations or other related management/supervisory material. Applicants participating in the assessment center testing will be given a minimum of six (6) months written notice of the date of the exam and the list of the resources to be used for the written exam. The written exam shall constitute forty percent (40%) of the applicant's final exam score.
- B. The other components of the assessment center testing shall be selected from, but not limited to the following:
  - a. Handling a citizen complaint
  - b. Interview with an underperforming or troubled employee
  - c. Tabletop scenario for incident command
  - d. Event planning
  - e. Participation in a community meeting

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- f. Addressing a media inquiry
- g. Timed question and answer of common police events
- h. In-basket
- i. Command team meeting
- j. Take home/overnight written assignment
- k. Written exam of Natick Police Department Policy and Procedure Manual

C. These other components shall constitute forty percent (40%) of an applicant's final score. Education and experience shall constitute twenty percent (20%) of an applicant's final score. Veterans and service points shall be awarded according to HRD regulations.

- D. The Town and the Union shall both participate in the selection of an assessment center consultant to act as the facilitator of the assessment center process ("the vendor"). The final selection of a vendor rests with the Town Administrator.
- E. The vendor shall use a masking procedure to guarantee candidates are anonymous.
- F. In order to establish a promotional list, the Town shall call for a promotional assessment center every three (3) years. If there is a vacancy in a particular rank and no list exists, or the list is inadequate under Civil Service law, a test may be called sooner than three (3) years, consistent with the six (6) months' notice requirement stated in Section 23.2.
- G. All components of the assessment center, other than the written exam, shall be videotaped. The Town will retain the tapes until the end of the appeal period, at which time they will be made available to the applicants. If applicants do not obtain their tapes within thirty (30) days of the end of the appeal period, the Town shall destroy the tapes.
- H. Employees will be free to participate in any exam offered under this section without any fee.

Effective April 11, 2018, the Town and the NPOA agree that the promotional process set forth above, portions of which were not able to be implemented by HRD, shall be replaced with the Promotional Process set forth as follows:

- A. Within the parameters approved by the Civil Service Commission and HRD, and testing standards generally accepted for police promotional exams, the Town of Natick and the NPOA agree to utilize the weighted/graded testing system as the method of testing, evaluating and ranking of candidates for promotion to Sergeant.
- B. The following procedure shall be the agreed-upon procedure:

The Town and NPOA agree that candidates will have to take and pass the written HRD exam to move on to the Assessment Center. Applicants participating in the promotional process testing will be given a minimum of six (6) months written notice of the Natick Police Department's ("Department") intent to participate in the next exam offered by HRD. The officers will obtain a list of the resources to be used for the written exam in which the Department is participating, from HRD's web site.

- C. The written exam shall constitute fifty percent (50%) of the applicant's final score. The Assessment Center shall constitute thirty percent (30%) of an applicant's final score. Education and Experience shall constitute 20% of an applicant's final score. Veterans and years of service points (over 25 years), shall be awarded according to HRD regulations.
- D. Assessment Center.

The other components of the assessment center testing shall be selected from, but not limited to the following:

- a. Handling a citizen complaint
- b. Interview with an underperforming or troubled employee
- c. Tabletop scenario for incident command
- d. Event planning
- e. Participation in a community meeting
- f. Addressing a media inquiry
- g. Timed question and answer of common police events
- h. In-basket
- i. Command team meeting
- j. Take home/overnight written assignment



E. The Town and the NPOA shall both participate in the selection of an assessment center consultant to act as the facilitator of the assessment center process ("the vendor"). If the NPOA and the Town do not agree on a vendor then the Town Administrator will make the final determination.

The vendor shall use a masking procedure to guarantee candidates are anonymous. In order to establish a promotional list, the Town shall call for a promotional exam every two (2) years or as per HRD laws or regulations. If there is a vacancy in a particular rank and no list exists, or the list is inadequate under Civil Service law, a test may be called sooner than two (2) years, consistent with the six (6) months' notice requirement stated in paragraph B above.

F. All components of the assessment center shall be videotaped. The Town will work with the vendor to assure the tapes are retained until the end of the appeal period, at which time they will be made available to the applicants for review. If applicants do not request a review of their tapes within thirty (30) days of the end of the appeal period, the vendor may destroy the tapes.

G. The Town will reimburse officers who take the civil service written exam for the testing fee. To be reimbursed for this fee the officer must sit for the exam. There is no cost to the officer associated with the assessment center portion. The cost of the textbooks and study materials listed in the HRD "Reading List for Promotional Examinations" will be reimbursed by the Town.

H. The Chief and the NPOA agree that if an interview process is used for an opening there shall only be one (1) interview allowed of each candidate unless a new candidate becomes eligible for an opening.

#### **ARTICLE XXXXI - BODY ARMOR MANDATORY WEAR POLICY**

The Town and the NPOA agree that wearing body armor shall be mandatory for all officers. The process and procedures for wearing and maintaining such body armor, including exceptions to the mandatory wear policy shall be pursuant to a General Order of the Chief. A copy of the current Draft General Order, dated May 15, 2012, is attached hereto as Appendix B.

#### **ARTICLE XXXXII – ACCREDITATION**

The parties agree to work together towards receiving accreditation certification from the Commonwealth of Massachusetts. Upon receiving accreditation, the officers shall receive an annual stipend of \$500 paid in a check separate from the weekly paycheck. This stipend shall remain in effect as long as the Department maintains accreditation certification.

#### **ARTICLE XXXXIII – DIVE TEAM**

In addition to all other compensation to which they are entitled under this Collective Bargaining Agreement, any Natick Patrol Officer who performs scuba diving duties for the team overseen by the Natick Fire Department shall receive an additional \$5.00 per hour while engaged in a scuba diving mission (including training).

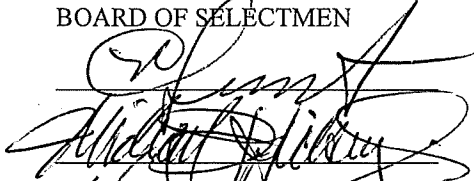
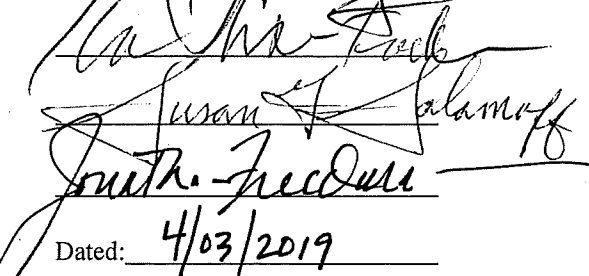




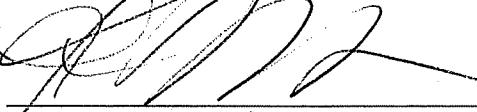
The provisions of this contract requiring funding are subject to appropriation by Town Meeting.

IN WITNESS WHEREOF, each of the parties hereto has caused this Agreement to be signed below by their duly designated representatives.

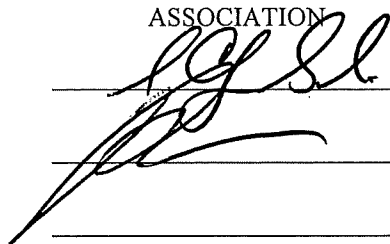
TOWN OF NATICK  
BOARD OF SELECTMEN

  
  
Dated: 4/03/2019

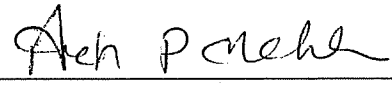
Approved as to Form:

  
Labor Counsel  
Dated: 4/3/19

NATICK PATROL OFFICERS'  
ASSOCIATION

  
Dated: 4-3-2019

Approved as to Funding:

  
Comptroller  
Dated: 4/4/19

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Natick Patrol Officers' Association - Wage Schedule

	(0)	(1)	(2)	(3)	(4)	(5)	(6)	(7)
	Start	Past 6 Mos	Past 1 Year	Past 18 Mos	Past 2 Years	Past 3 Years	Past 4 Years	Past 5 Years
<b>Base Pay</b>								
July 1, 2015 - 2%	\$1,847	\$1,928	\$2,011	\$2,085	\$2,173	\$2,265	\$2,337	\$2,432
Education - 4%	\$48,022	\$50,128	\$52,286	\$54,210	\$56,498	\$58,890	\$60,762	\$63,232
	\$1,910	\$1,994	\$2,080	\$2,157	\$2,248	\$2,343	\$2,418	\$2,516
Education - 7.7%	\$49,660	\$51,844	\$54,080	\$56,082	\$58,448	\$60,918	\$62,868	\$65,416
July 1, 2016 - 2%	\$1,884	\$1,967	\$2,051	\$2,127	\$2,217	\$2,311	\$2,384	\$2,481
Education - 4%	\$48,984	\$51,142	\$53,326	\$55,302	\$57,642	\$60,086	\$61,984	\$64,506
	\$1,948	\$2,034	\$2,122	\$2,200	\$2,293	\$2,390	\$2,466	\$2,566
Education - 7.7%	\$50,648	\$52,884	\$55,172	\$57,200	\$59,618	\$62,140	\$64,116	\$66,716
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Education - 7.7%	\$51,662	\$53,950	\$56,264	\$58,344	\$60,814	\$63,388	\$65,416	\$68,042

**Shift Differential = 6% of Base Pay (Effective July 1, 2017 - 7%)**

July 1, 2015	\$110.82	\$115.68	\$120.66	\$125.10	\$130.38	\$135.90	\$140.22	\$145.92
Education - 4%	\$2,881.32	\$3,007.68	\$3,137.16	\$3,252.60	\$3,389.88	\$3,533.40	\$3,645.72	\$3,793.92
	\$114.60	\$119.64	\$124.80	\$129.42	\$134.88	\$140.58	\$145.08	\$150.96
Education - 7.7%	\$2,979.60	\$3,110.64	\$3,244.80	\$3,364.92	\$3,506.88	\$3,655.08	\$3,772.08	\$3,924.96
July 1, 2016	\$113.04	\$118.02	\$123.06	\$127.62	\$133.02	\$138.66	\$143.04	\$148.86
Education - 4%	\$2,939.04	\$3,068.52	\$3,199.56	\$3,318.12	\$3,458.52	\$3,605.16	\$3,719.04	\$3,870.36
	\$116.88	\$122.04	\$127.32	\$132.00	\$137.58	\$143.40	\$147.96	\$153.96
Education - 7.7%	\$3,038.88	\$3,173.04	\$3,310.32	\$3,432.00	\$3,577.08	\$3,728.40	\$3,846.96	\$4,002.96
July 1, 2017	\$134.54	\$140.42	\$146.44	\$151.90	\$158.27	\$164.99	\$170.24	\$177.10
Education - 4%	\$3,498.04	\$3,650.92	\$3,807.44	\$3,949.40	\$4,115.02	\$4,289.74	\$4,426.24	\$4,604.60
	\$139.09	\$145.25	\$151.48	\$157.08	\$163.73	\$170.66	\$176.12	\$183.19
Education - 7.7%	\$3,616.34	\$3,776.50	\$3,938.48	\$4,084.08	\$4,256.98	\$4,437.16	\$4,579.12	\$4,762.94

**Educational Incentive = Associates/60 Credits 10% of Base Pay (Post-July 1, 2009: July 1, 2015 \$2,500, July 1, 2016 \$2,500, July 1, 2017 \$3)**

July 1, 2015	\$184.70	\$192.80	\$201.10	\$208.50	\$217.30	\$226.50	\$233.70	\$243.20
Annual Salary	\$4,802.20	\$5,012.80	\$5,228.60	\$5,421.00	\$5,649.80	\$5,889.00	\$6,076.20	\$6,323.20
July 1, 2016	\$188.40	\$196.70	\$205.10	\$212.70	\$221.70	\$231.10	\$238.40	\$248.10
Annual Salary	\$4,898.40	\$5,114.20	\$5,332.60	\$5,530.20	\$5,764.20	\$6,008.60	\$6,198.40	\$6,450.60
July 1, 2017	\$192.20	\$200.60	\$209.20	\$217.00	\$226.10	\$235.70	\$243.20	\$253.00
Annual Salary	\$4,997.20	\$5,215.60	\$5,439.20	\$5,642.00	\$5,878.60	\$6,128.20	\$6,323.20	\$6,578.00

**Educational Incentive = Bachelors 20% of Base Pay (Post-July 1, 2009: July 1, 2015 \$5,000, July 1, 2016 \$5,000, July 1, 2017 \$6,500)**

July 1, 2015	\$369.40	\$385.60	\$402.20	\$417.00	\$434.60	\$453.00	\$467.40	\$486.40
Annual Salary	\$9,604.40	\$10,025.60	\$10,457.20	\$10,842.00	\$11,299.60	\$11,778.00	\$12,152.40	\$12,646.40
July 1, 2016	\$376.80	\$393.40	\$410.20	\$425.40	\$443.40	\$462.20	\$476.80	\$496.20
Annual Salary	\$9,796.80	\$10,228.40	\$10,665.20	\$11,060.40	\$11,528.40	\$12,017.20	\$12,396.80	\$12,901.20
July 1, 2017	\$384.40	\$401.20	\$418.40	\$434.00	\$452.20	\$471.40	\$486.40	\$506.00
Annual Salary	\$9,994.40	\$10,431.20	\$10,878.40	\$11,284.00	\$11,757.20	\$12,256.40	\$12,646.40	\$13,156.00

**Educational Incentive = Masters 25% of Base Pay (Post-July 1, 2009 \$10,000)**

July 1, 2015	\$461.75	\$482.00	\$502.75	\$521.25	\$543.25	\$566.25	\$584.25	\$608.00
Annual Salary	\$12,005.50	\$12,532.00	\$13,071.50	\$13,552.50	\$14,124.50	\$14,722.50	\$15,190.50	\$15,808.00
July 1, 2016	\$471.00	\$491.75	\$512.75	\$531.75	\$554.25	\$577.75	\$596.00	\$620.25
Annual Salary	\$12,246.00	\$12,785.50	\$13,331.50	\$13,825.50	\$14,410.50	\$15,021.50	\$15,496.00	\$16,126.50

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Natick Patrol Officers' Association - Wage Schedule

July 1, 2017	\$480.50	\$501.50	\$523.00	\$542.50	\$565.25	\$589.25	\$608.00	\$632.50
Annual Salary	\$12,493.00	\$13,039.00	\$13,598.00	\$14,105.00	\$14,696.50	\$15,320.50	\$15,808.00	\$16,445.00

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July 1, 2015	4%	Annual	7.7%	Annual
Longevity 10-14 Years of Service = 2% of Base - Annually	\$48.64	\$1,264.64	\$50.32	\$1,308.32
Longevity 15-19 Years of Service = 3% of Base - Annually	\$72.96	\$1,896.96	\$75.48	\$1,962.48
Longevity 20-24 Years of Service = 4% of Base - Annually	\$97.28	\$2,529.28	\$100.64	\$2,616.64
Longevity 25-29 Years of Service = 6% of Base - Annually	\$145.92	\$3,793.92	\$150.96	\$3,924.96

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July 1, 2016	4%	Annual	7.7%	Annual
Longevity 10-14 Years of Service = 2% of Base - Annually	\$49.62	\$1,290.12	\$51.32	\$1,334.32
Longevity 15-19 Years of Service = 3% of Base - Annually	\$74.43	\$1,935.18	\$76.98	\$2,001.48
Longevity 20-24 Years of Service = 4% of Base - Annually	\$99.24	\$2,580.24	\$102.64	\$2,668.64
Longevity 25-29 Years of Service = 6% of Base - Annually	\$148.86	\$3,870.36	\$153.96	\$4,002.96

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July 1, 2017	4%	Annual	7.7%	Annual
Longevity 10-14 Years of Service = 2% of Base - Annually	\$50.60	\$1,315.60	\$52.34	\$1,360.84
Longevity 15-19 Years of Service = 3% of Base - Annually	\$75.90	\$1,973.40	\$78.51	\$2,041.26
Longevity 20-24 Years of Service = 4% of Base - Annually	\$101.20	\$2,631.20	\$104.68	\$2,721.68
Longevity 25-29 Years of Service = 6% of Base - Annually	\$151.80	\$3,946.80	\$157.02	\$4,082.52

## APPENDIX A

### Memorandum of Agreement Between the Town of Natick and the Natick Police Patrol Officer's Association

In the interest of establishing a successful and viable Police K9 Program for the Town of Natick and the Natick Police Department, the Town of Natick and the Natick Police Patrol Officer's Association ("NPOA") hereby agree as follows:

1. The Natick Police canine will be purchased and owned exclusively by the Town of Natick. The position of K9 Handler is hereby established at the level of patrol officer and shall be paid all wages and wages augments due a patrol officer under the terms of the NPOA Collective Bargaining Agreement.
2. The K9 Handler position shall be assigned by the Chief of Police. Any assignment to that position shall be with the assent of the officer to be assigned.
3. The K9 Handler's work schedule and duties shall be under the control of the Chief of Police and consistent with the current NPOA Collective Bargaining Agreement. In order to accomplish the mission and goals of the Natick Police Department, the K9 Handler's work schedule may be altered for the purposes of achieving appropriate scheduling and performance of the K9 Handler so long as the shift assignment is consistent with the current work schedules and work periods defined in the NPOA Collective Bargaining Agreement.
4. The K9 is to be considered and managed as equipment, under the authority of the Chief of Police.
5. The K9 shall be housed and cared for by the K9 Handler, at that K9 Handler's residence.
  - a. Pursuant to the FLSA, the K9 Handler shall be compensated for time spent caring, feeding, training, bathing, grooming, cleaning up after, exercising, and otherwise attending to the needs of the dog, seven days per week.



## APPENDIX A

- b. Pursuant to the FLSA, the K9 Handler shall not be compensated for time spent transporting the K9 to and from its duty station, police station, or to and from any other location which the K9 Handler would otherwise be required to travel during the normal course of the K9 Handler's duties.
  - c. At the discretion of the Chief of Police, the K9 may be housed at any other location approved by the Chief of Police, including at the Natick police station, or other location.
6. The Town shall bear all expense (e.g., food, water, grooming, health care) of or relating to the dog, during the course of the dog's working life. The K9 Handler shall work a 4-2 schedule, with each day of "on duty" time consisting of a 7 hours, rather than the typical 8 hours. The additional hour per shift is for care and maintenance of the K9 as defined in section 5a above and shall satisfy any FLSA compensation issues. All care and maintenance time will be utilized within the 14 day 86 hour work period under FLSA Section 207(k).
  7. Because of the nature of the duties of the K9 Handler position, which may occasionally require time worked beyond the regular scheduled work day shift, the 1 hour per shift that have been allotted for care and maintenance may be taken on a different work day within the same 14 day 86 hour work period, therefore allowing for flexibility in scheduling. The scheduling of these hours shall be coordinated with the Operations Commander.
  8. The position of K9 Handler shall receive the specialty stipend of \$1000 per year as defined in Article XI of the NPOA Collective Bargaining Agreement; however he/she will only receive the stipend while performing the full duties of a K9 Handler. This stipend shall be prorated to account for any service less than a full year.
  9. If at any time the Town of Natick decides to retire a particular dog, the Chief shall declare,





## APPENDIX A

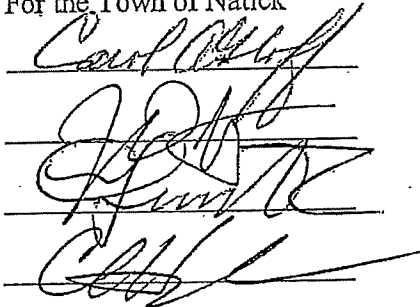
in writing to the Board of Selectmen, that the dog is surplus equipment.

- a. After such written declaration by the Chief, the K9 Handler shall have a right of first refusal for the dog. The K9 Handler shall have 10 days to exercise this right of first refusal in writing. If the right of first refusal is exercised by the K9 Handler, the dog shall be transferred to the K9 Handler at no cost.
- b. If the K9 Handler declines to exercise its right of first refusal, the Board of Selectmen shall determine the appropriate disposition for the dog, pursuant to Article 41, Section 5 of the Natick General By-laws.

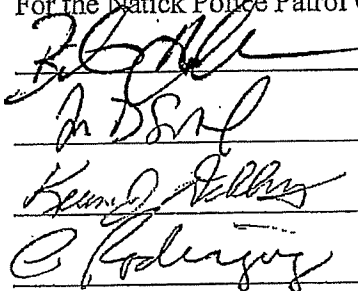
10. The conditions of this agreement will be reviewed in consideration for adoption into the successor collective bargaining agreement when negotiations commence. In the interim, any disputes over the interpretation or application of the terms of this Memorandum of Agreement may be submitted for final and binding resolution in accordance with the grievance and arbitration provisions of the current collective bargaining agreement.

AGREED TO THIS 15<sup>th</sup> Day of October, 2013,

For the Town of Natick



For the Natick Police Patrol Officers Association



754426v1



## APPENDIX B

General Order

Natick Police Department

??June 13, 2011??

### Body Armor Wear Policy

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#### Purpose

To provide sworn members of the Department with guidelines for the proper use and care of issued body armor.

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#### Policy

It is the policy of the Natick Police Department to maximize officer safety through the use of body armor in combination with prescribed safety procedures. While body armor provides a significant level of protection, it is not a substitute for the proper observance of officer safety procedures.

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#### Definitions

**Field Activities:** Duty assignments and/or tasks that place, or could reasonably be expected to place, officers in situations where they would be required to act in enforcement rather than administrative or support capacities.

**Officers:** All sworn Police Officers of the Natick Police Department, regardless of rank.

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#### Procedures

##### A. Issuance of Body Armor

1. All body armor issued must comply with protective and related requirements prescribed under current standards of the National Institute of Justice (DOJ) or its successor agency.
2. All officers shall be issued agency-approved body armor.
3. Body armor that is worn or damaged shall be replaced by the department. Body armor that must be replaced due to misuse or abuse by the officer shall be paid for by the officer.

##### B. Use of Body Armor

1. Officers shall wear only agency-approved body armor.
  2. Officers that are assigned to the Patrol Services Division are required to wear body armor during their shift while engaged in field activities. In addition, all officers must wear protective vests during high risk and/or "tactical" situations. Examples of "high risk" or "tactical" situations include, but are not limited to, search warrant executions, drug raids, initial crime scene response, and serving felony warrants.
-



## APPENDIX B

General Order

Natick Police Department

??June 13, 2011??

3. It is highly recommended that all officers assigned to the Investigative Services Division or working "Police Paid Details", wear body armor during their tour of duty. However, those officers in the Investigative Services Division and/or Officer's working "Police Paid Details", where traffic control and direction is the primary responsibility, who choose not to wear their body armor must have it immediately available at all times during their shift and/or "Police Paid Detail". Immediately available means easily accessible.
4. Those uniformed officers assigned to administrative duties shall wear body armor when outside the confines of Police Headquarters.
5. Outside carriers shall be approved as an option for officers wishing to use this style/type of carrier for their vest.
6. However, there are Departmental exemptions as follows:
  - a. When a Department-approved physician determines that an officer has medical condition that would preclude wearing body armor.
  - b. When the officer is involved in undercover or plain clothes work that their supervisor determines could be compromised by wearing body armor; or
  - c. When the Department determines that circumstances make it inappropriate to mandate wearing body armor.

### C. Inspections of Body Armor

1. Supervisors shall be responsible for ensuring that body armor is worn and maintained as required by this policy through routine observation and periodic documented inspections at roll call and spot checks in the field.
2. Annual inspections of body armor shall be conducted for fit, cleanliness, and signs of damage, abuse and wear. This may be accomplished as part of annual firearms training.

### D. Care, Maintenance and Replacement of Body Armor

1. Officers shall routinely inspect their issued body armor for signs of damage and for general cleanliness.
2. As dirt and perspiration may erode ballistic panels, each officer shall be responsible for cleaning their issued body armor in accordance with the manufacturer's instructions.

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ADK



## APPENDIX B

General Order

Natick Police Department

??June 13, 2011??

3. Officers are responsible for the proper storage, maintenance and care of the body armor in accordance with the manufacturer's instructions.
4. Officers are responsible for reporting damage or excessive wear to the ballistic panels or cover to their immediate supervisor and Support Services Commander.
5. Body armor will be replaced in accordance with guidelines and protocols established by the National Institute of Justice.

### **E. Training**

The Support Services Commander shall be responsible for:

1. Monitoring technological advances in the body armor industry that may necessitate a change in body armor.
2. Assessing weapons and ammunition currently in use and the suitability of approved body armor to protect against those threats.
3. Providing training programs that emphasize body armor's safe and proper use.
4. Maintaining statistics on incidents where armor has or has not protected officers from harm, including traffic crashes.

### **F. Benefits**

1. Any and all benefits due to an officer injured in the line of duty (including but not limited to 111F benefits, disability retirement and any others as applicable) shall not be withheld or diminished due to the officer's failure to adhere to the Policy.
2. Any and all benefits due to the survivors of an officer killed in the line of duty (including any salary-related monies due to the officer, survivor benefits, and any others as applicable) shall not be withheld or diminished due to the officer's failure to adhere to the Policy.

Effective

??June 13, 2011??





APPENDIX B

General Order

Natick Police Department

??June 13, 2011??

Issuing  
Authority

Chief James G. Hicks

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**Natick Patrol Officers' Association - Wage Schedule**

	(0)	(1)	(2)	(3)	(4)	(5)	(6)	(7)
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	\$114.60	\$119.64	\$124.80	\$129.42	\$134.88	\$140.58	\$145.08	\$150.96
Education - 7.7%	\$2,979.60	\$3,110.64	\$3,244.80	\$3,364.92	\$3,506.88	\$3,655.08	\$3,772.08	\$3,924.96
July 1, 2016	\$113.04	\$118.02	\$123.06	\$127.62	\$133.02	\$138.66	\$143.04	\$148.86
Education - 4%	\$2,939.04	\$3,068.52	\$3,199.56	\$3,318.12	\$3,458.52	\$3,605.16	\$3,719.04	\$3,870.36
	\$116.88	\$122.04	\$127.32	\$132.00	\$137.58	\$143.40	\$147.96	\$153.96
Education - 7.7%	\$3,038.88	\$3,173.04	\$3,310.32	\$3,432.00	\$3,577.08	\$3,728.40	\$3,846.96	\$4,002.96
July 1, 2017	\$134.54	\$140.42	\$146.44	\$151.90	\$158.27	\$164.99	\$170.24	\$177.10
Education - 4%	\$3,498.04	\$3,650.92	\$3,807.44	\$3,949.40	\$4,115.02	\$4,289.74	\$4,426.24	\$4,604.60
	\$139.09	\$145.25	\$151.48	\$157.08	\$163.73	\$170.66	\$176.12	\$183.19
Education - 7.7%	\$3,616.34	\$3,776.50	\$3,938.48	\$4,084.08	\$4,256.98	\$4,437.16	\$4,579.12	\$4,762.94

**Educational Incentive = Associates/60 Credits 10% of Base Pay (Post-July 1, 2009: July 1, 2015 \$2,500, July 1, 2016 \$2,500, July 1, 2017 \$3**

July 1, 2015	\$184.70	\$192.80	\$201.10	\$208.50	\$217.30	\$226.50	\$233.70	\$243.20
Annual Salary	\$4,802.20	\$5,012.80	\$5,228.60	\$5,421.00	\$5,649.80	\$5,889.00	\$6,076.20	\$6,323.20
July 1, 2016	\$188.40	\$196.70	\$205.10	\$212.70	\$221.70	\$231.10	\$238.40	\$248.10
Annual Salary	\$4,898.40	\$5,114.20	\$5,332.60	\$5,530.20	\$5,764.20	\$6,008.60	\$6,198.40	\$6,450.60
July 1, 2017	\$192.20	\$200.60	\$209.20	\$217.00	\$226.10	\$235.70	\$243.20	\$253.00
Annual Salary	\$4,997.20	\$5,215.60	\$5,439.20	\$5,642.00	\$5,878.60	\$6,128.20	\$6,323.20	\$6,578.00

**Educational Incentive = Bachelors 20% of Base Pay (Post-July 1, 2009: July 1, 2015 \$5,000, July 1, 2016 \$5,000, July 1, 2017 \$6,500)**

July 1, 2015	\$369.40	\$385.60	\$402.20	\$417.00	\$434.60	\$453.00	\$467.40	\$486.40
Annual Salary	\$9,604.40	\$10,025.60	\$10,457.20	\$10,842.00	\$11,299.60	\$11,778.00	\$12,152.40	\$12,646.40
July 1, 2016	\$376.80	\$393.40	\$410.20	\$425.40	\$443.40	\$462.20	\$476.80	\$496.20
Annual Salary	\$9,796.80	\$10,228.40	\$10,665.20	\$11,060.40	\$11,528.40	\$12,017.20	\$12,396.80	\$12,901.20
July 1, 2017	\$384.40	\$401.20	\$418.40	\$434.00	\$452.20	\$471.40	\$486.40	\$506.00
Annual Salary	\$9,994.40	\$10,431.20	\$10,878.40	\$11,284.00	\$11,757.20	\$12,256.40	\$12,646.40	\$13,156.00

**Educational Incentive = Masters 25% of Base Pay (Post-July 1, 2009 \$10,000)**

July 1, 2015	\$461.75	\$482.00	\$502.75	\$521.25	\$543.25	\$566.25	\$584.25	\$608.00
Annual Salary	\$12,005.50	\$12,532.00	\$13,071.50	\$13,552.50	\$14,124.50	\$14,722.50	\$15,190.50	\$15,808.00
July 1, 2016	\$471.00	\$491.75	\$512.75	\$531.75	\$554.25	\$577.75	\$596.00	\$620.25
Annual Salary	\$12,246.00	\$12,785.50	\$13,331.50	\$13,825.50	\$14,410.50	\$15,021.50	\$15,496.00	\$16,126.50

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Natick Patrol Officers' Association - Wage Schedule

July 1, 2017	\$480.50	\$501.50	\$523.00	\$542.50	\$565.25	\$589.25	\$608.00	\$632.50
Annual Salary	\$12,493.00	\$13,039.00	\$13,598.00	\$14,105.00	\$14,696.50	\$15,320.50	\$15,808.00	\$16,445.00

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July 1, 2015	4%	Annual	7.7%	Annual
Longevity 10-14 Years of Service = 2% of Base - Annually	\$48.64	\$1,264.64	\$50.32	\$1,308.32
Longevity 15-19 Years of Service = 3% of Base - Annually	\$72.96	\$1,896.96	\$75.48	\$1,962.48
Longevity 20-24 Years of Service = 4% of Base - Annually	\$97.28	\$2,529.28	\$100.64	\$2,616.64
Longevity 25-29 Years of Service = 6% of Base - Annually	\$145.92	\$3,793.92	\$150.96	\$3,924.96

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July 1, 2016	4%	Annual	7.7%	Annual
Longevity 10-14 Years of Service = 2% of Base - Annually	\$49.62	\$1,290.12	\$51.32	\$1,334.32
Longevity 15-19 Years of Service = 3% of Base - Annually	\$74.43	\$1,935.18	\$76.98	\$2,001.48
Longevity 20-24 Years of Service = 4% of Base - Annually	\$99.24	\$2,580.24	\$102.64	\$2,668.64
Longevity 25-29 Years of Service = 6% of Base - Annually	\$148.86	\$3,870.36	\$153.96	\$4,002.96

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July 1, 2017	4%	Annual	7.7%	Annual
Longevity 10-14 Years of Service = 2% of Base - Annually	\$50.60	\$1,315.60	\$52.34	\$1,360.84
Longevity 15-19 Years of Service = 3% of Base - Annually	\$75.90	\$1,973.40	\$78.51	\$2,041.26
Longevity 20-24 Years of Service = 4% of Base - Annually	\$101.20	\$2,631.20	\$104.68	\$2,721.68
Longevity 25-29 Years of Service = 6% of Base - Annually	\$151.80	\$3,946.80	\$157.02	\$4,082.52

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**ITEM TITLE:** Reconsideration of Article 3 - Elected Officials Salary (Added)

**ITEM SUMMARY:**

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**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
Motions for Reconsideration under Articles 3, 8 and 15 (along with other motions not under consideration)	4/2/2019	Cover Memo

# *Town of Natick*

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Finance Committee Budget Overview  
March 19<sup>th</sup>, 2019

# Education & Learning

<b>NPS</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
NPS Budget	64,952,439	67,125,774	67,810,346	2,857,907
Notes: Increase from 3.35% to 4.40%				
<b>Keefe Tech</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Keefe Tech Assessment	1,594,984	1,634,859	1,554,748	(40,236)
Notes: Keefe Tech Assessment reduction due to slight reduction in enrollment				

# Education & Learning

<b>Morse Library</b>				
Description	FY19 Budget	Jan. 3	Mar. 19th	Final Budget - FY19
Salaries Management	106,100	106,916	108,528	2,428
Salaries Administrative	181,941	204,908	206,929	24,988
<b>Total Budget</b>	<b>2,244,799</b>	<b>2,271,866</b>	<b>2,275,499</b>	<b>30,700</b>
Notes: Personnel Board updates				
<b>Bacon Library</b>				
Description	FY19 Budget	Jan. 3	Mar. 19th	Final Budget - FY19
Salaries Tech/Prof	93,417	97,087	99,218	5,801
<b>Total Budget</b>	<b>184,503</b>	<b>188,661</b>	<b>190,792</b>	<b>6,289</b>
Notes: Personnel Board updates				



# Public Safety

<b>Police</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Salaries Operational	3,286,389	3,561,226	3,546,294	259,905
Salaries Non-Uniformed	153,488	156,912	158,021	4,533
Salaries Operational OT	337,187	337,187	361,195	24,008
Salaries Court OT Oper.	83,968	83,968	89,947	5,979
Salaries Add'l Comp Oper.	607,491	655,400	686,164	78,673
<b>Total Budget</b>	<b>7,016,221</b>	<b>7,394,265</b>	<b>7,441,193</b>	<b>424,972</b>
Notes: Revised CBA settlement projection for patrol and personnel board updates				
<b>Parking Enforcement</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Salaries Operational	50,638	54,144	114,144	63,506
<b>Total Budget</b>	<b>137,572</b>	<b>143,977</b>	<b>203,977</b>	<b>66,405</b>
Notes: Inclusion of \$60,000 for Parking Enforcement Initiative				

# Public Safety

<b>Fire</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Salaries Operational	3,521,742	3,650,664	3,651,390	129,648
Salaries Add'l Comp Oper.	988,624	991,804	991,818	3,194
<b>Total Budget</b>	<b>8,716,273</b>	<b>8,883,706</b>	<b>8,884,446</b>	<b>168,173</b>
Notes: Personnel Board increases & additional comp adjustment				

# Public Works

<b>DPW Administration</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Salaries Management	138,400	139,465	141,556	3,156
Salaries Operational	166,348	167,627	169,048	2,700
Training & Education	10,500	10,500	25,500	15,000
<b>Total Budget</b>	<b>395,585</b>	<b>399,782</b>	<b>418,294</b>	<b>22,709</b>
Notes: Personnel Board increases & OSHA Consulting				
<b>Highway &amp; Sanitation</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Street & Sidewalk Mtnce	170,000	170,000	570,000	400,000
<b>Total Budget</b>	<b>3,624,590</b>	<b>3,766,621</b>	<b>4,166,621</b>	<b>542,031</b>
Notes: Inclusion of \$400,000 for roadway improvements				

# Health & Human Services

Community Services Administration				
Description	FY19 Budget	Jan. 3	Mar. 19th	Final Budget - FY19
Salaries Management	109,800	110,645	112,106	2,306
Salaries Operational	114,720	115,602	116,207	1,487
<b>Total Budget</b>	<b>277,320</b>	<b>279,047</b>	<b>281,113</b>	<b>3,793</b>
Notes: Personnel Board increases				
COA				
Description	FY19 Budget	Jan. 3	Mar. 19th	Final Budget - FY19
Salaries Management	78,400	79,003	80,011	1,611
Salaries Operational	237,613	242,031	243,896	6,283
<b>Total Budget</b>	<b>367,032</b>	<b>372,053</b>	<b>374,926</b>	<b>7,894</b>
Notes: Personnel Board increases				

# Health & Human Services

<b>NCOF</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Salaries Supervisory	78,000	70,538	71,597	(6,403)
Salaries Tech/Prof	102,700	105,196	107,470	4,770
<b>Total Budget</b>	<b>180,700</b>	<b>175,734</b>	<b>179,067</b>	<b>(1,633)</b>
Notes: Personnel Board increases				
<b>Human Services</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Salaries Tech/Prof	126,700	128,032	134,880	8,180
<b>Total Budget</b>	<b>132,700</b>	<b>134,032</b>	<b>140,880</b>	<b>8,180</b>
Notes: Personnel Board Increases				

# Health & Human Services

<b>Rec &amp; Parks</b>				
Description	FY19 Budget	Jan. 3	Mar. 19th	Final Budget - FY19
Salaries Management	90,000	90,692	91,851	1,851
Salaries Supervisory	81,000	81,623	82,681	1,681
Salaries Operational	112,008	68,853	68,853	(43,155)
Salaries Tech/Prof	113,578	170,061	171,405	57,827
<b>Total Budget</b>	<b>462,766</b>	<b>487,010</b>	<b>490,571</b>	<b>27,805</b>
Notes: Personnel Board increases; shifting of Teen Center Coordinator from Operational to Tech/Prof				
<b>Veterans</b>				
Description	FY19 Budget	Jan. 3	Mar. 19th	Final Budget - FY19
Salaries Management	71,000	71,546	72,554	1,554
<b>Total Budget</b>	<b>472,359</b>	<b>473,327</b>	<b>474,335</b>	<b>1,976</b>
Notes: Personnel Board Increases				

# Health & Human Services

BOH				
Description	FY19 Budget	Jan. 3	Mar. 19th	Final Budget - FY19
Salaries Management	110,300	111,148	113,113	2,813
Salaries Tech/Prof	341,300	349,365	354,106	12,806
<b>Total Budget</b>	<b>650,823</b>	<b>663,877</b>	<b>670,583</b>	<b>19,760</b>
Notes: Personnel Board increases				

# Administrative Support Services

<b>BOS</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Salaries Management	598,056	602,656	611,367	13,311
Salaries Supervisory	64,300	64,795	65,802	1,502
Salaries Operational	184,900	180,679	182,191	(2,709)
Salaries Tech/Prof	167,200	168,486	169,947	2,747
Training & Education	24,000	24,000	39,000	15,000
CBA Settlements	1,517,000	950,000	1,100,000	(417,000)
<b>Total Budget</b>	<b>2,929,006</b>	<b>2,366,666</b>	<b>2,544,357</b>	<b>(384,649)</b>
Notes: Personnel Board increases; additional workforce development training; increased contingency for CBAs				
<b>Finance Administration</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Salaries Management	70,000	70,538	90,516	20,516
<b>Total Budget</b>	<b>81,900</b>	<b>72,438</b>	<b>92,416</b>	<b>10,516</b>
Notes: Personnel Board Increases				



# Administrative Support Services

<b>Comptroller</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Salaries Management	115,000	115,885	117,396	2,396
Salaries Operational	177,739	180,075	181,082	3,343
<b>Total Budget</b>	<b>399,489</b>	<b>403,560</b>	<b>406,078</b>	<b>6,589</b>
Notes: Personnel Board increases				
<b>Treasurer / Collector</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Salaries Supervisory	77,500	90,692	92,279	14,779
<b>Total Budget</b>	<b>604,482</b>	<b>604,466</b>	<b>606,053</b>	<b>1,571</b>
Notes: Personnel Board Increases				

# Administrative Support Services

<b>Assessors</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Salaries Management	110,300	111,148	105,808	(4,492)
Salaries Tech/Prof	206,200	207,786	209,298	3,098
<b>Total Budget</b>	<b>476,920</b>	<b>481,479</b>	<b>477,651</b>	<b>731</b>
Notes: Personnel Board increases and change in Town Assessor				
<b>IT</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Salaries Management	112,700	113,567	115,048	2,348
Salaries Tech/Prof	235,200	237,009	300,090	64,890
<b>Total Budget</b>	<b>1,320,900</b>	<b>1,374,576</b>	<b>1,439,138</b>	<b>118,238</b>
Notes: Personnel Board increases and shift of new initiative for Systems Analyst from CED to IT				

# Administrative Support Services

<b>Town Clerk</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Salaries Management	94,095	94,095	95,800	1,705
<b>Total Budget</b>	<b>311,572</b>	<b>315,843</b>	<b>317,255</b>	<b>5,683</b>
Notes: Increase to Elected Officials salary				
<b>CED</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Salaries Management	218,700	220,382	223,783	5,083
Salaries Tech/Prof	303,700	366,036	309,966	6,266
<b>Total Budget</b>	<b>924,355</b>	<b>1,012,987</b>	<b>960,318</b>	<b>35,963</b>
Notes: Personnel Board increases and shift of Systems Analyst to IT budget				

# Shared Expenses

<b>Fringe</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Merit & Performance	175,000	300,000	150,000	(25,000)
Healthcare	13,115,833	13,968,362	13,823,603	707,770
<b>Total Budget</b>	<b>15,851,586</b>	<b>17,038,181</b>	<b>16,743,422</b>	<b>891,836</b>
Notes: Reduction of Merit & Performance (placeholder accounting for FY19 increases); reduction in healthcare				
<b>Facilities Management</b>				
<b>Description</b>	<b>FY19 Budget</b>	<b>Jan. 3</b>	<b>Mar. 19th</b>	<b>Final Budget - FY19</b>
Salaries Supervisory	322,600	340,197	342,162	19,562
Salaries Tech/Prof	56,400	56,834	57,564	1,164
<b>Total Budget</b>	<b>3,308,705</b>	<b>3,423,924</b>	<b>3,426,619</b>	<b>117,914</b>
Notes: Personnel Board increases				

# Enterprises

Water/Sewer/Utility Billing				
Description	FY19 Budget	Jan. 3	Mar. 19th	Final Budget - FY19
UB Salaries Operational	115,754	115,754	107,981	(7,773)
UB Salaries Part-time	3,957	3,957	4,075	118
Medicare	31,375	32,115	32,003	628
Health Insurance	441,577	463,656	424,116	(17,461)
<b>Total Budget</b>	<b>14,248,238</b>	<b>14,240,061</b>	<b>14,192,636</b>	<b>(55,602)</b>
Notes: Updates to Utility Billing personnel; revised Medicare calculation; updated Healthcare budget				
Sassamon Trace				
Description	FY19 Budget	Jan. 3	Mar. 19th	Final Budget - FY19
Salaries Management	103,646	107,667	109,186	5,540
Salaries Operational	66,300	66,810	67,667	1,367
Medicare	4,353	4,582	4,616	263
Health Insurance	48,013	50,414	46,728	(1,285)
<b>Total Budget</b>	<b>914,348</b>	<b>945,104</b>	<b>943,828</b>	<b>29,480</b>
Notes: Personnel Board increases; revised Medicare calculation; updated Healthcare budget				



## Article 3

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### **Elected Officials Salary (Town Administrator)**

#### **MOTION (Requires majority vote):**

Move that the town vote to fix the salary and compensation of the following elected officer of the Town for the Fiscal Year 2020 (July 1, 2019 through June 30, 2020) as provided by section 108 Chapter 41 of the Massachusetts General Laws: Town Clerk: \$95,800.



# Article 9

## FY20 Morse Institute Library Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### Motion: (Requires a majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the Morse Institute Library shown under the associated categories, said funds are to be expended under the direction of the Morse Institute Library Trustees for the Fiscal Year July 1, 2019 through June 30,2020:

#### Morse Institute Library

Salaries	\$1,928,397
Expenses	\$347,102
Total Morse Institute Library	\$2,275,499

#### Total Budget Amount

**\$2,275,499**

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

Tax Levy of Fiscal Year 2020	\$2,275,499
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# Article 10

## FY20 Bacon Free Library Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### Motion: (Requires a majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the Bacon Free Library, said funds are to be expended under the direction of the Bacon Free Library Maintenance Committee for Fiscal Year July 1, 2019 through June 30, 2020:

#### Bacon Free Library

Salaries	\$163,106
Expenses	\$27,686
Total Bacon Free Library	\$190,792

#### Total Budget Amount for Motion C

**\$190,792**

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

Tax Levy of Fiscal Year 2020	\$190,792
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# Article 7

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## **FY2019 Omnibus Budget (Town Administrator)**

**MOTION (Requires majority vote):**

**Move that the town vote to take no action on Article 7**





# Article 8 – Motion A1

## Fiscal 2020 Omnibus Budget (Town Administrator)

**Motion A1: Requires majority vote**

**Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the Natick Public Schools**

<b>Salaries &amp; Expenses</b>	\$67,810,346
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<b>Total Natick Public Schools</b>	<b>\$67,810,346</b>
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**And that the above Total Budget Amount be raised from the following sources:**

<b>Local Receipts</b>	\$684,572
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<b>Tax Levy of Fiscal Year 2020</b>	\$67,125,774
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## Article 8 – Motion A2

### Fiscal 2020 Omnibus Budget (Town Administrator)

**Motion A2: (Requires majority vote)**

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 School Committee:

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

**Expenses (Assessment)**

\$1,554,748

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

**\$1,554,748**

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

Tax Levy of Fiscal Year 2020

\$1,554,748



# Article 8 – Motion B1

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

Motion B1: (Requires majority Vote)

**Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating**

### **Emergency Management**

<b>Expenses</b>	\$39,100
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<b>Total Emergency Management</b>	\$39,100
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### **Parking Enforcement**

Salaries	\$114,144
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Expenses	\$89,833
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<b>Total Parking Enforcement</b>	\$203,977
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### **Police**

Salaries	\$7,177,380
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Expenses	\$263,813
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<b>Total Police</b>	\$7,441,193
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### **Total Budget Amount for Motion B1**

<b>\$7,684,270</b>
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**And that the above Total Budget Amount be raised from the following sources:**

Tax Levy of Fiscal Year 2020	\$7,604,270
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Parking Meter Revenues	\$80,000
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# Article 8 – Motion B2

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### Motion B2: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown under the associated categories, said funds are to be expended under the direction of the Department Head:

#### Fire

Salaries	\$8,696,846
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Expenses	\$187,600
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<b>Total Fire</b>	<b>\$8,884,446</b>
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#### Total Budget Amount for Motion B2

<b>\$8,884,446</b>
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2020	\$8,884,446
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# Article 8 – Motion C

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### Motion for Section C : (Requires a majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown under the associated categories, said funds are to be expended under the direction of the Department Head:

#### Department of Public Works

Salaries	\$3,897,254
Expenses	\$2,906,335
Municipal Energy	\$1,505,038
Snow & Ice	\$550,000
Total Department of Public Works	\$8,858,627

#### Total Budget Amount for Motion C

**\$8,858,627**

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

Tax Levy of Fiscal Year 2020	\$8,458,627
Local Receipts	\$400,000



# Article 8 – Motion D

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### Motion for Section D: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the following departments under the direction of each Department Head or Director:

#### Community Services

Salaries	\$1,417,228
Expenses	\$523,664
Total Community Services	\$1,940,892

#### Board of Health

Salaries	\$583,583
Expenses	\$87,000
Total Board of Health	\$670,583

<b>Total Budget Amount for Motion D:</b>	<b>\$2,611,475</b>
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2020	\$2,611,475
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# Article 8 – Motion E

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### Motion E: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

#### Board of Selectmen

Salaries	\$1,039,307
Expenses	\$1,505,050
Total Board of Selectmen	\$2,544,357

#### Personnel Board

Expenses	\$1,000
Total Personnel Board	\$1,000

#### Town Report

Expenses	\$4,100
Total Town Report	\$4,100

#### Legal

Expenses	\$512,100
Total Legal Services	\$512,100

#### Finance

Salaries	\$1,159,868
Expenses	\$422,330
Total Finance	\$1,582,198

Motion continued on next Page --->





# Article 8 – Motion E

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

<b>Information Technology</b>	
Salaries	\$415,138
Expenses	\$1,024,000
Total Information Technology	\$1,439,138
<b>Town Clerk</b>	
Salaries	\$266,105
Expenses	\$51,150
Total Town Clerk	\$317,255
<b>Elections</b>	
Salaries (Registrars)	\$55,400
Expenses (Registrars)	\$55,100
Total Elections	\$110,500
<b>Sealer of Weights &amp; Measures</b>	
Salaries	\$30,400
Expenses	\$990
Total Sealer Weights/Meas.	\$31,390
<b>Community &amp; Economic Development</b>	
Salaries	\$878,618
Expenses	\$81,700
Total Community & Economic Development	\$960,318
<b>Total Budget Amount for Motion E</b>	<b>\$7,502,356</b>
<b>And that the above <u>Total Budget Amount</u> be raised from the following sources:</b>	
<b>Tax Levy of Fiscal Year 2020</b>	<b>\$7,502,356</b>



NEW

# Article 8 – Motion E

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

<b>Information Technology</b>	
Salaries	\$415,138
Expenses	\$1,024,000
Total Information Technology	\$1,439,138
<b>Town Clerk</b>	
Salaries	\$266,398
Expenses	\$51,150
Total Town Clerk	\$317,548
<b>Elections</b>	
Salaries (Registrars)	\$55,400
Expenses (Registrars)	\$55,100
Total Elections	\$110,500
<b>Sealer of Weights &amp; Measures</b>	
Salaries	\$30,400
Expenses	\$990
Total Sealer Weights/Meas.	\$31,390
<b>Community &amp; Economic Development</b>	
Salaries	\$878,618
Expenses	\$81,700
Total Community & Economic Development	\$960,318
<b>Total Budget Amount for Motion E</b>	<b>\$7,502,649</b>
<b>And that the above <u>Total Budget Amount</u> be raised from the following sources:</b>	
<b>Tax Levy of Fiscal Year 2020</b>	<b>\$7,502,649</b>



# Article 8 – Motion F

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### Motion F: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the multi-member board shown under the associated categories, said funds are to be expended under the direction of each multi-member board:

#### Finance Committee

Expenses	\$37,800
Total Finance Committee	\$37,800

#### Commission on Disability

Expenses	\$750
Total Commission on Disability	\$750

#### Natick Cultural Council

Expenses	\$700
Total Natick Cultural Council	\$700

#### Historical Commission

Expenses	\$750
Total Historical Commission	\$750

#### Historic District Commission

Expenses	\$550
Total Historic District Commission	\$550

#### Affordable Housing Trust

Expenses	\$80,000
Total Affordable Housing Trust	\$80,000

#### Total Budget Amount for Motion F

	\$120,550
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2020	\$70,550
Free Cash	\$50,000
	\$120,550

Town Administrator's Final Proposed Motion –  
3-16-19 - VERSION #1



# Article 8 – Motion G

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### Motion G: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of funding the accounts and funds shown below, said funds are to be expended under the direction of the following officials or committees: Employee Fringe Benefits - Town Administrator; Property and Liability Insurance - Town Administrator; Contributory Retirement System Pension Liability – Collector/Treasurer; Non Contributory Retirement Pension Liability - Comptroller; Debt Service - Collector/Treasurer; Reserve Fund – Finance Committee; Facilities Management - Town Administrator & Superintendent of Public Schools.

#### INSURANCES & BENEFITS

##### Employee Fringe

Other Personnel Services	\$16,593,422
Other Personnel Services - Merit / Performance	\$150,000
Total Employee Fringe	\$16,743,422

##### Property & Liability Insurance

Purchased Services	\$807,150
Total Prop. & Liab. Insurance	\$807,150

#### RETIREMENT

##### Contributory Retirement

Pension Assessment	\$10,050,826
Total Contributory Retirement	\$10,050,826

##### Non-Contributory Retirement

Pensions	\$19,726
Total Non-Contributory Retirement	\$19,726



# Article 8 – Motion G

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### DEBT SERVICE

Expenses	\$16,626,732
Total Debt Service	\$16,626,732

### RESERVE FUND - FINANCE COMMITTEE

Expenses	\$250,000
Total Reserve Fund	\$250,000

### FACILITIES MANAGEMENT

#### Facilities Management

Salaries	\$2,756,119
Expenses	\$670,500
Total Facilities Management	\$3,426,619

<b>Total Budget Amount for Motion G</b>	<b>\$47,924,475</b>
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2020	\$13,168,714
State Aid	\$12,922,254
Local Receipts	\$16,736,968
Free Cash	\$1,800,000
Overlay Surplus	\$500,000
Water-Sewer User Fees	\$2,533,300
Golf User Fees	\$51,930
Premiums	\$88,142
School Building Assistance	\$123,167
	<b>\$47,924,475</b>



# Article 8 – Motion G

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### DEBT SERVICE

Expenses	\$16,626,732
Total Debt Service	\$16,626,732

### RESERVE FUND - FINANCE COMMITTEE

Expenses	\$250,000
Total Reserve Fund	\$250,000

### FACILITIES MANAGEMENT

#### Facilities Management

Salaries	\$2,756,119
Expenses	\$670,500
Total Facilities Management	\$3,426,619

<b>Total Budget Amount for Motion G</b>	<b>\$47,924,475</b>
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2020	\$13,168,714
State Aid	\$12,922,254
Local Receipts	\$16,736,968
Free Cash	\$1,800,000
Overlay Surplus	\$500,000
Water-Sewer User Fees	\$2,533,300
Golf User Fees	\$51,930
Premiums	\$88,142
School Building Assistance	\$123,167
	<b>\$47,924,475</b>



**NEW**

# Article 8 – Motion G

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### DEBT SERVICE

Expenses	\$16,260,482
Total Debt Service	\$16,260,482

### RESERVE FUND - FINANCE COMMITTEE

Expenses	\$250,000
Total Reserve Fund	\$250,000

### FACILITIES MANAGEMENT

#### Facilities Management

Salaries	\$2,756,119
Expenses	\$670,500
Total Facilities Management	\$3,426,619

### Total Budget Amount for Motion G

**\$47,558,225**

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

Tax Levy of Fiscal Year 2020	\$12,802,464
State Aid	\$12,922,254
Local Receipts	\$16,736,968
Free Cash	\$1,800,000
Overlay Surplus	\$500,000
Water-Sewer User Fees	\$2,533,300
Golf User Fees	\$51,930
Premiums	\$88,142
School Building Assistance	\$123,167
	<b>\$47,558,225</b>



# Article 8 – Motion H1

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### Motion H1: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

#### Water & Sanitary Sewer Operations

Salaries	\$2,099,089
Expenses	\$7,935,672
Total Sanitary Sewer	\$10,034,761

#### Utility Billing

Salaries	\$107,981
Expenses	\$89,000
Total Utility Billing	\$196,981

#### Fringe Benefits

Expenses	\$880,690
Total Employee Benefits	\$880,690

#### Water & Sewer Debt Service

Principal	\$2,194,620
Interest	\$685,584
Total Debt Service	\$2,880,204

#### Water & Sewer Reserve Fund

Expenses	\$200,000
Total W & S Reserve Fund	\$200,000

### Total Budget Amount for Motion H1

**\$14,192,636**

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

Water-Sewer User Fees

\$14,192,636

Town Administrator's Final Proposed Motion –  
3-16-19 - VERSION #1





**NEW**

# Article 8 – Motion H1

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### Motion H1: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

#### Water & Sanitary Sewer Operations

Salaries	\$2,099,089
Expenses	\$7,935,672
Total Sanitary Sewer	\$10,034,761

#### Utility Billing

Salaries	\$107,981
Expenses	\$89,000
Total Utility Billing	\$196,981

#### Fringe Benefits

Expenses	\$880,690
Total Employee Benefits	\$880,690

#### Water & Sewer Debt Service

Principal	\$2,194,620
Interest	\$720,584
Total Debt Service	\$2,880,204

#### Water & Sewer Reserve Fund

Expenses	\$200,000
Total W & S Reserve Fund	\$200,000

### Total Budget Amount for Motion H1

**\$14,227,636**

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

Water-Sewer User Fees

\$14,227,636

Town Administrator's Final Proposed Motion –  
4-2-19 Revised



# Article 8 – Motion H2

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### **Motion H2: (Requires majority vote)-**

### **Water/Sewer Indirect Cost Allocations**

Move that the Town vote to APPROVE the following indirect cost allocations raised in the General Fund:

ALLOCATIONS	TOTAL
DPW Administration	\$168,373
Engineering Services	\$326,740
Equipment Maintenance	\$435,477
Highway Sanitation Recycling	\$277,856
Facility Maintenance	\$84,586
Public Safety	\$161,304
Finance - Administration	\$235,645
Town Administration	\$169,631
Community Development	\$106,337
Information Technology	\$141,127
Procurement	\$32,253
Human Resources	\$5,983
Legal Services	\$58,815
Property & Liability Insurance	\$283,589
Utilities	\$56,224
Vehicle Fuel	\$158,010
Sub Total - General Fund	\$2,701,950



# Article 8 – Motion H2

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### Water Sewer Staff Performing General Fund Functions

GIS Services	-\$51,892
W/S Admin. Asst. - DPW	-\$28,758
W/S Admin. Asst. - Collector	-\$52,096
Snow and Ice Removal	-\$35,904
Subtotal - Water Sewer	-\$168,650

### Total Water and Sewer Indirect Costs

**\$2,533,300**

And that the sum of \$2,533,300 appropriated in the General Fund be raised from the following source:

Water-Sewer User Fees	\$2,533,300
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# Article 8 – Motion I1

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### Motion I1: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

#### Sassamon Trace Operations

Salaries	\$318,362
Expenses	\$296,342
<b>Total GC Operations</b>	<b>\$614,704</b>

#### Sassamon Trace Fringe Benefits

Other Personal Services	\$54,844
Other - Retirement Assessment	\$12,639
<b>Total GC Fringe Benefits</b>	<b>\$67,483</b>

#### Sassamon Trace Debt Service

Principal	\$196,540
Interest	\$45,101
<b>Total GC Debt Service</b>	<b>\$241,641</b>

#### Golf Reserve Fund

Expense	\$20,000
<b>Total Golf Reserve Fund</b>	<b>\$20,000</b>

### Total Budget Amount for Motion I

**\$943,828**

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

Tax Levy of Fiscal Year 2020	\$240,000
Golf User Fees	\$703,828
	<b>\$943,828</b>

Town Administrator's Final Proposed  
Motion –  
3-16-19 - VERSION #1



# Article 8 – Motion I2

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page

### **Motion I2:(Requires Majority Vote)**

Sassamon Trace Enterprise Fund Indirect Allocations

**Move that the Town vote to APPROVE the following indirect cost allocations raised in the General Fund:**

<b>ALLOCATIONS</b>	<b>TOTAL</b>
Public Works Administration	\$1,263
Equipment Maintenance	\$5,443
Highway, Sanitation, Recycling	\$926
Recreation	\$8,372
Land Facilities and Natural Resources	\$10,449
Public Safety	\$1,613
Finance	\$3,927
Town Administration	\$5,654
Procurement	\$323
Human Resources	\$658
Legal Services	\$980
Property & Liability Insurance	\$5,672
Utilities	\$4,016
Vehicle Fuel	\$2,634
<b>Total Golf Indirect Costs</b>	<b>\$51,930</b>

**And that the Sum of \$51,930 appropriated in the General Fund be raised from the following source:**

<b>Golf User Fees</b>	<b>\$51,930</b>
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Town Administrator's Final Proposed  
Motion –  
3-16-19 - VERSION #1

# Article 11

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## **School Bus Transportation Subsidy (Superintendent of Schools)**

**MOTION: (Requires a majority vote)**

**“Move that the Town vote to appropriate the sum of \$410,137 from Tax Levy for the purpose of operation and administration of the school bus transportation system for FY 2020, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school, said funds to be expended under the direction of the Natick School Committee.”**



# Article 14

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## **Capital Equipment (Town Administrator)**

### **MOTION A: (Requires a two-thirds majority vote)**

“Move that the Town vote to appropriate the sum of \$1,129,200 to be expended under the direction of the Information Technology Department for the purpose of purchasing and installing payroll and time management automation upgrades, and completing an security assessment, under the direction of the Police Department for the purpose of replacing police cruisers, and replacing laptop computers, under the direction of the Department of Public Works for the purpose of replacing vehicle 428 Bombardier, replacing vehicle 411 truck with sander, upgrading garage equipment, replacing vehicle 303 pickup truck, replacing vehicle 402 dump truck, and replacing a mower with attachments, under the direction of Town Administration for capital emergencies, and under the direction of the Community Services Department for playground safety inspections and updates, individually shown as items 1 through 12 in Table A below, and that to meet this appropriation the sum of \$1,129,200 be raised from the Capital Stabilization Fund.”



# Article 14

## Capital Equipment (Town Administrator)

**MOTION A: (Requires a two-thirds majority vote)**

**TABLE A - MOTION A: Article 14 - Capital Equipment - 2019 Spring Annual Town Meeting**

<u>Item #</u>	<u>Department</u>	<u>Item</u>	<u>Funding Source</u>	<u>Amount</u>
1	Information Technology	PAYROLL AND TIME MANAGEMENT AUTOMATION UPGRADES	Capital Stabilization Fund	\$100,000
2	Information Technology	SECURITY ASSESSMENT	Capital Stabilization Fund	\$40,000
3	Police	CRUISER REPLACEMENT	Capital Stabilization Fund	\$153,000
4	Police	REPLACE LAPTOP COMPUTERS	Capital Stabilization Fund	\$6,200
5	DPW - Highway, Sanitation, and Recycling	REPLACE VEHICLE 428 (H-67) BOMBARDIER	Capital Stabilization Fund	\$220,000
6	DPW - Highway, Sanitation, and Recycling	REPLACE VEHICLE 411 (H-46) TRUCK/SANDER	Capital Stabilization Fund	\$250,000
7	DPW - Equipment Maintenance	UPGRADE GARAGE EQUIPMENT	Capital Stabilization Fund	\$30,000
8	DPW - Equipment Maintenance	REPLACE VEHICLE 303 (M-3) 2008 EMD PICKUP TRUCK	Capital Stabilization Fund	\$65,000
9	DPW - Highway, Sanitation, and Recycling	REPLACE VEHICLE 402 (H-40) DUMP TRUCK	Capital Stabilization Fund	\$135,000
10	DPW - Land Facilities and Natural Resources	MOWER WITH ATTACHMENTS	Capital Stabilization Fund	\$40,000
11	Town Administration	CAPITAL EMERGENCIES	Capital Stabilization Fund	\$75,000
12	Community Services Recreation	PLAYGROUND SAFETY INSPECTION AND UPDATES	Capital Stabilization Fund	\$15,000

**Appropriation under Article 14: MOTION A**

**\$ 1,129,200**



# Article 14

## Capital Equipment (Town Administrator)

### MOTION B: (Requires a majority vote)

“Move that the Town vote to appropriate the sum of \$45,000 to be expended under the direction of the Department of Public Works Water Sewer Enterprise Fund for the purpose of replacing vehicle 631 Van, individually shown as item 1 in Table B below, and that to meet this appropriation the sum of \$45,000 be raised from the Water Sewer Retained Earnings.”

**TABLE B, MOTION B: Article 14 - Capital Equipment - 2019 Spring Annual Town Meeting**

<b>Item #</b>	<b>Department</b>	<b>Item</b>	<b>Funding Source</b>	<b>Amount</b>
1	Water Sewer	REPLACE VEHICLE 631	W/S Retained Earnings	\$ 45,000
<b>Appropriation under Article 14: MOTION B</b>				<b>\$ 45,000</b>



# Article 14

## Capital Equipment (Town Administrator)

### MOTION C: (Requires a majority vote)

“Move that the Town vote to appropriate the sum of \$58,000 to be expended under the direction of the Community Services Department Golf Course Enterprise Fund for the purpose of purchasing a grinder, and replacing a light weight utility vehicle individually shown as items 1 and 2 in Table C below, and that to meet this appropriation the sum of \$58,000 be raised from the Golf Course Retained Earnings.”

**TABLE C, MOTION C: Article 14 - Capital Equipment - 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Golf Course	GRINDER	GC Retained Earnings	\$50,000
2	Golf Course	LIGHT WEIGHT UTILITY VEHICLE	GC Retained Earnings	\$8,000
Appropriation under Article 14: MOTION C				\$ 58,000



# Article 14

## Capital Equipment (Town Administrator)

### MOTION C: (Requires a majority vote)

“Move that the Town vote to appropriate the sum of \$58,000 to be expended under the direction of the Community Services Department Golf Course Enterprise Fund for the purpose of purchasing a grinder, and replacing a light weight utility vehicle individually shown as items 1 and 2 in Table C below, and that to meet this appropriation the sum of \$58,000 be raised from the Golf Course Retained Earnings.”

**TABLE C, MOTION C: Article 14 - Capital Equipment - 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Golf Course	GRINDER	GC Retained Earnings	\$50,000
2	Golf Course	LIGHT WEIGHT UTILITY VEHICLE	GC Retained Earnings	\$8,000

**Appropriation under Article 14: MOTION C**

**\$ 58,000**



# Article 15

## Capital Improvements (Town Administrator)

### **MOTION A: (Requires a two-thirds majority vote)**

“Move that the Town vote to appropriate the sum of \$1,708,000 to be expended under the direction of the Facilities Management Department for the purpose of replacing carpet at the Morse Library, replacing carpet, furniture, and painting the library at the Wilson Middle School, repairs to the Town Hall main entrance, painting classroom walls and ceilings at Memorial School, retiling classrooms at the Johnson School, engineering the roof replacement at the Public Safety Building, engineering the roof replacement at the Town Hall, retiling the second floor hallway at the Johnson School, painting classroom walls and ceilings at Bennett Hemenway School, replacing hallway walls with drywall at Lilja School, replacing the bathroom partitions at Memorial School, replacing office carpet and classroom tile at Memorial School, replacing office carpet at Bennett Hemenway School, replacing the Window Glazing at the Public Safety Building, exterior masonry repair at Bennett Hemenway School, resurface parking lot and sidewalks at Bennett Hemenway School, replacing the exterior doors at the Morse Institute Library, installing air conditioning in the gym at the Lilja School, installing air conditioning in the music room and cafeteria at the Bennett Hemenway School, adding a door between classrooms at the preschool at Natick High School, replacing the roof at the Morse Institute Library, under the direction of Town Administration for capital maintenance, and under the direction of the Community Services Department for repairing the community garden plots at JJ Lane Park, individually shown as items 1 through 23 in the Table A below, and that to meet this appropriation the sum of \$1,708,000 be raised from the Capital Stabilization Fund.”



# Article 15

## Capital Improvements (Town Administrator)

### MOTION A: (Requires a two-thirds majority vote)

**TABLE A, MOTION A: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Facilities	MORSE LIBRARY - REPLACE CARPETING	Capital Stabilization Fund	\$150,000
2	Facilities	WILSON - REPLACE LIBRARY CARPET, FURNITURE, PAINT	Capital Stabilization Fund	\$125,000
3	Facilities	TOWN HALL MAIN ENTRANCE REPAIRS	Capital Stabilization Fund	\$85,000
4	Facilities	MEMORIAL - PAINT CLASSROOM WALLS AND CEILINGS	Capital Stabilization Fund	\$75,000
5	Facilities	JOHNSON - RETILE CLASSROOMS	Capital Stabilization Fund	\$70,000
6	Facilities	PUBLIC SAFETY BUILDING - REPLACE ROOF - ENGINEERING	Capital Stabilization Fund	\$60,000
7	Facilities	TOWN HALL - REPLACE ROOF - ENGINEERING	Capital Stabilization Fund	\$45,000
8	Facilities	JOHNSON SCHOOL - RETILE SECOND FLOOR HALLWAY	Capital Stabilization Fund	\$40,000
9	Facilities	BENNETT HEMENWAY - PAINT SECOND FLOOR CLASSROOM WALLS & CEILINGS	Capital Stabilization Fund	\$40,000
10	Facilities	LILJA - REPLACE HALLWAY WALLS WITH DRYWALL	Capital Stabilization Fund	\$40,000
11	Facilities	MEMORIAL - REPLACE BATHROOM PARTITIONS	Capital Stabilization Fund	\$40,000
12	Facilities	MEMORIAL - REPLACE OFFICE CARPET AND CLASSROOM VCT	Capital Stabilization Fund	\$40,000
13	Facilities	BEN-HEM REPLACE ADMIN OFFICE CARPET	Capital Stabilization Fund	\$30,000
14	Facilities	PUBLIC SAFETY BUILDING - REPLACE WINDOWS GLAZING	Capital Stabilization Fund	\$30,000
15	Facilities	BEN-HEM EXTERIOR MASONRY REPAIR	Capital Stabilization Fund	\$20,000
16	Facilities	BEN HEM - RESURFACE PARKING LOT AND SIDEWALKS	Capital Stabilization Fund	\$160,000
17	Facilities	LIBRARY - REPLACE EXTERIOR DOORS	Capital Stabilization Fund	\$15,000
18	Facilities	LILJA AC IN GYM	Capital Stabilization Fund	\$15,000
19	Facilities	BEN HEM AC MUSIC ROOM & CAFETERIA	Capital Stabilization Fund	\$10,000
20	Facilities	NHS PRESCHOOL - INSTALL CLASSROOM CONNECTING DOOR	Capital Stabilization Fund	\$8,000
21	Facilities	LIBRARY - REPLACE THE ROOF	Capital Stabilization Fund	\$500,000
22	Town Administration	CAPITAL MAINTENANCE	Capital Stabilization Fund	\$100,000
23	Community Services Recreation	COMMUNITY GARDEN PLOT REPAIR-JJ LANE	Capital Stabilization Fund	\$10,000

**Appropriation under Article 15: MOTION A**

**\$ 1,708,000**

**Town Administrator's Final Proposed Motion –  
3-16-19 - VERSION #1**



# Article 15

## Capital Improvements (Town Administrator)

### **MOTION B: (Requires a two-thirds majority vote)**

“Move that the Town vote to appropriate the sum of \$5,500,000 to be expended under the direction of the Department of Public Works for the purpose of Engineering & Repairs To The Charles River Dam, Roadway & Sidewalks Improvement Supplement, and Roadway Improvements South Main Street, individually shown as items 1 through 3 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$5,500,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$5,500,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.”



# Article 15

## Capital Improvements (Town Administrator)

**MOTION B: (Requires a two-thirds majority vote)**

**TABLE B, MOTION B: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	DPW Engineering	Engineering & Repairs To The Charles River Dam	Tax Levy Borrowing	\$ 1,250,000
2	DPW Engineering	Roadway & Sidewalks Supplement	Tax Levy Borrowing	\$ 750,000
3	DPW Engineering	Roadway Improvements South Main Street	Tax Levy Borrowing	\$ 3,500,000
<b>Appropriation under Article 15: MOTION B</b>				<b>\$ 5,500,000</b>

# Article 15

## Capital Improvements (Town Administrator)



### MOTION C: (Requires a majority vote)

Move that the Town vote to appropriate the sum of \$6,000 to be expended under the direction of the Community Services Department for the purpose of bunker renovation at the Sassamon Trace Golf Course, individually shown as item 1 in the Table C below, and that to meet this appropriation the sum of \$6,000 be raised from the from golf course retained earnings

**TABLE C, MOTION C: Article 15 - Capital Improvement- 2019 Spring Annual Town Meeting**

<u>Item #</u>	<u>Department</u>	<u>Item</u>	<u>Funding Source</u>	<u>Amount</u>
636	Golf Course	BUNKER RENOVATION	GC Retained Earnings	\$6,000
Appropriation under Article 15: MOTION C				\$ 6,000





# Article 15

## Capital Improvements (Town Administrator)

### MOTION D: (Requires a two-thirds majority vote)

Move that the Town vote to appropriate the sum of \$1,500,000 to be expended under the direction of the Department of Public Works for the purpose of water main relining, individually shown as item 1, in Table D below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$1,500,000 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$1,500,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

**TABLE D, MOTION D: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Water and Sewer Enterprise	Water Main Relining	Water Sewer Borrowing	\$ 1,500,000
Appropriation under Article 15: MOTION D				\$ 1,500,000



**NEW**

# Article 15

## Capital Improvements (Town Administrator)

### **MOTION D: (Requires a two-thirds majority vote)**

Move that the Town vote to appropriate the sum of \$2,020,000 to be expended under the direction of the Department of Public Works for the purpose of water main relining and replacement of the Tonka Pressure filters, individually shown as item 1 and 2, in Table D below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$2,020,000 under Massachusetts General Laws Chapter 44, Section 8, as amended or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$2,020,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Table D, MOTION: Article 15 – Capital Improvement – 2019 Spring Annual Town Meeting

<u>Item #</u>	<u>Department</u>	<u>Item</u>	<u>Funding Source</u>	<u>Amount</u>
1.	Water And Sewer Enterprise	Water Main Relining	Water and Sewer Borrowing	\$1,500,000
2.	Water and Sewer Enterprise	Tonka Pressure Filter	Water and Sewer Borrowing	\$ 520,000
				\$2,020,000

Town Administrator's Final Proposed Motion –  
4-2-19

# Article 15

## Capital Improvements (Town Administrator)



### MOTION E: (Requires a majority vote)

Move that the Town vote to appropriate the sum of \$15,000 to be expended under the direction of the Department of Public Works for the purpose of supplementing roadway and sidewalk improvements, individually shown as item 1, in Table E below, and that to meet this appropriation the sum of \$15,000 be raised from Transportation Network Funds in accordance with Chapter 187 of the Acts of 2016.

**TABLE E, MOTION E: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting**

<u>Item #</u>	<u>Department</u>	<u>Item</u>	<u>Funding Source</u>	<u>Amount</u>
1	DPW Engineering	Roadway & Sidewalks Supplement	Transportation Network Funds	\$ 15,000
Appropriation under Article 15: MOTION E				\$ 15,000



# Article 15

## Capital Improvements (Town Administrator)

### MOTION F: (Requires a majority vote)

Move that the Town vote to appropriate the sum of \$780,000 to be expended under the direction of the Department of Public Works for the purpose of high lift Hungerford and Terry Building Modifications, and Springvale air stripper media replacement, individually shown as items 1 and 2, in Table F below, and that to meet this appropriation the sum of \$780,000 be raised from the environmental bond bill.

**TABLE F, MOTION F: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Water and Sewer Enterprise	HIGH LIFT, H&T BUILDING MODIFICATIONS SPRINGVALE	Env Bond Bill	\$400,000
2	Water and Sewer Enterprise	SPRINGVALE WTR AIR STRIPPER MEDIA REPLACEMENT	Env Bond Bill	\$380,000
Appropriation under Article 15: MOTION F				\$ 780,000

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**ITEM TITLE:** Reconsideration of Article 8 - FY2020 Omnibus Motions E, G and H1 only (Added)  
**ITEM SUMMARY:**

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**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
Adjustments made to Budgets and motions	4/4/2019	Exhibit
Revised Motions for Reconsideration	4/4/2019	Exhibit
Adjustments by Town Meeting article	4/4/2019	Exhibit

# General Fund Revenue/Expenditure Summary

	2017 Actual	2018 Actual	2019 Rev. Budget	2020 Proposed Budget	2019 vs. 2020 \$ (+/-)	2019 vs. 2020 % (+/-)
<b>General Fund Revenues</b>						
Tax Levy	\$ 103,922,288	\$ 106,629,971	\$ 111,530,485	\$ 121,251,682	9,721,197	8.72%
State Aid	\$ 13,548,712	\$ 13,895,997	\$ 14,553,519	\$ 14,966,059	412,540	2.83%
Local Receipts	\$ 17,707,469	\$ 15,977,470	\$ 16,331,234	\$ 17,901,540	1,570,306	9.62%
<b>Other Local Receipts</b>						
Indirects	\$ 2,260,123	\$ 2,078,921	\$ 2,262,021	\$ 2,585,229	323,208	14.29%
Free Cash	\$ 9,031,776	\$ 9,408,400	\$ 6,579,906	\$ 4,150,000	(2,429,906)	-36.93%
Stabilization Fund (s)	\$ 1,163,100	\$ 2,166,665	\$ 2,973,950	\$ 3,617,000	643,050	21.62%
Overlay Surplus	\$ 500,000	\$ 500,000	\$ 500,000	\$ 500,000	-	0.00%
Other Available Funds	\$ 275,533	\$ 1,010,514	\$ 308,393	\$ 291,309	(17,084)	-5.54%
<b>Total General Fund Revenues</b>	<b>148,409,001</b>	<b>151,667,938</b>	<b>155,039,508</b>	<b>165,262,819</b>	<b>10,223,311</b>	<b>6.59%</b>
<b>General Fund Expenses</b>						
<b>Education &amp; Learning</b>						
Natick Public Schools	\$ 57,478,571	\$ 61,307,973	\$ 64,952,439	\$ 67,810,346	2,857,907	4.40%
Keefe Tech	\$ 1,522,958	\$ 1,427,911	\$ 1,594,984	\$ 1,554,748	(40,236)	-2.52%
Morse Institute Library	\$ 2,155,972	\$ 2,151,463	\$ 2,244,799	\$ 2,275,499	30,700	1.37%
Bacon Free Library	\$ 171,860	\$ 172,451	\$ 184,503	\$ 190,792	6,289	3.41%
Public Safety	\$ 15,333,207	\$ 16,008,466	\$ 15,909,166	\$ 16,568,716	659,550	4.15%
Public Works	\$ 7,646,153	\$ 8,332,124	\$ 8,182,556	\$ 8,858,627	676,071	8.26%
Health & Human Services	\$ 2,200,230	\$ 2,231,073	\$ 2,543,800	\$ 2,611,475	67,675	2.66%
Administrative Support Services	\$ 5,733,592	\$ 5,698,618	\$ 7,592,303	\$ 7,502,649	(89,654)	-1.18%
Committees	\$ 17,847	\$ 19,736	\$ 120,550	\$ 120,550	-	0.00%
<b>Shared Expenses</b>						
Fringe Benefits	\$ 14,173,582	\$ 15,188,248	\$ 15,851,586	\$ 16,743,422	891,836	5.63%
Prop & Liab. Insurance	\$ 589,904	\$ 654,557	\$ 756,237	\$ 807,150	50,913	6.73%
Retirement	\$ 8,215,785	\$ 8,783,214	\$ 9,416,416	\$ 10,070,552	654,136	6.95%
Debt Services	\$ 10,071,148	\$ 11,649,955	\$ 10,690,896	\$ 16,260,482	5,569,586	52.10%
Reserve Fund			\$ 250,000	\$ 250,000	-	0.00%
Facilities Management	\$ 3,051,820	\$ 3,145,522	\$ 3,308,705	\$ 3,426,619	117,914	3.56%
<b>General Fund Oper. Expenses</b>	<b>\$ 128,362,629</b>	<b>\$ 136,771,311</b>	<b>\$ 143,598,940</b>	<b>\$ 155,051,627</b>	<b>\$ 11,452,687</b>	<b>7.98%</b>
Capital Improvements	\$ 2,695,200	\$ 2,166,665	\$ 2,973,950	\$ 3,617,000	643,050	21.62%
School Bus Transportation	\$ 382,720	\$ 392,288	\$ 402,095	\$ 410,137	8,042	2.00%
State & County Assessments	\$ 1,449,503	\$ 1,348,800	\$ 1,435,887	\$ 1,614,160	178,273	12.42%
Cherry Sheet Offsets	\$ 352,530	\$ 434,080	\$ 468,705	\$ 429,645	(39,060)	-8.33%
Snow Removal Supplement	\$ 145,000	\$ 445,869	\$ 150,000	\$ 350,000	200,000	133.33%
Overlay	\$ 1,283,443	\$ 1,256,448	\$ 1,150,000	\$ 1,015,000	(135,000)	-11.74%
Golf Course Deficit	\$ 279,832	\$ 248,400	\$ 270,000	\$ 240,000	(30,000)	-11.11%
General Stabilization Fund	\$ -	\$ -	\$ 250,000	\$ 100,000	(150,000)	-60.00%
Operational Stabilization Fund	\$ -	\$ -	\$ 500,000	\$ 100,000	(400,000)	-80.00%
Capital Stabilization Fund	\$ 3,925,532	\$ 4,500,000	\$ 2,400,000	\$ 1,450,000	(950,000)	-39.58%
One-to-One Technology Stab Fund	\$ -	\$ -	\$ 100,000	\$ -	(100,000)	-100.00%
FAR Bonus Stabilization Fund	\$ -	\$ 3,900	\$ -	\$ -	-	
OPEB Trust Fund	\$ 1,300,000	\$ 1,000,000	\$ 441,723	\$ 300,000	(141,723)	-32.08%
Misc. Articles	\$ 216,626	\$ 1,298,695	\$ 635,000	\$ 100,000	(535,000)	-84.25%
	\$ 12,030,386	\$ 13,095,145	\$ 11,177,360	\$ 9,725,942	(1,451,418)	-12.99%
<b>Total General Fund Expenses</b>	<b>\$ 140,393,015</b>	<b>\$ 149,866,457</b>	<b>\$ 154,776,300</b>	<b>\$ 164,777,569</b>	<b>10,001,269</b>	<b>6.46%</b>
<b>Net Excess / (Deficit)</b>	<b>8,015,985</b>	<b>1,801,481</b>	<b>263,208</b>	<b>485,250</b>		

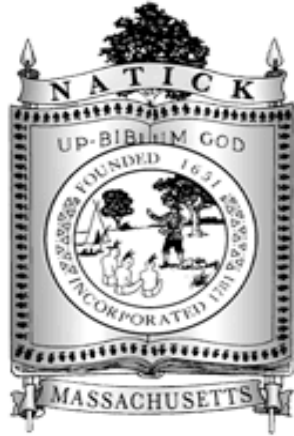
## ADJUSTMENTS MADE BY TOWN MEETING MOTIONS

**Administrative Services** Art. 8 Motion E - Town Clerk's budget salary line increased by \$293 to \$266,398

**Debt Service** Art. 8 Mot. G - reduced by \$366,250 due to deferred debt service from S. Main Project

# *Town of Natick*

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2019 Spring Annual Town Meeting  
April 9, 2019

## Article 4

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### **Personnel Board Classification and Pay Plan (Town Administrator)**

**MOTION: (Requires a majority vote)**

**“Move 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 with the new Classification and Pay plan as follows:**

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Town of Natick  
Classification and Pay Plan

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/Strategic Capital Partnerships  
Director of Human Resources/Labor Relations  
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 Director, Farm  
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  
Project 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 Director, Farm  
Assistant Director Internal Operations  
Clinical Social Worker  
Data Analyst  
Executive Assistant  
Facility Custodial Supervisor  
Golf Course Superintendent  
Human Resources Coordinator  
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  
System Specialist Administrative

**GRADE 1**

Animal Control Officer  
Finance Coordinator  
Golf Professional  
Meter Enforcement Officer  
Outreach Coordinator  
Program Manager Volunteer Services  
Student Officer  
Teen Center Coordinator

Town of Natick  
Part-Time Classification and Pay Plan

**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**

Assistant Leader (Rec)  
Assistant Swim Coach  
Attendant (Rec)  
Building Monitor I (Rec)  
Bus Dispatcher  
Bus Driver  
Cart Attendant (Golf)  
Clerical Assistant  
Club House Attendant (Golf)  
Club House Supervisor (Golf)  
Concession Manager  
Custodian  
Deputy Animal Control Officer  
Election Clerk  
Election Inspector  
Equipment Operator (Golf)  
Instructor  
Laborer I  
Leader/Counselor (Rec)  
Library Page (Morse)  
Lifeguard  
Parking Clerk  
Ranger/Starter (Golf)  
Receptionist  
School Crossing Guard (1st Year)  
Senior Counselor (Certified-Rec)  
Specialist (Rec)  
Timer/Scorer

**Grade 2**

Administrative Support  
Assistant Director (Rec)  
Beach Manager  
Bookkeeper  
Building Monitor II (Rec)  
Camp Director  
Community Garden Coordinator  
Conservation Agent  
Election Warden  
Golf Course Mechanic  
Head Lifeguard  
Instructor II  
Intern Cooperative  
Laborer II  
Library Assistant (Bacon)  
Meter Enforcement Operator  
Plumbing and Wiring Inspector  
Police Matron  
Police Transcriber  
Program Assistant  
Program Supervisor (Rec)  
Recycling Attendant  
School Crossing Guard  
Social Worker  
Swim Coach  
Transportation Coordinator  
Volunteer Coordinator I

**Grade 3**

Adult Contractor  
Building Inspector  
Certified Sports Official  
Instructor III  
Laborer III  
Nurse (RN)  
Volunteer Coordinator II

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

# Article 5

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## **Collective Bargaining (Board of Selectmen)**

### **MOTION: (Requires a majority vote)**

“Move that the Town vote to appropriate the sum of \$720,000 to implement the terms of the FY 2016 – FY 2018 collective bargaining agreement reached between the Town of Natick and The Natick Patrol Officer's Association said funds to be added to the FY 2019 Police Department Personnel Services budget; said sum of \$720,000 to be transferred from the Board of Selectmen's FY 2019 budget Selectmen CBA Settlements”

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# Article 8 – Motion E

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page 83-84

### Motion E: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

#### Board of Selectmen

Salaries	\$1,039,307
Expenses	\$1,505,050
Total Board of Selectmen	\$2,544,357

#### Personnel Board

Expenses	\$1,000
Total Personnel Board	\$1,000

#### Town Report

Expenses	\$4,100
Total Town Report	\$4,100

#### Legal

Expenses	\$512,100
Total Legal Services	\$512,100

#### Finance

Salaries	\$1,159,868
Expenses	\$422,330
Total Finance	\$1,582,198

Motion continued on next Page --->



# Article 8 – Motion E

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page 83-84

<b>Information Technology</b>	
Salaries	\$415,138
Expenses	\$1,024,000
Total Information Technology	\$1,439,138
<b>Town Clerk</b>	
Salaries	\$266,105
Expenses	\$51,150
Total Town Clerk	\$317,255
<b>Elections</b>	
Salaries (Registrars)	\$55,400
Expenses (Registrars)	\$55,100
Total Elections	\$110,500
<b>Sealer of Weights &amp; Measures</b>	
Salaries	\$30,400
Expenses	\$990
Total Sealer Weights/Meas.	\$31,390
<b>Community &amp; Economic Development</b>	
Salaries	\$878,618
Expenses	\$81,700
Total Community & Economic Development	\$960,318
<b>Total Budget Amount for Motion E</b>	<b>\$7,502,356</b>
<b>And that the above <u>Total Budget Amount</u> be raised from the following sources:</b>	
<b>Tax Levy of Fiscal Year 2020</b>	<b>\$7,502,356</b>



**NEW**

# Article 8 – Motion E

Revised Motion

## Fiscal 2020 Omnibus Budget (Town Administrator)

<b>Information Technology</b>	
Salaries	\$415,138
Expenses	\$1,024,000
Total Information Technology	\$1,439,138
<b>Town Clerk</b>	
Salaries	\$266,398
Expenses	\$51,150
Total Town Clerk	\$317,548
<b>Elections</b>	
Salaries (Registrars)	\$55,400
Expenses (Registrars)	\$55,100
Total Elections	\$110,500
<b>Sealer of Weights &amp; Measures</b>	
Salaries	\$30,400
Expenses	\$990
Total Sealer Weights/Meas.	\$31,390
<b>Community &amp; Economic Development</b>	
Salaries	\$878,618
Expenses	\$81,700
Total Community & Economic Development	\$960,318
<b>Total Budget Amount for Motion E</b>	<b>\$7,502,649</b>
<b>And that the above <u>Total Budget Amount</u> be raised from the following sources:</b>	
<b>Tax Levy of Fiscal Year 2020</b>	<b>\$7,502,649</b>



# Article 8 – Motion G

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page 90

### Motion G: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of funding the accounts and funds shown below, said funds are to be expended under the direction of the following officials or committees: Employee Fringe Benefits - Town Administrator; Property and Liability Insurance - Town Administrator; Contributory Retirement System Pension Liability – Collector/Treasurer; Non Contributory Retirement Pension Liability - Comptroller; Debt Service - Collector/Treasurer; Reserve Fund – Finance Committee; Facilities Management - Town Administrator & Superintendent of Public Schools.

#### INSURANCES & BENEFITS

##### Employee Fringe

Other Personnel Services	\$16,593,422
Other Personnel Services - Merit / Performance	\$150,000
Total Employee Fringe	\$16,743,422

##### Property & Liability Insurance

Purchased Services	\$807,150
Total Prop. & Liab. Insurance	\$807,150

#### RETIREMENT

##### Contributory Retirement

Pension Assessment	\$10,050,826
Total Contributory Retirement	\$10,050,826

##### Non-Contributory Retirement

Pensions	\$19,726
Total Non-Contributory Retirement	\$19,726



# Article 8 – Motion G

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page 91

### DEBT SERVICE

Expenses	\$16,626,732
Total Debt Service	\$16,626,732

### RESERVE FUND - FINANCE COMMITTEE

Expenses	\$250,000
Total Reserve Fund	\$250,000

### FACILITIES MANAGEMENT

#### Facilities Management

Salaries	\$2,756,119
Expenses	\$670,500
Total Facilities Management	\$3,426,619

<b>Total Budget Amount for Motion G</b>	<b>\$47,924,475</b>
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2020	\$13,168,714
State Aid	\$12,922,254
Local Receipts	\$16,736,968
Free Cash	\$1,800,000
Overlay Surplus	\$500,000
Water-Sewer User Fees	\$2,533,300
Golf User Fees	\$51,930
Premiums	\$88,142
School Building Assistance	\$123,167
	<b>\$47,924,475</b>





NEW

# Article 8 – Motion G

Revised Motion

## Fiscal 2020 Omnibus Budget (Town Administrator)

### DEBT SERVICE

Expenses	\$16,260,482
Total Debt Service	\$16,260,482

### RESERVE FUND - FINANCE COMMITTEE

Expenses	\$250,000
Total Reserve Fund	\$250,000

### FACILITIES MANAGEMENT

#### Facilities Management

Salaries	\$2,756,119
Expenses	\$670,500
Total Facilities Management	\$3,426,619

<b>Total Budget Amount for Motion G</b>	<b>\$47,558,225</b>
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And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2020	\$12,802,464
State Aid	\$12,922,254
Local Receipts	\$16,736,968
Free Cash	\$1,800,000
Overlay Surplus	\$500,000
Water-Sewer User Fees	\$2,533,300
Golf User Fees	\$51,930
Premiums	\$88,142
School Building Assistance	\$123,167
	<b>\$47,558,225</b>



# Article 8 – Motion H1

## Fiscal 2020 Omnibus Budget (Town Administrator)

Motion found in the Finance Committee's  
Recommendation Book Page 93

### Motion H1: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

#### Water & Sanitary Sewer Operations

Salaries	\$2,099,089
Expenses	\$7,935,672
Total Sanitary Sewer	\$10,034,761

#### Utility Billing

Salaries	\$107,981
Expenses	\$89,000
Total Utility Billing	\$196,981

#### Fringe Benefits

Expenses	\$880,690
Total Employee Benefits	\$880,690

#### Water & Sewer Debt Service

Principal	\$2,194,620
Interest	\$685,584
Total Debt Service	\$2,880,204

#### Water & Sewer Reserve Fund

Expenses	\$200,000
Total W & S Reserve Fund	\$200,000

<b>Total Budget Amount for Motion H1</b>	<b>\$14,192,636</b>
--	---------------------

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

Water-Sewer User Fees	\$14,192,636
-----------------------	--------------

Town Administrator's Proposed Motion –  
3-16-19 - VERSION #1



# Article 8 – Motion H1

Revised Motion

**NEW**

## Fiscal 2020 Omnibus Budget (Town Administrator)

### Motion H1: (Requires majority vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

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Total Debt Service	\$2,915,204

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Expenses	\$200,000
Total W & S Reserve Fund	\$200,000

<b>Total Budget Amount for Motion H1</b>	<b>\$14,227,636</b>
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And that the above Total Budget Amount be raised from the following sources:

Water-Sewer User Fees	\$14,227,636
-----------------------	--------------

Town Administrator's Final Proposed Motion –  
4-2-19 Revised

**NEW**

# Article 15

## Capital Improvements (Town Administrator)

### **MOTION B: (Requires a two-thirds majority vote)**

“Move that the Town vote to appropriate the sum of \$2,000,000 to be expended under the direction of the Department of Public Works for the purpose of Engineering & Repairs To The Charles River Dam and the Roadway & Sidewalks Improvement Supplement, individually shown as items 1 and 2 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$2,000,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$2,000,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.”



**NEW**

# Article 15

## Capital Improvements (Town Administrator)

**MOTION B: (Requires a two-thirds majority vote)**

**TABLE B, MOTION B: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting**

<u>Item #</u>	<u>Department</u>	<u>Item</u>	<u>Funding Source</u>	<u>Amount</u>
1	DPW Engineering	Engineering & Repairs To The Charles River Dam	Tax Levy Borrowing	\$ 1,250,000
2	DPW Engineering	Roadway & Sidewalks Supplement	Tax Levy Borrowing	\$ 750,000
				\$

**Appropriation under Article 15: MOTION B**

**\$ 2,000,000**

# Article 15

## Capital Improvements (Town Administrator)

### **MOTION B: (Requires a two-thirds majority vote)**

“Move that the Town vote to appropriate the sum of \$5,500,000 to be expended under the direction of the Department of Public Works for the purpose of Engineering & Repairs To The Charles River Dam, Roadway & Sidewalks Improvement Supplement, and Roadway Improvements South Main Street, individually shown as items 1 through 3 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$5,500,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$5,500,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.”

# Article 15

## Capital Improvements (Town Administrator)

**MOTION B: (Requires a two-thirds majority vote)**

**TABLE B, MOTION B: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	DPW Engineering	Engineering & Repairs To The Charles River Dam	Tax Levy Borrowing	\$ 1,250,000
2	DPW Engineering	Roadway & Sidewalks Supplement	Tax Levy Borrowing	\$ 750,000
3	DPW Engineering	Roadway Improvements South Main Street	Tax Levy Borrowing	\$ 3,500,000
<b>Appropriation under Article 15: MOTION B</b>				<b>\$ 5,500,000</b>

# Article 15

## Capital Improvements (Town Administrator)

### MOTION D: (Requires a two-thirds majority vote)

Move that the Town vote to appropriate the sum of \$1,500,000 to be expended under the direction of the Department of Public Works for the purpose of water main relining, individually shown as item 1, in Table D below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$1,500,000 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$1,500,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

**TABLE D, MOTION D: Article 15 - Capital Improvement - 2019 Spring Annual Town Meeting**

Item #	Department	Item	Funding Source	Amount
1	Water and Sewer Enterprise	Water Main Relining	Water Sewer Borrowing	\$ 1,500,000
Appropriation under Article 15: MOTION D				\$ 1,500,000





**NEW**

# Article 15

## Capital Improvements (Town Administrator)

### **MOTION D: (Requires a two-thirds majority vote)**

Move that the Town vote to appropriate the sum of \$2,020,000 to be expended under the direction of the Department of Public Works for the purpose of water main relining and replacement of the Tonka Pressure filters, individually shown as item 1 and 2, in Table D below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$2,020,000 under Massachusetts General Laws Chapter 44, Section 8, as amended or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than \$2,020,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program, and further, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Table D, MOTION: Article 15 – Capital Improvement – 2019 Spring Annual Town Meeting

<u>Item #</u>	<u>Department</u>	<u>Item</u>	<u>Funding Source</u>	<u>Amount</u>
1.	Water And Sewer Enterprise	Water Main Relining	Water and Sewer Borrowing	\$1,500,000
2.	Water and Sewer Enterprise	Tonka Pressure Filter	Water and Sewer Borrowing	\$ 520,000
				\$2,020,000

Town Administrator's Final Proposed Motion –  
4-2-19

ADJUSTMENTS TO OPERATING, ENTERPRISE AND CAPITAL BUDGETS BY TOWN MEETING ARTICLES

**Article 8, Motion E** –Town Clerk’s Budget – Salary Line – Increased from \$266,105 to \$266,398 due to an increase in the proposed Clerk’s salary of \$298. The total for the revised Motion E is \$7,502,649.

**Article 8 Motion G** – Debt Service – Line reduced by \$366,250 to \$16,260,482 due to the deferred debt service associated with the South Main Street Project. Project will be revisited in FATM 2019. Motion G will have a reduction in the Tax Levy spending for FY 2020 of \$366,250 with makes the total Motion G - \$47,558,225.

**Article 8 Motion H1 – Water & Sewer** – Increase in Debt service costs of \$35,000 due to the Tonka High Pressure Filter Project. Total motion increased to \$14,227,636.

**Article 15 Motion B – Capital** – Motion reduced to \$2,000,000 based on the removal of the \$3,500,000 for the South Main Street Road Improvement Project.

**Article 15 Motion D – Capital** – Motion increased due to the addition of \$625,000 for the Tonka high Pressure Filter Project. Total motion increased to \$2,020,000.

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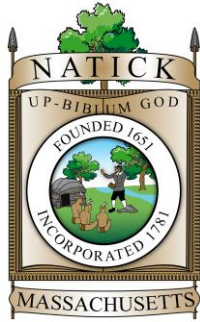
**ITEM TITLE:** Reconsideration of Article 15 - Capital Improvements: Motion B & D

**ITEM SUMMARY:**

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**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
Tonka Filter Repair Details	4/3/2019	Exhibit
Waiver Acknowledgement	4/3/2019	Exhibit
Advanced Borrowing memorandum	4/3/2019	Exhibit



## *TOWN OF NATICK MASSACHUSETTS*

JEREMY MARSETTE  
DIRECTOR

DATE: April 1, 2019

TO: Melissa Malone – Town Administrator  
Michael J. Hickey, Jr. – Chair, Board of Selectmen

FROM: Anthony Comeau, Supervisor Water/Sewer

RE: Tonka Pressure Filters at Springvale Water Treatment Facility

As requested this a brief description of the current situation, proposed solution, and costs to repair the issue that has arisen with the Tonka Pressure filters.

During a scheduled routine inspection of the Tonka Pressure filters conducted on March 26, 2019 it was noted by a Tonka technician, that the gravel bed portion of the filter media has shifted. This shift is allowing small amounts of filter media to migrate out of the filters. This situation has the potential to cause more complex issues in the distribution system and eventually poor filter performance.

The solution to fix this issue is to remove the existing filter media and gravel beds, then reinstall the filter media and gravel beds to original factory specs. Once all media is replaced the filters need to be conditioned and restarted.

Timing is very critical to this situation, as the filter refurbishment project will require two filters to remain active to allow conditioning of the other filters. Once we place the order for materials, it is a 3-4 week anticipated delivery time. While we are waiting for material delivery we will have the media removed from two of the four filters. Once the media is on site it will take 2-3 weeks to install the media and filter internals in the first two filters. Finally, it will take 1-2 weeks to condition and start up the two repacked filters. Following this schedule, we anticipate to have all four filters back online by the end of May or early June.

The anticipated cost to purchase the filter media and labor to install and startup the filters is \$625,000.

The filter refurbishment project will require two filters to remain online, treating water as designed. This will assist in meeting demand. The Water Division will continue to meet system water demand through a combination of the second (H&T) filter facility at the Springvale Water site and the treatment facility at Elm Bank. We will pay close attention to the system water demand during the filter project. If demand out paces production, we will request a Water Use Restriction through the BOS and Town Administrator, to reduce water usage.

While this is an unexpected cost and burden, The Water Division does complete preventative maintenance and conducts routine inspections to help prevent or anticipate issues. The water distribution and treatment system is large, complex, operates 24/7/365, and only a small portion is visible for inspections.



**Town of Natick**  
**Massachusetts 01760**  
*www/natickma.gov*

**Melissa A. Malone**  
**Town Administrator**

Via Email:  
[emergencywaivers.dcammm@mass.gov](mailto:emergencywaivers.dcammm@mass.gov)

March 27, 2019

ATTN. Emergency Waiver Request  
Commonwealth of Massachusetts  
Division of Capital Asset Management and Maintenance  
One Ashburton Place  
Boston, MA 02108

**RE: EMERGENCY WAIVER REQUEST**  
**TONKA FILTER SYSTEM/TOWN OF NATICK, MASSACHUSETTS**

Dear Sir/Madam:

The Town of Natick, Massachusetts, is presently seeking an emergency waiver request from both the bidding requirements of M.G.L. c. 149, §44A(4) and the advertising requirements of M.G.L. c. 149, §44J(6), in conjunction with a necessary filter system replacement in the Tonka filter system in Natick, Massachusetts.

On Tuesday, March 26, 2019, the Town of Natick's Department of Public Works Water and Sewer Division, in the course of routinely monitoring its operations, discovered that the Tonka Water filter system, located at 1080 Worcester Street, Natick had catastrophically failed.

The Tonka filter system is a primary component of the Town's water and sewer system. In fact, approximately sixty percent (60%) of the Town's system flows through the failed system on a daily basis. This amounts to four million four hundred thousand (4,400,000) gallons flowing through the system daily, during peak demands.

The Town had no prior warning of this failure. In fact, the operators monitor the filter output on a daily basis and had not seen any issues, which indicated the filter system was fully operational and free of defects. When two (2) filters cells (out of sixteen (16) total) were taken down for maintenance on March 26, 2019, that is when the underlying problem was discovered.

Emergency Waiver of the Public bidding  
laws under M.G.L. c. 149 sec. 44A (4) &  
44J (6) is hereby granted on this 27 day of March, 2019  
ASH  
Steven Zeller, Esq.  
Deputy General Counsel  
Emergency Waiver No.: 3415



The Town immediately switched to other wells. However, the taking down of the Tonka Filter system eviscerates the Town's emergency reserves and threatens the Town's ability to provide a sustainable system of a clean water supply Town-wide. All residents, businesses, students, employees, and travelers are at risk if this is not fixed immediately. Moreover, this may also jeopardize vital governmental functions such as fire operations and public education. The Town's very ability to comply with the State Sanitary Code (not to mention other laws) may be at risk.

The Town is seeking a waiver from both the bidding requirements of M.G.L. c. 149, §44A(4) and the advertising requirements found in M.G.L. c. 149, §44J(6) in conjunction with the necessary Tonka Filter system replacement.

The Town has consulted with its engineer, Haley & Ward, and a copy of its determinations stand attached hereto. After preliminary consultation with Haley & Ward, the Town has been advised that these efforts constitute the minimum actions necessary to ensure that continuous safe water supply may be maintained Town-wide. The Town simply cannot wait another two (2) plus weeks for full advertising and bidding to occur pursuant to M.G.L. c. 149, §§44A *et seq.* prior to ordering materials with lead time and commencing repairs and preparation. Full sealed bidding with advertising would almost certainly ensure shutdown of the well during the warmer, high demand season of May, 2019, assuming that the repairs can begin after full bidding. Full operation will be needed prior to that time to ensure continuous operation at the site.

Assuming that this request is made, the Town will endeavor to forward the specification to several vendors to ensure that it will obtain a competitive price. The Town understands that the cost of the work will be approximately three hundred fifty thousand dollars (\$350,000) to five hundred thousand dollars (\$500,000). The Town lacks the luxury of time to conduct a full sealed bid process in ensuring completion of this work in a timely manner.

The Town acknowledges that it will be required to comply with the prevailing wage requirements mandated by M.G.L. c. 149, secs. 26-27D, as well as all labor and materials payment bond requirements found in M.G.L. c. 149, sec. 29. The Town agrees to enforce all DCAMM contractor certification requirements mandated by M.G.L. c. 149, sec. 44E.

Please do not hesitate to contact me, should you have any questions.

Very truly yours,

A handwritten signature in blue ink, reading "Melissa A. Malone".

Melissa A. Malone  
Town Administrator

## HALEY AND WARD FIELD REPORT

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<b>PROJECT:</b>	<u>Tonka Filter Failure Memo</u>
<b>TOWN:</b>	<u>Natick</u>
<b>DATE:</b>	<u>March 26, 2019</u>
<b>ENGINEER:</b>	<u>Gregory Eldridge, Haley and Ward, Inc.</u>
<b>CONTRACTOR:</b>	<u>David of Tonka Water</u>

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8:45 am: At site to meet with David and Steve Heffler.

- David filled me in on the issues he uncovered with Filter 2 Cell 3 (F2C3) and Filter 4 Cell 2 (F4C2).
  - He observed gravel mixed in with the media that the town had removed from the filter to uncover the air wash piping. He indicated this was unusual to see, indicating an issue with the gravel bed.
  - They removed the underdrain hatch and found media in there. The underdrain is the chamber below the media bed that contains finish water before it leaves the plant. David indicated the only way media can get into that area is if the gravel bed was disturbed and channeling occurred up through the bed.
  - David thought the only way this could happen if there was a large amount of air that entered the bottom of the filter through the underdrain and pushed it's way up through the nozzles and through the gravel bed and media bed.
- We decided to check the underdrains of the remaining 14 cells. We did this by opening the 1" drain valve. All remaining cells except F1C4, possibly F1C3, had media and gravel come out through that 1" drain pipe.
  - According to David, that is an indication that all of those cells have tunneling, like F2C3 & F4C2 and will require full media and gravel replacement.
  - David confirmed this with his office.
- At this point we requested that Tonka answer the following 3 questions and also get quotes for materials and installation.
  1. How did the media get into the air wash laterals?
  2. How did the media and gravel get in to the underdrain cavity?
  3. How did the gravel get mixed in with the media and vice versa?

### Recommendation

- Our recommendation is based on the recommendation from the filter manufacturer, Tonka.
  - Tonka has indicated all cells in the 4 filters show signs of gravel bed disturbance that has allowed greensand to enter the underdrain portion of the filters.
  - Reason why this happen has not been confirmed by Haley and Ward or Tonka.
    - Tonka engineers are reviewing the information and will provide feedback on the matter.
  - The Tonka Technician has indicated that the problem occurred recently, possibly within the last month or so.
    - His reasoning is that when the greensand enters the underdrain it will be carried out into the water distribution system and water customers would eventually see it in their water.



## HALEY AND WARD FIELD REPORT

- It is our understanding that the town has not received such complaints, which, if the technician is correct, that the failure was recently, the Town should start receiving complaints soon.
- We recommend the filters be shutdown until it can be determined the extent of the media that is entering the water system.
  - Before they are shut, down we recommend conducting a test to determine the quantity of media that is entering the water distribution system.
  - We will work with the Town to complete the required testing for this.
- As recommend by Tonka, we recommend that the media and gravel be removed and replaced in all 16 cells as soon as possible.
  - This work will require a minimum of 1-2 weeks per filter to remove media, gravel, and air piping and install new media, gravel and air piping. A minimum of 1-week to charge the media and disinfect. A minimum of 1-week to sample and analyzed for coliform bacteria before the filter can be placed into service.
  - Projecting the work for all filters, it may take approximately 6-8 weeks, if multiple filters can be worked on at the same time, to complete the entire project.
  - In addition, the greensand media has a lead time for manufacturing and delivery. We recommend placing that order as soon as possible to avoid delays in the filter repairs.
- Natick relies on the Tonka filters to filter and discharge approximately 60 percent of water demand, to the water distribution system.
  - Tonka has indicated that media may be entering the water system and will enter houses.
  - If the filters are out of service during the high demand season, typically starting in Mid-May, they will not be able to meet system demand and public safety will be negatively impacted and water quality will be a concern.
- It is worth noting that no media replacement should proceed until Tonka confirms the cause of the issue, to prevent the same occurrence, if it was equipment or materials failure.



# DLS

DIVISION OF LOCAL SERVICES  
MA DEPARTMENT OF REVENUE

Michael J. Heffernan  
Commissioner of Revenue

Sean R. Cronin  
Senior Deputy Commissioner

## ADVANCE OF FUNDS IN LIEU OF BORROWING REPORT

City/Town/District of Town of Natick

Purpose of Issue Replace Tonka High Pressure Water Filters

Authorization 2019 Spring Annual Town Meeting Art. 15 Motion D - M.G.L c.44 sec 8  
(Date and article of town meeting vote and M.G.L. citation)

Grant Number \_\_\_\_\_  
(If applicable)

A. Amount of Loan Authorized		\$
Computation of Limit on <u>Total</u> of Advances:		
B. Unappropriated Free Cash	\$ 2,000	
C. Stabilization Fund	\$ 4,570,303	
D. 1% of FY <u>2019</u> Budget	\$ 1,534,308	
E. Greatest of line B, C or D	\$ 4,570,303	
F. Other Advances Outstanding	\$ 2,535,000	
G. Remaining Limit ( line E less line F )		\$ 2,035,303
H. Amount to be Advanced - This Issue (not to exceed line G)		\$ 520,000

Date of Advance \_\_\_\_\_  
\_\_\_\_\_ Treasurer

Approved:

\_\_\_\_\_  
\_\_\_\_\_

Majority of Selectmen \_\_\_\_\_

Please send 1st Copy to: **Accountant or Auditor**

See IGR #92-105 for instructions and accounting procedures

Date of Repayment to General Fund: \_\_\_\_\_

\_\_\_\_\_  
Accountant/Auditor

Please send 2nd Copy to: **Division of Local Services**  
**Public Finance Section**  
**PO Box 9569**  
**Boston MA 02114-9569**

(Revised: May 2016)

*Supporting a Commonwealth of Communities*

mass.gov/DLS  
P.O. Box 9569 Boston, MA 02114-9569  
(617) 626-2300

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**ITEM TITLE:** Article 24 - Amend Historic Preservation Zoning By-Law

**ITEM SUMMARY:**

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**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
Article 24 Planning Board MOTION	4/3/2019	Exhibit
Article 24 - Background Information from Sponsor	4/3/2019	Exhibit

# Warrant Article Questionnaire Non Standard Town Agency Articles

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

Article #24	Date Form Completed: March 21, 2019
Article Title: Amend Zoning Bylaws: Historic Preservation Bylaw	
Sponsor Name: Planning Board (Evans)	Email: tevens.pb@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	Move that the Town vote to amend the Town of Natick Zoning Bylaws by modifyin Section III-J (Historic Preservation Bylaw) to provide for preservation of “historic estates” (See attachment)																								
2	At a summary level and very clearly, what is the proposed purpose and objective of this Warrant Article and the accompanying Motion?																								
Response	This article supports the preservation of structures of historical significance by allowing the reconstruction or restoration of previously demolished historic elements.																								
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	<table border="1"> <thead> <tr> <th>Warrant Period</th><th>Other Committees</th><th>FinCom Action</th><th>Town Meeting</th></tr> </thead> <tbody> <tr> <td>FTM 2018 Art 34</td><td>PB- Ref to Sponsor</td><td>Favorable Action</td><td>Ref to PB/Sponsor</td></tr> <tr> <td>SATM 2018</td><td></td><td></td><td></td></tr> <tr> <td>FTM 2017</td><td></td><td></td><td></td></tr> <tr> <td>SATM 2017</td><td></td><td></td><td></td></tr> <tr> <td>Prior</td><td></td><td></td><td></td></tr> </tbody> </table>	Warrant Period	Other Committees	FinCom Action	Town Meeting	FTM 2018 Art 34	PB- Ref to Sponsor	Favorable Action	Ref to PB/Sponsor	SATM 2018				FTM 2017				SATM 2017				Prior			
Warrant Period	Other Committees	FinCom Action	Town Meeting																						
FTM 2018 Art 34	PB- Ref to Sponsor	Favorable Action	Ref to PB/Sponsor																						
SATM 2018																									
FTM 2017																									
SATM 2017																									
Prior																									
4	Why is it required for the Town of Natick and for the Town Agency sponsor(s)?																								
Response	Financial viability is often the greatest obstacle to preserving historic structures. This amendment will expand these preservation opportunities and help Natick preserve its historic structures and community character.																								
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 requirement																								
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																								

## Warrant Article Questionnaire Non Standard Town Agency Articles

	Town Meeting?
Response	This article updates the Historic Preservation Bylaw (III-J) in the Natick ZBL to expand opportunities for preservation of historic properties in town.
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	Aligns with existing Town bylaws and other related documents
8	Who are the critical participants in executing the effort envisioned by the article motion?
Response	Planning Board
9	What steps and communication has the sponsor attempted to assure that: 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	Planning Board held a public hearing (advertised as required) on March 20, 2019. The Planning Board voted unanimous (5-0) support for Favorable Action on this Article.
10	Since submitting the article have you identified issues that weren't initially considered in 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	Property owners will lose the opportunity to preserve historically significant structures and the town will lose small but valuable elements of its historic character.

## 2019 Fall Town Meeting

### ARTICLE 24 AMEND HISTORIC PRESERVATION ZONING BYLAW (Planning Board)

#### Motion:

*Move to amend the Historic Preservation Bylaw Section III-J of the Town of Natick Zoning By Laws by adding a new paragraph number 10 immediately after the existing paragraph number 9 as follows:*

10. Historic Preservation: Smaller Estates. The SPGA may, at its sole discretion, consider an alternative preservation option for certain parcels that exceed the minimum lot size of the underlying zone by at least 20% but not more than 100%, and have a documented history of single ownership comprising houses, outbuildings, and supporting land or woods. For such projects the following criteria shall apply.
  1. Number of Dwelling Units. The maximum number of dwelling units allowed shall equal the net useable land area of the parcel divided by 6,000 square feet, rounded to the nearest whole number.
  2. New construction shall be of design and materials contemporaneous with the structure being preserved, or replicate documented previous structures that had existed on the site.
  3. New construction shall not exceed the greater of:
    - a. For design and materials contemporaneous with the structure being preserved; 100 percent of the interior habitable floor area or above grade gross volume of the historic building. This shall exclude aspects of construction that pertain to components required for code compliance, of the existing historic building, for access and egress, such as stairs and elevators, or
    - b. For replication of documented previous structures, 200 percent of the interior habitable floor area or above grade gross volume of the historic building.
  4. The FAR of the interior habitable floor area shall not exceed 0.50.
  5. All parking, areas of active use, play areas, communal gathering areas, and storage; whether in buildings, accessory structures, or outdoor; shall be subject to the district's setbacks as shown in Table IV – B.
  6. The SPGA shall seek input and review of the proposal from the Natick Historical Commission.
  7. Unless specifically modified in this subsection 10, all the preceding criteria and standards of Section III-J shall apply.
  8. Notwithstanding the foregoing and in order to encourage the preservation of structures on larger historic estates, in the event a project consists of more land than 100% of the minimum lot size of the underlying zoning and the remaining land would otherwise qualify for a cluster project or conventional subdivision elsewhere under the Bylaw, the total of the land owned (including the parcel created to qualify under this Section 10) shall be counted and included in the calculation of the amount of land needed to qualify under the cluster or subdivision regulations of the Bylaw.



## 2018 FATM Article 34

**Motion** (as recommended for Favorable Action by the Finance Committee):

Move to amend the Historic Preservation Bylaw Section III-J of the Town of Natick Zoning Bylaws by deleting Section III-J(7)(3) in its entirety and replacing it with a new subsection 3 as follows:

“3. New construction shall be permitted on an individual basis at the discretion of the Planning Board after taking the following factors into consideration:

1. The square footage and new useable land area of the parcel(s);
2. Compliance with existing buildings/structures and parcel with underlying zoning requirements;
3. Proposed restoration of the property to its original state – the extent and degree of the proposed restoration/preservation of the historic portion(s) of existing buildings/structures, as well as any proposed replication of previously demolished historic building/structures in order to bring the property/building(s)/structure(s) back to their original state.”

## Planning Board report on 2018 FATM Article 34

The Planning Board reviewed Article 34 at its meeting of Oct 3 and continued to Oct 17. As of the date of this report, the Board voted to recommend **Refer to Sponsor** on the motion provided. Vote 5-0-0

*“Conceptually, the proposed amendment is valuable to consider ensuring the flexible application of the Historic Preservation Bylaw on historically significant properties in Town. However, the bylaw amendment as proposed lacks clarity and limits, with little direction to the Planning Board on how to fairly and equitably apply the bylaw to projects throughout the Town.”*

Planning Board concern with motion as presented: The proposed action of FATM 2018 Article 34 in replacing Section III-J(7)(3) would have removed from the Bylaw the 10% limit on new construction – an important constraint as part of the intent of the original bylaw - without incorporating any metrics by which projects that incorporated new construction could be considered beyond the broad phrase “taking factors into consideration.”

Further, as the land use attorney on our Board noted, the use of the imperative “shall” in the wording of the FATM 2018 motion (“new construction **shall** be permitted on an individual basis at the discretion of the Planning Board”) can be interpreted as legally binding the Board to permit such a project.

## Post FATM 2018 actions:

The Planning Board agreed to work with the Sponsors, who would draft mutually agreeable language for the SATM 2019 warrant article.

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## 2019 SATM Article 24

At the Planning Board’s continued public hearing for FATM 2018 Article 34 on January 23, 2019, Mr Richards asked the Board to consider sponsoring the warrant article. The Board agreed to do so, and Mr Richards began to prepare a revised motion that reflected the Board’s comments and concerns from last fall. At its next meeting, on February 6, the Board voted to sponsor the article as drafted by Mr Richards. Mr Richards said he would work with the Board and Mr Errickson to refine the motion.

The SATM 2019 motion retains Section III-J(7)(3) and the 10% maximum on new construction while adding a new section to the end of the Historic Preservation Bylaw to accommodate historic preservation on “smaller estates” for properties of historical significance, offering more flexibility for degrees of new construction based on a set of specific criteria.

**Motion** *(as recommended for Favorable Action by the Planning Board on March 20, Vote 5-0):*

Move to amend the Historic Preservation Bylaw Section III-J of the Town of Natick Zoning By Laws by adding a new paragraph number 10 immediately after the existing paragraph number 9 as follows:

10. Historic Preservation: Smaller Estates. The SPGA may, at its sole discretion, consider an alternative preservation option for certain parcels that exceed the minimum lot size of the underlying zone by at least 20% but not more than 100%, and have a documented history of single ownership comprising houses, outbuildings, and supporting land or woods. For such projects the following criteria shall apply.
  1. Number of Dwelling Units. The maximum number of dwelling units allowed shall equal the net useable land area of the parcel divided by 6,000 square feet, rounded to the nearest whole number.
  2. New construction shall be of design and materials contemporaneous with the structure being preserved, or replicate documented previous structures that had existed on the site.
  3. New construction shall not exceed the greater of:
    - a. For design and materials contemporaneous with the structure being preserved; 100 percent of the interior habitable floor area or above grade gross volume of the historic building. This shall exclude aspects of construction that pertain to components required for code compliance, of the existing historic building, for access and egress, such as stairs and elevators, or
    - b. For replication of documented previous structures, 200 percent of the interior habitable floor area or above grade gross volume of the historic building.
  4. The FAR of the interior habitable floor area shall not exceed 0.50.
  5. All parking, areas of active use, play areas, communal gathering areas, and storage; whether in buildings, accessory structures, or outdoor; shall be subject to the district’s setbacks as shown in Table IV – B.
  6. The SPGA shall seek input and review of the proposal from the Natick Historical Commission.
  7. Unless specifically modified in this subsection 10, all the preceding criteria and standards of Section III-J shall apply.
  8. Notwithstanding the foregoing and in order to encourage the preservation of structures on larger historic estates, in the event a project consists of more land than 100% of the minimum lot size of the underlying zoning and the remaining land would otherwise qualify for a cluster project or conventional subdivision elsewhere under the Bylaw, the total of the land owned (including the parcel created to qualify under this Section 10) shall be counted and included in the calculation of the amount of land needed to qualify under the cluster or subdivision regulations of the Bylaw.



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**ITEM TITLE:** Article 26 - Amend Definition of "Dog Kennel" as Used in Zoning By-Laws  
**ITEM SUMMARY:**

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**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
Article 26 - Updated Motion with Redlines	4/3/2019	Exhibit
Article 26 MOTION	3/18/2019	Exhibit
FinCom Questionnaire & Motion	3/18/2019	Exhibit
Emails from interested parties to Article 26	4/3/2019	Exhibit
Email to FinCom CHair from Article 26 Sponsor	4/3/2019	Exhibit

## **MOTION (Requires a two thirds vote)**

Move to amend the Zoning Bylaw to align the Natick definitions with the Massachusetts definitions. Adapt the state definitions into the Natick Zoning Bylaws by deleting the definition for “Dog Kennel” and adding the definition for “Personal Dog Kennel” and “Commercial Dog Kennel”. Amend the Use Regulations Table by deleting “Use 53 Dog Kennel” and adding both “Use 53 Personal Dog Kennel” and “Use 53A Commercial Dog Kennel”.

### **To change the definitions in Zoning Bylaw, Section I, Article 1, Section 200 DEFINITIONS:**

To delete the definition “Dog Kennel”:

- Remove the definition “**Dog Kennel**: One pack or collection of dogs on a single premises, whether maintained for breeding, boarding, sale, training, hunting or other purposes and including any shop where dogs are on sale, and also including every pack or collection of more than three dogs three months old, or over, owned or kept by a person on a single premises irrespective of the purpose for which they are maintained.”

To add the definitions “Personal Dog Kennel” and “Commercial Dog Kennel” from MGL, Part 1, Title XX, Chapter 140, Section 136A

- Add the definition “**Personal Dog Kennel**: A pack or collection of more than 4 dogs, 3 months old or older, owned or kept under single ownership, for private personal use; provided, however, that breeding of personally owned dogs may take place for the purpose of improving, exhibiting or showing the breed or for use in legal sporting activity or for other personal reasons; provided further, that selling, trading, bartering or distributing such breeding from a personal kennel shall be to other breeders or individuals by private sale only and not to wholesalers, brokers or pet shops; provided further, that a personal kennel shall not sell, trade, barter or distribute a dog not bred from its personally-owned dog; and provided further, that dogs temporarily housed at a personal kennel, in conjunction with an animal shelter or rescue registered with the **Massachusetts Department of Agricultural Resources**, may be sold, traded, bartered or distributed if the transfer is not for profit.”
- Also add the definition “**Commercial Dog Kennel**: ‘Commercial boarding or training kennel’, an establishment used for boarding, holding, day care, overnight stays or training of animals that are not the property of the owner of the establishment, at which such services are rendered in exchange for consideration and in the absence of the owner of any such animal; provided, however, that “commercial boarding or training kennel” shall not include an animal shelter or animal control facility, a pet shop licensed under Massachusetts General Law section 39A of chapter 129, a grooming facility operated solely for the purpose of grooming and not for overnight boarding or an individual who temporarily, and not in the normal course of business, boards or cares for animals owned by others.”

### **To amend Bylaw Section III-A.2 USE REGULATIONS SCHEDULE, OTHER USES, “Use 53 Dog Kennel”, by changing “Use 53 Dog Kennel” to “Use 53 Personal Dog Kennel” and adding “Use 53A Commercial Dog Kennel”:**

- For **Use 53**, change the title from “Dog Kennel” to “Personal Dog Kennel”
  - **DELETE THIS LINE**: For District CII, change from use A (allowed under a Special Permit) to use O (a prohibited use) **(deletes the change entered in error)**
- Create **Use 53A** entitled “Commercial Dog Kennel”
  - For District CII, insert use A (allowed under a Special Permit).
  - For District DM, insert use (\*) which is the same as in Use 53
  - For all other Districts including RG and RS, insert O (a prohibited use)

**MOTION** (Requires a two thirds vote)

Move to amend the Zoning Bylaw to align the Natick definitions with the Massachusetts definitions. Adapt the state definitions into the Natick Zoning Bylaws by deleting the definition for “Dog Kennel” and adding the definition for “Personal Dog Kennel” and “Commercial Dog Kennel”. Amend the Use Regulations Table by deleting “Use 53 Dog Kennel” and adding both “Use 53 Personal Dog Kennel” and “Use 53A Commercial Dog Kennel”.

**To change the definitions in Zoning Bylaw, Section I, Article 1, Section 200 DEFINITIONS:**

To delete the definition “Dog Kennel”:

- Remove the definition “**Dog Kennel**: One pack or collection of dogs on a single premises, whether maintained for breeding, boarding, sale, training, hunting or other purposes and including any shop where dogs are on sale, and also including every pack or collection of more than three dogs three months old, or over, owned or kept by a person on a single premises irrespective of the purpose for which they are maintained.”

To add the definitions “Personal Dog Kennel” and “Commercial Dog Kennel” from MGL, Part 1, Title XX, Chapter 140, Section 136A

- Add the definition “**Personal Dog Kennel**: A pack or collection of more than 4 dogs, 3 months old or older, owned or kept under single ownership, for private personal use; provided, however, that breeding of personally owned dogs may take place for the purpose of improving, exhibiting or showing the breed or for use in legal sporting activity or for other personal reasons; provided further, that selling, trading, bartering or distributing such breeding from a personal kennel shall be to other breeders or individuals by private sale only and not to wholesalers, brokers or pet shops; provided further, that a personal kennel shall not sell, trade, barter or distribute a dog not bred from its personally-owned dog; and provided further, that dogs temporarily housed at a personal kennel, in conjunction with an animal shelter or rescue registered with the department, may be sold, traded, bartered or distributed if the transfer is not for profit.”
- Also add the definition “**Commercial Dog Kennel**: ‘Commercial boarding or training kennel’, an establishment used for boarding, holding, day care, overnight stays or training of animals that are not the property of the owner of the establishment, at which such services are rendered in exchange for consideration and in the absence of the owner of any such animal; provided, however, that "commercial boarding or training kennel" shall not include an animal shelter or animal control facility, a pet shop licensed under section 39A of chapter 129, a grooming facility operated solely for the purpose of grooming and not for overnight boarding or an individual who temporarily, and not in the normal course of business, boards or cares for animals owned by others.”

**To amend Bylaw Section III-A.2 USE REGULATIONS SCHEDULE, OTHER USES, “Use 53 Dog Kennel”, by changing “Use 53 Dog Kennel” to “Use 53 Personal Dog Kennel” and adding “Use 53A Commercial Dog Kennel”:**

- For **Use 53**, change the title from “Dog Kennel” to “Personal Dog Kennel”
  - For District CII, change from use A (allowed under a Special Permit) to use O (a prohibited use)
- Create **Use 53A** entitled “Commercial Dog Kennel”
  - For District CII, insert use A (allowed under a Special Permit).
  - For District DM, insert use (\*) which is the same as in Use 53
  - For all other Districts including RG and RS, insert O (a prohibited use)

# Warrant Article Questionnaire Citizen Petitions Articles

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

Article #TBD	Date Form Completed: February 11, 2019
Article Title: Amend Definition of “Dog Kennel” as Used in Zoning Bylaws	
Sponsor Name: Saul Beaumont	Email: saulbeaumont@hotmail.com

Question	Question
1	Provide the article motion exactly as it is intended to be voted on by the Finance Committee.
Response	<b>The motion shown on one page is attached to this questionnaire.</b> At the time of completing this questionnaire, there was no Warrant Article number assigned.
2	At a summary level and very clearly, what is proposed purpose and objective of this Warrant Article and the required Motion?
Response	<p>This past year there were several situations in residential zoned areas in Natick where the town residents were troubled by commercial dog entities applying for special permits for operation in their neighborhood. This caused the residents unnecessary grief, expense, and wasted time. The entire situation was caused by a definition in the bylaws that, despite the intention of the bylaw which was written in the 60s, could be interpreted to allow commercial dog kennels and dog daycares in residential zones.</p> <p>The new definitions are taken from Massachusetts General Laws which distinguishes between a personal dog kennel and a commercial dog kennel which will prevent the establishment of any commercial operations involving dogs in residential zoned areas RG and RS for which the bylaw currently allows commercial dog kennels, commercial dog daycare, and other commercial dog operations with a special permit.</p>
3	What does the sponsor gain from a positive action by Town Meeting on the motion?
Response	The sponsor is not an attorney and is not being compensated for this effort in any way. The sponsor, a Town Meeting Member, has nothing to gain personally except the satisfaction of helping residents who approached him for help in this matter. The goal is to avoid further unnecessary aggravation of residents in Districts RG and RS.

## Warrant Article Questionnaire Citizen Petitions Articles

4	Describe with some specificity how the sponsor envisions how: the benefits will be realized; the problem will be solved; the community at large will gain value in the outcome through the accompanied motion?
Response	There will no longer be the threat of repeating the four applications for Dog Kennel Special Permits that were made in 2018 for locations in a single family residential district because the bylaw will prohibit the establishment of a Commercial Dog Kennel in those districts. The community gain is the continued character of the neighborhoods the residents expected and have since they moved to Natick. There will no longer be the need of residents to hire an attorney to protect their neighborhood from unwanted kennels.
5	How does the proposed motion (and implementation) fit with the relevant Town Bylaws, financial and capital plan, comprehensive plan, and community values as well as relevant state laws and regulations
Response	Not only does this change fit with relevant Town Bylaws, it also represents and upgrade that aligns with the relevant state laws and regulations. There is no cost associated with this change. There is no impact on other town projects.
6	Have you considered and assessed, qualified and quantified the various impacts to the community such as: <ul style="list-style-type: none"> <li>• Town infrastructure (traffic, parking, etc.)</li> <li>• Neighbors (noise, traffic, etc.);</li> <li>• Environment and green issues (energy conservation, pollution, trash, encouraging walking and biking, etc.);</li> </ul>
Response	There is no impact on the framework of other local effort currently underway and there is no state action pending.
7	Who are the critical participants in executing the effort envisioned by the article motion?  To this point what efforts have been made to involve those participants who may be accountable, responsible, consulted or just advised/informed on the impacts of executing the motion?
Response	The Planning Board will have new and clearer guidance in the bylaws to help them in their deliberation process for Special Permits.

## Warrant Article Questionnaire Citizen Petitions Articles

8	<p>What steps and communication has the sponsor attempted to assure that:</p> <ul style="list-style-type: none"> <li>• Interested parties were notified in a timely way and had a chance to participate in the process, that</li> <li>• Appropriate town Boards &amp; Committees were consulted</li> <li>• Required public hearings were held</li> </ul>
Response	<p>Informal discussions have been held with some members of the Planning Board and Financial Committee. Both will formally review this Warrant Article in an open hearing prior to Town Meeting. Sponsor is coordinating with both bodies but dates have not been set at the time of completing this questionnaire.</p>
9	<p>Why is it required for the Town of Natick AND for the sponsor(s)?</p>
Response	<p>As mentioned earlier, this effort is to prevent unnecessary aggravation of residents. The Town is comprised of its residents. The only benefit to the sponsor is the satisfaction of helping the residents.</p>
10	<p>Since submitting the article petition have you identified issues that weren't initially considered in the development of the proposal?</p>
Response	<p>No new issues are known at this time.</p>
11	<p>What are other towns and communities in the Metro West area, or the Commonwealth of MA doing similar to what your motion seeks to accomplish</p>
Response	<p>Conversations were had with ten neighboring towns concerning commercial dog kennels in residential districts. Six did not allow it. Three allowed with a special permit with very strict conditions where the neighbors must accept all controls for odor, noise, sound, lighting, waste control, etc to allow granting of the permit.</p>
12	<p>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.</p>
Response	<p>The residents of zoning districts RG and RS will continue to have the very real threat of a commercial dog establishment next door with all the aggravation that entails. Approval helps the town to avoid imposing an unwanted business upon its residents in a residential district.</p>

**To: Julian**

I think taking 27 1st to allow a full discussion, possible amendments if necessary and vote is the right idea. 26 can be taken up with a detailed motion if 27 fails or it can be amended to a “no action” motion.

My personal feeling is that if people are able to discuss and debate and vote everything together, they will be more satisfied with the outcome and there is extant literature that concludes the same.

I have great hopes that a well-discussed combined motion will also make it clear to other PB members that people are serious about the PB following the zoning bylaw on special permits.

**From: Cathi**

**From Julian**

Hello All-

Saul and I had an extended and detailed conversation earlier today, this email is to keep all parties apprised.

First; we both acknowledge that I do not speak on behalf of the Planning Board, or anyone else; and Saul is also not in a position to obligate the myriad of interests behind the original Article 26.

We agree that the least favorable outcome is for nothing to happen and for the current flawed bylaw to stay in place.

What is most important is for the citizens of the Town to have faith that the bylaws and their implementation protect the interests of the residents.

An approach we believe will achieve this purpose with the highest chance of delivering an instrument that will protect the interests of the townspeople would play-out as follows:

The parties would request that Town Meeting take up Article 27 first, and then Article 26. The allowed scope of Article 27 would enable for full debate and deliberation on the topic. The requested action from the Planning Board would be:

- 1) Recommendation of favorable action for Article 27; &
  - 2) A detailed report to Town Meeting as to how the combination of the restrictions of Home Occupation, plus Site Plan Review, plus the purpose of the Zoning Bylaw would be a superior method of protecting residents' interest over the current Bylaw.
- As a contemporaneous expression of the intent of the Bylaw, the recommendation would serve as a strong directive to any future Board as to the how the bylaw was intended to be implemented.

Article 26 would remain as a back-stop should Article 27 not attain 2/3rds support at Town Meeting. Article 26 would remove the dangerous ambiguity of the current definition. Article 26, in this instance, would act as a “moratorium” that would prevent harmful application of the current bylaw while the Town worked on a more optimal solution to be taken up at a future Town Meeting. Should Article 27 pass, then no action would take place with Article 26.

Let us know how this sounds for everyone.

Saul and I also discussed some of the other ideas for regulation and restriction. I went over my attempts to find an algorithm or formulae to limit dogs per acre, or trips per day, or time limitations of Permits. These all fell short in large part due to the number of variables inherent to the topic. This essentially is the stuff that a review by the SPGA should look into on a case by case basis. The combination of the requirements for Home Occupation and Site Plan Review, with the specific wording of Article 27 establish a good foundation for that to occur. A detailed recommendation from the Planning Board to Town Meeting also sets the stage.

I'm sure we all wish there was more time ... but this looks like a good approach and a good product.

-Julian



Patrick Hayes &lt;phayes.fincom@natickma.org&gt;

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**2019 SATM warrant article 24 - documents**

1 message

**Terri Evans** <tevans.pb@natickma.org>

Fri, Mar 22, 2019 at 1:00 PM

To: Patrick Hayes &lt;phayes.fincom@natickma.org&gt;, Patrick Hayes &lt;fincomchair@natickma.org&gt;

Cc: James Errickson &lt;jerrickson@natickma.org&gt;, Glen Glater &lt;gglater.pb@natickma.org&gt;, George Richards &lt;GRichards@southnaticklaw.com&gt;

Patrick -

I enclose two documents for the Finance Committee's review of Article 24:

- Response to FinCom questionnaire, including full motion (on last page)
- Background comparison of 2018 FATM motion (Article 34) and 2019 SATM motion (Article 24)

Please let me know if there's anything else you need. I'll wait for confirmation of the FinCom hearing date for Article 24.

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Terri Evans  
Natick Planning Board

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**2 attachments****2019 SATM Art 24\_Historic Preservation\_background.pdf**  
658K**2019 SATM Response Article 24 Planning Board\_Evans\_2019 03 21 with motion.pdf**  
1198K



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**ITEM TITLE:** Article 27 - Amend Dog Kennel Zoning

**ITEM SUMMARY:**

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**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
FinCOM Questionnaire & MOTION	3/18/2019	Exhibit

# Warrant Article Questionnaire Citizen Petitions Articles

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

Article #27	Date Form Completed: February 28, 2019
Article Title: Amend Dog Kennel Zoning	
Sponsor Name: George Richards	Email: grichards@southnaticklaw.com

Question	Question
1	Provide the article motion exactly as it is intended to be voted on by the Finance Committee.
Response	See attached Motion.
2	At a summary level and very clearly, what is proposed purpose and objective of this Warrant Article and the required Motion?
Response	To prohibit “commercial dog kennels” (use # 53) from ALL residential zones (currently prohibited in RM but are allowed by special permit in RG and RS and CII), to allow “personal use kennels” in all residential zones by Special Permit and to allow “dog day care kennels” in RG, RS and CII.
3	What does the sponsor gain from a positive action by Town Meeting on the motion?
Response	Peace and quiet. The knowledge that neither I nor any other resident in the Town has to worry about opposing applications for dog kennels near our homes. Continued increase in residential property values.
4	Describe with some specificity how the sponsor envisions how: the benefits will be realized; the problem will be solved; the community at large will gain value in the outcome through the accompanied motion?
Response	Peace and quiet for all homeowners residential zones before 8 AM, after 6 PM and weekends.
5	How does the proposed motion (and implementation) fit with the relevant Town Bylaws, financial and capital plan, comprehensive plan, and community values as well as relevant state laws and regulations
Response	The fact that commercial dog kennels are NOT allowed in RM, but ARE allowed by special permit in RS and RG makes absolutely NO sense! They should not be allowed in ANY residential zones in order to protect residents’ use and enjoyment of their property as well as their property values.
6	Have you considered and assessed, qualified and quantified the various impacts to the community such as:

## Warrant Article Questionnaire Citizen Petitions Articles

	<ul style="list-style-type: none"> <li>• Town infrastructure (traffic, parking, etc.)</li> <li>• Neighbors (noise, traffic, etc.);</li> <li>• Environment and green issues (energy conservation, pollution, trash, encouraging walking and biking, etc.);</li> </ul>
Response	Less noise in residential zones – otherwise, no impacts to the Town.
7	<p>Who are the critical participants in executing the effort envisioned by the article motion?</p> <p>To this point what efforts have been made to involve those participants who may be accountable, responsible, consulted or just advised/informed on the impacts of executing the motion?</p>
Response	I have represented 3 different property owners in 2018 to oppose dog kennel applications and although good for my business, my clients as well as of hundreds of other property owners have expressed their STRONG belief that commercial dog kennels (and possibly even day care dog kennels do not belong in residentially zoned areas.
8	<p>What steps and communication has the sponsor attempted to assure that:</p> <ul style="list-style-type: none"> <li>• Interested parties were notified in a timely way and had a chance to participate in the process, that</li> <li>• Appropriate town Boards &amp; Committees were consulted</li> <li>• Required public hearings were held</li> </ul>
Response	Hundreds of residents have expressed support of this proposal and the Planning Board has a public hearing scheduled for March 20 <sup>th</sup> .
9	Why is it required for the Town of Natick AND for the sponsor(s)?
Response	It is required in order to respect the rights of residential property owners.
10	Since submitting the article petition have you identified issues that weren't initially considered in the development of the proposal?
Response	No.
11	What are other towns and communities in the Metro West area, or the Commonwealth of MA doing similar to what your motion seeks to accomplish
Response	1 <b>Framingham</b> <b>Not allowed</b>

# Warrant Article Questionnaire

## Citizen Petitions Articles

	2	Medfield	Special permit
	3	<b>Needham</b>	<b>Not allowed</b>
	4	<b>Sherborn</b>	<b>Not allowed</b>
	5	Sudbury	Special permit but very strict. All neighbors need to accept and controls for odor, noise, sound, lighting, waste control, etc.
	6	<b>Waltham</b>	<b>Not allowed</b>
	7	Wayland	Special permit but very strict in consideration of neighbors
	8	Wellesley	Highly scrutinized permit but not allowed if there is an employee.
	9	<b>Weston</b>	<b>Not allowed</b>
	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	Unhappy residents who may move to another town and possible decreases in residential property values.		

**2019 Spring Town Meeting  
Article 27**

**MOTION A:**

Move to amend the definition of "Dog Kennel" in the Zoning Bylaws Section I/Article I, **Section 200 – DEFINITIONS**, as follows:

To delete the following definition in its entirety:

**Dog Kennel:** One pack or collection of dogs on a single premises, whether maintained for breeding, boarding, sale, training, hunting or other purposes and including any shop where dogs are on sale, and also including every pack or collection of more than three dogs three months old, or over, owned or kept by a person on a single premises irrespective of the purpose for which they are maintained.

and to add the following definitions to in the appropriate alphabetical order in **Section 200:**

**Commercial Dog Kennel:** An establishment used for boarding, overnight stays or training of dogs that are not the property of the owner of the establishment, at which such services are rendered in exchange for consideration and in the absence of the owner of any such animal; provided, however, a "commercial dog kennel" shall not include an animal shelter or animal control facility, a pet shop licensed under section 39A of chapter 129, a grooming facility operated solely for the purpose of grooming and not for overnight boarding or an individual who temporarily, and not in the normal course of business, boards or cares for animals owned by others without consideration.

**Day Care Dog Kennel:** An establishment used for the day care of dogs kept in a safe enclosure that are not the property of the owner of the establishment, at which such day care services are rendered in exchange for consideration and in the absence of the owner of any such dogs, provided 1) the enclosure in which the dogs are located is more than two hundred feet (200') from the nearest dwelling, 2) the dogs are never left unattended and 3) the establishment only provides day care services on weekdays between the hours of 8 AM and 6 PM.

**Personal Dog Kennel:** A pack or collection of more than three (3) dogs, three (3) months old or older, owned or kept under single ownership, for private personal use and not for profit.

**MOTION B:**

Move to amend **Section III-A.2 USE REGULATION SCHEDULE, OTHER USES**, Use #53, as follows:

- 1) Change Use #53 from "Dog Kennel" to "Commercial Dog Kennel";
- 2) Add a new Use #53A entitled "Day Care Dog Kennel"

- 3) Add a new Use # 53B entitled "Personal Dog Kennel"
- 4) Change Use #53 by changing the "A" to "O" in the zoning districts RG and RS columns
- 5) Add a new use regulation table for Use # 53A to include an "A" in the zoning districts RG, RS and CII columns and to include an "O" in all other zoning district columns
- 6) Add a new use regulation table for Use # 53B to include an "A" in the zoning district RG, RM and RS columns and to include an "O" in all other zoning district columns

So that the applicable chart in **Section III – A.2 – USE REGULATIONS SCHEDULE**, Use #53 now reads:

"

OTHER USES	RG	RM	RS	PCD	SH	AP	DM	CII	INI	INII	H
53. Commercial Dog Kennel	O	O	O	O	O	O	O	A	O	O	O
53A. Day Care Dog Kennel	A	O	A	O	O	O	O	A	O	O	O
53B. Personal Dog Kennel	A	A	A	O	O	O	O	O	O	O	O

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**ITEM TITLE:** Finance Committee Recommendation Book - Review

**ITEM SUMMARY:**

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**ITEM TITLE:** Town of Natick - Financial, Demographic and Economic Analysis: supplemental information for 2019 SATM

**ITEM SUMMARY:**

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**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
ACS Data	4/3/2019	Exhibit



# American Communities Survey-Reference Sources

The American Community Survey (ACS) is a nationwide survey designed to provide communities a fresh look at how they are changing. It is a critical element in the Census Bureau's decennial census program. The ACS collects information such as age, race, income, commute time to work, home value, veteran status, and other important data. As with the 2010 decennial census, information about individuals remains confidential.

The ACS collects and produces population and housing information every year instead of every ten years. Collecting data every year provides more up-to-date information throughout the decade about the U.S. population at the local community level. About 3.5 million housing unit addresses are selected annually, across every county in the nation.

## **Survey Coverage**

### *Single-Year Estimates*

The ACS produces 1-year estimates annually for geographic areas with a population of 65,000 or more. This includes the nation, all states and the District of Columbia, all congressional districts, approximately 800 counties, and 500 metropolitan and micropolitan statistical areas, among others.

### *Multiyear Estimates*

The ACS produces 3-year estimates annually for geographic areas with a population of 20,000 or more, including the nation, all states and the District of Columbia, all congressional districts, approximately 1,800 counties, and 900 metropolitan and micropolitan statistical areas, among others.

Home page: <https://factfinder.census.gov/faces/nav/jsf/pages/programs.xhtml?program=acs>

Fact-Finder Tables: [https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_17\\_5YR\\_S2506&prodType=table](https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_17_5YR_S2506&prodType=table)

## 2017 - HOUSEHOLDS AND FAMILIES

Subject	Natick town, Middlesex County, Massachusetts									
	Total		Married-couple family household		Male householder, no wife present, family household		Female householder, no husband present, family household		Nonfamily household	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Total households	14,263	+/-290	8,075	+/-304	306	+/-103	1,146	+/-195	4,736	+/-348
Average household size	2.49	+/-0.05	3.22	+/-0.07	3.19	+/-0.33	2.77	+/-0.19	1.14	+/-0.04
FAMILIES										
Total families	9,527	+/-257	8,075	+/-304	306	+/-103	1,146	+/-195	(X)	(X)
Average family size	3.12	+/-0.06	3.20	+/-0.07	2.68	+/-0.18	2.68	+/-0.19	(X)	(X)
AGE OF OWN CHILDREN										
Households with own children of the householder under 18 years	4,798	+/-222	4,145	+/-190	97	+/-63	556	+/-162	(X)	(X)
Under 6 years only	29.1%	+/-4.4	31.7%	+/-4.8	0.0%	+/-29.4	14.9%	+/-11.7	(X)	(X)
Under 6 years and 6 to 17 years	14.4%	+/-3.6	16.0%	+/-4.1	0.0%	+/-29.4	5.0%	+/-5.8	(X)	(X)
6 to 17 years only	56.5%	+/-4.6	52.3%	+/-5.2	100.0%	+/-29.4	80.0%	+/-12.9	(X)	(X)
Total households	14,263	+/-290	8,075	+/-304	306	+/-103	1,146	+/-195	4,736	+/-348
SELECTED HOUSEHOLDS BY TYPE										
Households with one or more people under 18 years	34.5%	+/-1.8	51.8%	+/-2.5	39.5%	+/-15.3	52.6%	+/-9.8	0.1%	+/-0.2
Households with one or more people 60 years and over	37.2%	+/-2.1	31.1%	+/-2.5	32.0%	+/-13.9	41.5%	+/-9.5	47.0%	+/-4.4
Householder living alone	29.2%	+/-2.0	(X)	(X)	(X)	(X)	(X)	(X)	87.9%	+/-2.9
65 years and over	12.1%	+/-1.5	(X)	(X)	(X)	(X)	(X)	(X)	36.3%	+/-4.1
UNMARRIED-PARTNER HOUSEHOLDS										
Same sex	0.3%	+/-0.3	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)
Opposite sex	2.9%	+/-0.9	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)
UNITS IN STRUCTURE										
1-unit structures	65.9%	+/-1.7	80.4%	+/-2.4	76.8%	+/-16.5	64.4%	+/-10.1	40.9%	+/-4.0
2-or-more-unit structures	34.0%	+/-1.7	19.6%	+/-2.4	23.2%	+/-16.5	34.8%	+/-10.0	58.9%	+/-4.0
Mobile homes and all other types of units	0.1%	+/-0.1	0.0%	+/-0.4	0.0%	+/-10.8	0.8%	+/-1.2	0.1%	+/-0.2
HOUSING TENURE										
Owner-occupied housing units	71.9%	+/-2.0	84.6%	+/-2.6	65.7%	+/-15.9	64.9%	+/-10.2	52.3%	+/-4.8
Renter-occupied housing units	28.1%	+/-2.0	15.4%	+/-2.6	34.3%	+/-15.9	35.1%	+/-10.2	47.7%	+/-4.8

# General Economic Characteristics

## 2017 ACS Data: SELECTED ECONOMIC CHARACTERISTICS

INCOME AND BENEFITS (IN 2017 INFLATION-ADJUSTED DOLLARS)				
Total households	14,263	+/-290	14,263	(X)
Less than \$10,000	364	+/-100	2.6%	+/-0.7
\$10,000 to \$14,999	292	+/-108	2.0%	+/-0.8
\$15,000 to \$24,999	887	+/-191	6.2%	+/-1.3
\$25,000 to \$34,999	893	+/-177	6.3%	+/-1.2
\$35,000 to \$49,999	1,051	+/-214	7.4%	+/-1.5
\$50,000 to \$74,999	1,759	+/-274	12.3%	+/-1.9
\$75,000 to \$99,999	1,418	+/-246	9.9%	+/-1.7
\$100,000 to \$149,999	2,782	+/-293	19.5%	+/-2.1
\$150,000 to \$199,999	1,975	+/-192	13.8%	+/-1.4
\$200,000 or more	2,842	+/-306	19.9%	+/-2.1
Median household income (dollars)	106,027	+/-4,609	(X)	(X)
Mean household income (dollars)	135,824	+/-7,441	(X)	(X)
With earnings	11,993	+/-303	84.1%	+/-1.6
Mean earnings (dollars)	137,419	+/-8,462	(X)	(X)
With Social Security	3,689	+/-291	25.9%	+/-2.0
Mean Social Security income (dollars)	20,722	+/-1,150	(X)	(X)
With retirement income	2,187	+/-264	15.3%	+/-1.8
Mean retirement income (dollars)	32,112	+/-6,336	(X)	(X)
With Supplemental Security Income	350	+/-107	2.5%	+/-0.8
Mean Supplemental Security Income (dollars)	12,784	+/-2,389	(X)	(X)
With cash public assistance income	163	+/-55	1.1%	+/-0.4
Mean cash public assistance income (dollars)	2,247	+/-1,336	(X)	(X)
With Food Stamp/SNAP benefits in the past 12 months	408	+/-111	2.9%	+/-0.8

## 2017 ACS Data: SELECTED ECONOMIC CHARACTERISTICS

Families	9,527	+/-257	9,527	(X)
Less than \$10,000	85	+/-51	0.9%	+/-0.5
\$10,000 to \$14,999	27	+/-29	0.3%	+/-0.3
\$15,000 to \$24,999	255	+/-87	2.7%	+/-0.9
\$25,000 to \$34,999	207	+/-84	2.2%	+/-0.9
\$35,000 to \$49,999	546	+/-135	5.7%	+/-1.4
\$50,000 to \$74,999	999	+/-192	10.5%	+/-2.0
\$75,000 to \$99,999	768	+/-175	8.1%	+/-1.8
\$100,000 to \$149,999	2,308	+/-275	24.2%	+/-2.9
\$150,000 to \$199,999	1,739	+/-177	18.3%	+/-1.9
\$200,000 or more	2,593	+/-304	27.2%	+/-3.1
Median family income (dollars)	140,837	+/-5,607	(X)	(X)
Mean family income (dollars)	168,795	+/-9,894	(X)	(X)
Per capita income (dollars)	54,488	+/-2,947	(X)	(X)
Nonfamily households	4,736	+/-348	4,736	(X)
Median nonfamily income (dollars)	49,683	+/-5,711	(X)	(X)
Mean nonfamily income (dollars)	66,365	+/-5,930	(X)	(X)
Median earnings for workers (dollars)	59,062	+/-3,324	(X)	(X)
Median earnings for male full-time, year-round workers (dollars)	93,242	+/-4,675	(X)	(X)
Median earnings for female full-time, year-round workers (dollars)	67,209	+/-3,579	(X)	(X)

## 2010 ACS Data: SELECTED ECONOMIC CHARACTERISTICS

INCOME AND BENEFITS (IN 2010 INFLATION-ADJUSTED DOLLARS)				
Total households	13,115	+/-297	13,115	(X)
Less than \$10,000	406	+/-149	3.1%	+/-1.1
\$10,000 to \$14,999	501	+/-151	3.8%	+/-1.1
\$15,000 to \$24,999	574	+/-141	4.4%	+/-1.0
\$25,000 to \$34,999	693	+/-137	5.3%	+/-1.0
\$35,000 to \$49,999	1,226	+/-255	9.3%	+/-1.9
\$50,000 to \$74,999	1,989	+/-281	15.2%	+/-2.1
\$75,000 to \$99,999	1,886	+/-270	14.4%	+/-2.0
\$100,000 to \$149,999	2,879	+/-281	22.0%	+/-2.2
\$150,000 to \$199,999	1,256	+/-214	9.6%	+/-1.7
\$200,000 or more	1,705	+/-214	13.0%	+/-1.6
Median household income (dollars)	87,568	+/-3,182	(X)	(X)
Mean household income (dollars)	112,583	+/-4,352	(X)	(X)
With earnings	11,204	+/-269	85.4%	+/-1.7
Mean earnings (dollars)	115,770	+/-4,787	(X)	(X)
With Social Security	3,212	+/-225	24.5%	+/-1.6
Mean Social Security income (dollars)	16,552	+/-882	(X)	(X)
With retirement income	1,869	+/-207	14.3%	+/-1.6
Mean retirement income (dollars)	22,595	+/-2,700	(X)	(X)
With Supplemental Security Income	204	+/-106	1.6%	+/-0.8
Mean Supplemental Security Income (dollars)	9,617	+/-3,337	(X)	(X)
With cash public assistance income	139	+/-65	1.1%	+/-0.5
Mean cash public assistance income (dollars)	6,806	+/-2,955	(X)	(X)
With Food Stamp/SNAP benefits in the past 12 months	285	+/-112	2.2%	+/-0.9

## 2010 ACS Data: SELECTED ECONOMIC CHARACTERISTICS

Families	8,663	+/-234	8,663	(X)
Less than \$10,000	128	+/-63	1.5%	+/-0.7
\$10,000 to \$14,999	100	+/-62	1.2%	+/-0.7
\$15,000 to \$24,999	192	+/-115	2.2%	+/-1.3
\$25,000 to \$34,999	297	+/-94	3.4%	+/-1.1
\$35,000 to \$49,999	605	+/-171	7.0%	+/-1.9
\$50,000 to \$74,999	1,034	+/-190	11.9%	+/-2.2
\$75,000 to \$99,999	1,277	+/-182	14.7%	+/-2.0
\$100,000 to \$149,999	2,307	+/-244	26.6%	+/-2.7
\$150,000 to \$199,999	1,196	+/-199	13.8%	+/-2.3
\$200,000 or more	1,527	+/-193	17.6%	+/-2.2
Median family income (dollars)	111,848	+/-4,508	(X)	(X)
Mean family income (dollars)	137,864	+/-6,567	(X)	(X)
Per capita income (dollars)	45,968	+/-1,838	(X)	(X)
Nonfamily households	4,452	+/-400	4,452	(X)
Median nonfamily income (dollars)	51,909	+/-6,023	(X)	(X)
Mean nonfamily income (dollars)	61,926	+/-5,446	(X)	(X)
Median earnings for workers (dollars)	49,524	+/-3,101	(X)	(X)
Median earnings for male full-time, year-round workers (dollars)	79,758	+/-3,847	(X)	(X)
Median earnings for female full-time, year-round workers (dollars)	58,392	+/-3,907	(X)	(X)

Housing – Mortgage Units



# 2017 - FINANCIAL CHARACTERISTICS FOR HOUSING UNITS WITH A MORTGAGE – Page 1

Subject	Natick town, Middlesex County, Massachusetts			
	Owner-occupied housing units with a mortgage		Percent owner-occupied housing units with a mortgage	
	Estimate	Margin of Error	Estimate	Margin of Error
Owner-occupied housing units with a mortgage	7,259	+/-342	7,259	+/-342
VALUE				
Less than \$50,000	27	+/-28	0.4%	+/-0.4
\$50,000 to \$99,999	0	+/-26	0.0%	+/-0.5
\$100,000 to \$299,999	695	+/-159	9.6%	+/-2.0
\$300,000 to \$499,999	2,762	+/-246	38.0%	+/-3.1
\$500,000 to \$749,999	2,598	+/-261	35.8%	+/-3.4
\$750,000 to \$999,999	950	+/-172	13.1%	+/-2.3
\$1,000,000 or more	227	+/-94	3.1%	+/-1.3
Median (dollars)	514,000	+/-21,230	514,000	+/-21,230
MORTGAGE STATUS				
With either a second mortgage, or home equity loan, but not both	1,583	+/-200	21.8%	+/-2.8
Second mortgage only	80	+/-45	1.1%	+/-0.6
Home equity loan only	1,503	+/-202	20.7%	+/-2.9
Both second mortgage and home equity loan	13	+/-15	0.2%	+/-0.2
No second mortgage and no home equity loan	5,663	+/-378	78.0%	+/-2.9
HOUSEHOLD INCOME IN THE PAST 12 MONTHS (IN 2017 INFLATION-ADJUSTED DOLLARS)				
Less than \$10,000	55	+/-38	0.8%	+/-0.5
\$10,000 to \$24,999	130	+/-62	1.8%	+/-0.8
\$25,000 to \$34,999	200	+/-105	2.8%	+/-1.4
\$35,000 to \$49,999	303	+/-130	4.2%	+/-1.8
\$50,000 to \$74,999	619	+/-154	8.5%	+/-2.1
\$75,000 to \$99,999	621	+/-173	8.6%	+/-2.3
\$100,000 to \$149,999	1,728	+/-227	23.8%	+/-2.9
\$150,000 or more	3,603	+/-283	49.6%	+/-3.7
Median household income (dollars)	149,482	+/-6,152	149,482	+/-6,152
RATIO OF VALUE TO HOUSEHOLD INCOME IN THE PAST 12 MONTHS				
Less than 2.0	904	+/-189	12.5%	+/-2.5
2.0 to 2.9	2,158	+/-239	29.7%	+/-3.2
3.0 to 3.9	1,650	+/-211	22.7%	+/-2.8
4.0 or more	2,536	+/-315	34.9%	+/-3.7
Not computed	11	+/-17	0.2%	+/-0.2

• X

## 2017 - FINANCIAL CHARACTERISTICS FOR HOUSING UNITS WITH A MORTGAGE – Page 2

Subject	Natick town, Middlesex County, Massachusetts			
	Owner-occupied housing units with a mortgage		Percent owner-occupied housing units with a mortgage	
	Estimate	Margin of Error	Estimate	Margin of Error
<b>MONTHLY HOUSING COSTS</b>				
Less than \$200	0	+/-26	0.0%	+/-0.5
\$200 to \$399	0	+/-26	0.0%	+/-0.5
\$400 to \$599	6	+/-11	0.1%	+/-0.2
\$600 to \$799	44	+/-30	0.6%	+/-0.4
\$800 to \$999	99	+/-48	1.4%	+/-0.7
\$1,000 to \$1,499	627	+/-159	8.6%	+/-2.0
\$1,500 to \$1,999	970	+/-152	13.4%	+/-2.1
\$2,000 to \$2,499	1,575	+/-235	21.7%	+/-3.1
\$2,500 to \$2,999	1,548	+/-193	21.3%	+/-2.5
\$3,000 or more	2,390	+/-265	32.9%	+/-3.4
Median (dollars)	2,600	+/-75	2,600	+/-75
<b>MONTHLY HOUSING COSTS AS A PERCENTAGE OF HOUSEHOLD INCOME IN THE PAST 12 MONTHS</b>				
Less than \$20,000	101	+/-53	1.4%	+/-0.7
Less than 20 percent	0	+/-26	0.0%	+/-0.5
20 to 29 percent	0	+/-26	0.0%	+/-0.5
30 percent or more	101	+/-53	1.4%	+/-0.7
\$20,000 to \$34,999	273	+/-115	3.8%	+/-1.5
Less than 20 percent	0	+/-26	0.0%	+/-0.5
20 to 29 percent	0	+/-26	0.0%	+/-0.5
30 percent or more	273	+/-115	3.8%	+/-1.5
\$35,000 to \$49,999	303	+/-130	4.2%	+/-1.8
Less than 20 percent	0	+/-26	0.0%	+/-0.5
20 to 29 percent	14	+/-22	0.2%	+/-0.3
30 percent or more	289	+/-127	4.0%	+/-1.7
\$50,000 to \$74,999	619	+/-154	8.5%	+/-2.1
Less than 20 percent	29	+/-28	0.4%	+/-0.4
20 to 29 percent	126	+/-77	1.7%	+/-1.1
30 percent or more	464	+/-120	6.4%	+/-1.6
\$75,000 or more	5,952	+/-297	82.0%	+/-2.8
Less than 20 percent	3,016	+/-265	41.5%	+/-3.5
20 to 29 percent	2,034	+/-259	28.0%	+/-3.4
30 percent or more	902	+/-195	12.4%	+/-2.6
Zero or negative income	11	+/-17	0.2%	+/-0.2
<b>REAL ESTATE TAXES</b>				
Less than \$800	8	+/-12	0.1%	+/-0.2
\$800 to \$1,499	52	+/-44	0.7%	+/-0.6
\$1,500 or more	7,193	+/-340	99.1%	+/-0.7
No real estate taxes paid	6	+/-11	0.1%	+/-0.2
Median (dollars)	6,195	+/-152	6,195	+/-152

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## 2009 - Financial Characteristics for Housing Units With a Mortgage

Subject	United States	
	Owner-occupied housing units with a mortgage	
	Estimate	Margin of Error
Owner-occupied housing units with a mortgage	51,267,052	+/-239,391
VALUE		
Less than \$50,000	4.5%	+/-0.1
\$50,000 to \$99,999	13.3%	+/-0.1
\$100,000 to \$149,999	16.0%	+/-0.1
\$150,000 to \$199,999	14.7%	+/-0.1
\$200,000 to \$299,999	18.7%	+/-0.1
\$300,000 to \$499,999	18.9%	+/-0.1
\$500,000 or more	14.0%	+/-0.1
Median (dollars)	206,700	+/-287
MORTGAGE STATUS		
With either a second mortgage, or home equity loan, but not both	25.1%	+/-0.1
Second mortgage only	6.3%	+/-0.1
Home equity loan only	18.8%	+/-0.1
Both second mortgage and home equity loan	1.1%	+/-0.1
No second mortgage and no home equity loan	73.8%	+/-0.1
HOUSEHOLD INCOME IN THE PAST 12 MONTHS (IN 2009 INFLATION-ADJUSTED DOLLARS)		
Less than \$10,000	2.1%	+/-0.1
\$10,000 to \$24,999	6.7%	+/-0.1
\$25,000 to \$34,999	6.9%	+/-0.1
\$35,000 to \$49,999	12.4%	+/-0.1
\$50,000 to \$74,999	21.8%	+/-0.1
\$75,000 to \$99,999	17.5%	+/-0.1
\$100,000 to \$149,999	19.2%	+/-0.1
\$150,000 or more	13.4%	+/-0.1
Median household income (dollars)	75,147	+/-100
RATIO OF VALUE TO HOUSEHOLD INCOME IN THE PAST 12 MONTHS		
Less than 2.0	30.4%	+/-0.1
2.0 to 2.9	22.9%	+/-0.1
3.0 to 3.9	14.8%	+/-0.1
4.0 or more	31.5%	+/-0.1
Not computed	0.4%	+/-0.1
MONTHLY HOUSING COSTS		
Less than \$200	0.0%	+/-0.1
\$200 to \$299	0.2%	+/-0.1
\$300 to \$399	0.6%	+/-0.1
\$400 to \$499	1.4%	+/-0.1
\$500 to \$599	2.4%	+/-0.1
\$600 to \$699	3.4%	+/-0.1
\$700 to \$799	4.4%	+/-0.1
\$800 to \$899	5.1%	+/-0.1
\$900 to \$999	5.6%	+/-0.1
\$1,000 to \$1,249	14.4%	+/-0.1
\$1,250 to \$1,499	13.1%	+/-0.1
\$1,500 to \$1,999	19.7%	+/-0.1
\$2,000 or more	29.6%	+/-0.1
Median (dollars)	1,486	+/-1

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## 2009 - Financial Characteristics for Housing Units With a Mortgage – Page 2

Subject	United States	
	Owner-occupied housing units with a mortgage	
	Estimate	Margin of Error
<b>MONTHLY HOUSING COSTS AS A PERCENTAGE OF HOUSEHOLD INCOME IN THE PAST 12 MONTHS</b>		
Less than \$20,000	5.7%	+/-0.1
Less than 20 percent	0.0%	+/-0.1
20 to 29 percent	0.1%	+/-0.1
30 percent or more	5.6%	+/-0.1
\$20,000 to \$34,999	9.6%	+/-0.1
Less than 20 percent	0.4%	+/-0.1
20 to 29 percent	1.4%	+/-0.1
30 percent or more	7.8%	+/-0.1
\$35,000 to \$49,999	12.4%	+/-0.1
Less than 20 percent	1.5%	+/-0.1
20 to 29 percent	3.6%	+/-0.1
30 percent or more	7.3%	+/-0.1
\$50,000 to \$74,999	21.8%	+/-0.1
Less than 20 percent	5.6%	+/-0.1
20 to 29 percent	8.0%	+/-0.1
30 percent or more	8.2%	+/-0.1
\$75,000 or more	50.1%	+/-0.1
Less than 20 percent	26.8%	+/-0.1
20 to 29 percent	15.5%	+/-0.1
30 percent or more	7.8%	+/-0.1
Zero or negative income	0.4%	+/-0.1
<b>REAL ESTATE TAXES</b>		
Less than \$800	15.5%	+/-0.1
\$800 to \$1,499	19.6%	+/-0.1
\$1,500 or more	62.6%	+/-0.1
No real estate taxes paid	2.2%	+/-0.1
Median (dollars)	2,061	+/-3
<b>PERCENT IMPUTED</b>		
Mortgage status	36.6%	(X)

• X

# Real Estate Taxes 2017 & 2010

## 2017 vs. 2010 - MORTGAGE STATUS BY REAL ESTATE TAXES PAID

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### 2017 MORTGAGE STATUS BY REAL ESTATE TAXES PAID

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Total:	10,249	+/-363
With a mortgage:	7,259	+/-342
Less than \$800	8	+/-12
\$800 to \$1,499	52	+/-44
\$1,500 to \$1,999	108	+/-70
\$2,000 to \$2,999	413	+/-120
\$3,000 or more	6,672	+/-317
No real estate taxes paid	6	+/-11
Not mortgaged:	2,990	+/-287
Less than \$800	45	+/-28
\$800 to \$1,499	65	+/-57
\$1,500 to \$1,999	25	+/-30
\$2,000 to \$2,999	139	+/-114
\$3,000 or more	2,675	+/-241
No real estate taxes paid	41	+/-34

### 2010 MORTGAGE STATUS BY REAL ESTATE TAXES PAID

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Total:	10,035	+/-276
With a mortgage:	7,578	+/-333
Less than \$800	76	+/-61
\$800 to \$1,499	191	+/-107
\$1,500 to \$1,999	310	+/-124
\$2,000 to \$2,999	796	+/-155
\$3,000 or more	6,148	+/-320
No real estate taxes paid	57	+/-56
Not mortgaged:	2,457	+/-205
Less than \$800	34	+/-32
\$800 to \$1,499	26	+/-25
\$1,500 to \$1,999	54	+/-58
\$2,000 to \$2,999	171	+/-71
\$3,000 or more	2,172	+/-204
No real estate taxes paid	0	+/-127

Housing – By Tenure of Move-In Year

2017 vs. 2009 - TENURE BY YEAR HOUSEHOLDER MOVED INTO UNIT

- X

2017 -TENURE BY YEAR HOUSEHOLDER MOVED INTO UNIT

2009 -TENURE BY YEAR HOUSEHOLDER MOVED INTO UNIT

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Total:	14,263	+/-290
Owner occupied:	10,249	+/-363
Moved in 2015 or later	462	+/-112
Moved in 2010 to 2014	2,380	+/-288
Moved in 2000 to 2009	2,854	+/-313
Moved in 1990 to 1999	1,936	+/-223
Moved in 1980 to 1989	1,092	+/-186
Moved in 1979 or earlier	1,525	+/-180
Renter occupied:	4,014	+/-299
Moved in 2015 or later	875	+/-217
Moved in 2010 to 2014	1,938	+/-277
Moved in 2000 to 2009	794	+/-170
Moved in 1990 to 1999	325	+/-134
Moved in 1980 to 1989	47	+/-46
Moved in 1979 or earlier	35	+/-33

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Total:	12,465	+/-366
Owner occupied:	9,524	+/-352
Moved in 2005 or later	1,391	+/-246
Moved in 2000 to 2004	2,125	+/-267
Moved in 1990 to 1999	2,559	+/-249
Moved in 1980 to 1989	1,230	+/-196
Moved in 1970 to 1979	1,051	+/-134
Moved in 1969 or earlier	1,168	+/-175
Renter occupied:	2,941	+/-269
Moved in 2005 or later	1,319	+/-209
Moved in 2000 to 2004	941	+/-180
Moved in 1990 to 1999	476	+/-160
Moved in 1980 to 1989	133	+/-100
Moved in 1970 to 1979	29	+/-32
Moved in 1969 or earlier	43	+/-52



## 2017 - TENURE BY AGE OF HOUSEHOLDER BY YEAR HOUSEHOLDER MOVED INTO UNIT

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Total:	14,263	+/-290
Owner occupied:	10,249	+/-363
Householder 15 to 34 years:	834	+/-179
Moved in 2015 or later	164	+/-70
Moved in 2010 to 2014	574	+/-163
Moved in 2000 to 2009	96	+/-62
Moved in 1990 to 1999	0	+/-26
Moved in 1980 to 1989	0	+/-26
Moved in 1979 or earlier	0	+/-26
Householder 35 to 64 years:	6,713	+/-347
Moved in 2015 or later	268	+/-89
Moved in 2010 to 2014	1,530	+/-214
Moved in 2000 to 2009	2,400	+/-277
Moved in 1990 to 1999	1,599	+/-204
Moved in 1980 to 1989	685	+/-135
Moved in 1979 or earlier	231	+/-80
Householder 65 years and over:	2,702	+/-255
Moved in 2015 or later	30	+/-33
Moved in 2010 to 2014	276	+/-104
Moved in 2000 to 2009	358	+/-109
Moved in 1990 to 1999	337	+/-102
Moved in 1980 to 1989	407	+/-123
Moved in 1979 or earlier	1,294	+/-174

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Renter occupied:	4,014	+/-299
Householder 15 to 34 years:	1,390	+/-247
Moved in 2015 or later	420	+/-190
Moved in 2010 to 2014	793	+/-181
Moved in 2000 to 2009	160	+/-102
Moved in 1990 to 1999	17	+/-27
Moved in 1980 to 1989	0	+/-26
Moved in 1979 or earlier	0	+/-26
Householder 35 to 64 years:	1,777	+/-260
Moved in 2015 or later	379	+/-144
Moved in 2010 to 2014	869	+/-175
Moved in 2000 to 2009	367	+/-104
Moved in 1990 to 1999	124	+/-72
Moved in 1980 to 1989	38	+/-42
Moved in 1979 or earlier	0	+/-26
Householder 65 years and over:	847	+/-165
Moved in 2015 or later	76	+/-38
Moved in 2010 to 2014	276	+/-93
Moved in 2000 to 2009	267	+/-98
Moved in 1990 to 1999	184	+/-113
Moved in 1980 to 1989	9	+/-14
Moved in 1979 or earlier	35	+/-33

## 2010 - TENURE BY AGE OF HOUSEHOLDER BY YEAR HOUSEHOLDER MOVED INTO UNIT

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Total:	13,115	+/-297
Owner occupied:	10,035	+/-276
Householder 15 to 34 years:	1,078	+/-218
Moved in 2005 or later	607	+/-168
Moved in 2000 to 2004	441	+/-148
Moved in 1990 to 1999	30	+/-35
Moved in 1980 to 1989	0	+/-127
Moved in 1970 to 1979	0	+/-127
Moved in 1969 or earlier	0	+/-127
Householder 35 to 64 years:	6,721	+/-287
Moved in 2005 or later	1,122	+/-213
Moved in 2000 to 2004	1,541	+/-230
Moved in 1990 to 1999	2,243	+/-232
Moved in 1980 to 1989	1,124	+/-186
Moved in 1970 to 1979	541	+/-118
Moved in 1969 or earlier	150	+/-63
Householder 65 years and over:	2,236	+/-144
Moved in 2005 or later	77	+/-49
Moved in 2000 to 2004	71	+/-44
Moved in 1990 to 1999	261	+/-88
Moved in 1980 to 1989	259	+/-90
Moved in 1970 to 1979	473	+/-115
Moved in 1969 or earlier	1,095	+/-161

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Renter occupied:	3,080	+/-306
Householder 15 to 34 years:	923	+/-230
Moved in 2005 or later	736	+/-183
Moved in 2000 to 2004	136	+/-126
Moved in 1990 to 1999	51	+/-75
Moved in 1980 to 1989	0	+/-127
Moved in 1970 to 1979	0	+/-127
Moved in 1969 or earlier	0	+/-127
Householder 35 to 64 years:	1,527	+/-241
Moved in 2005 or later	699	+/-147
Moved in 2000 to 2004	543	+/-162
Moved in 1990 to 1999	237	+/-112
Moved in 1980 to 1989	36	+/-59
Moved in 1970 to 1979	12	+/-20
Moved in 1969 or earlier	0	+/-127
Householder 65 years and over:	630	+/-139
Moved in 2005 or later	200	+/-104
Moved in 2000 to 2004	187	+/-88
Moved in 1990 to 1999	134	+/-52
Moved in 1980 to 1989	41	+/-37
Moved in 1970 to 1979	14	+/-22
Moved in 1969 or earlier	54	+/-55

Housing – Rental Units

HOUSEHOLD INCOME IN THE PAST 12 MONTHS (IN 2009 INFLATION-ADJUSTED DOLLARS) Universe: Households

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Median household income in the past 12 months (in 2017 inflation-adjusted dollars)	106,027	+/-4,609

2017 ACS Dataset

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Total:	14,263	+/-290
Less than \$10,000	364	+/-100
\$10,000 to \$14,999	292	+/-108
\$15,000 to \$19,999	497	+/-140
\$20,000 to \$24,999	390	+/-126
\$25,000 to \$29,999	376	+/-122
\$30,000 to \$34,999	517	+/-149
\$35,000 to \$39,999	270	+/-107
\$40,000 to \$44,999	343	+/-114
\$45,000 to \$49,999	438	+/-147
\$50,000 to \$59,999	789	+/-200
\$60,000 to \$74,999	970	+/-150
\$75,000 to \$99,999	1,418	+/-246
\$100,000 to \$124,999	1,475	+/-231
\$125,000 to \$149,999	1,307	+/-203
\$150,000 to \$199,999	1,975	+/-192
\$200,000 or more	2,842	+/-306

2009 ACS Dataset

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Total:	12,465	+/-366
Less than \$10,000	446	+/-146
\$10,000 to \$14,999	430	+/-125
\$15,000 to \$19,999	255	+/-84
\$20,000 to \$24,999	319	+/-101
\$25,000 to \$29,999	280	+/-89
\$30,000 to \$34,999	321	+/-108
\$35,000 to \$39,999	324	+/-114
\$40,000 to \$44,999	460	+/-152
\$45,000 to \$49,999	353	+/-117
\$50,000 to \$59,999	636	+/-162
\$60,000 to \$74,999	1,147	+/-219
\$75,000 to \$99,999	2,114	+/-232
\$100,000 to \$124,999	1,448	+/-216
\$125,000 to \$149,999	1,217	+/-200
\$150,000 to \$199,999	1,137	+/-188
\$200,000 or more	1,578	+/-207

- 1543 or 10.8% of Households have income less than \$25,000 in 2017; 1450 or 11.6% of Households have income less than \$25,000 in 2009
- 3703 or 26% of Households have income between \$25,000 and \$74,999 in 2017; 3521 or 28% of Households have income between \$25,000 and \$74,999 in 2009
- 9017 or 63% of Households have income greater than \$75,000 in 2017; 7494 or 60% of Households have income greater than \$75,000 in '09

## 2017 ACS Report: EARNINGS IN THE PAST 12 MONTHS (IN 2010 INFLATION-ADJUSTED DOLLARS)

2017 ACS Dataset			
Subject	Total		P
	Estimate	Margin of Error	Estimate
Population 16 years and over with earnings	21,182	+/-475	21,182
Median earnings (dollars)	59,062	+/-3,324	(X)
<b>FULL-TIME, YEAR-ROUND WORKERS WITH EARNINGS</b>	13,723	+/-511	13,723
\$1 to \$9,999 or loss	191	+/-98	1.4%
\$10,000 to \$14,999	168	+/-74	1.2%
\$15,000 to \$24,999	479	+/-137	3.5%
\$25,000 to \$34,999	901	+/-195	6.6%
\$35,000 to \$49,999	1,617	+/-263	11.8%
\$50,000 to \$64,999	1,934	+/-282	14.1%
\$65,000 to \$74,999	1,096	+/-213	8.0%
\$75,000 to \$99,999	2,183	+/-232	15.9%
\$100,000 or more	5,154	+/-367	37.6%
Median earnings (dollars) for full-time, year-round workers with earnings	81,325	+/-4,391	(X)
Mean earnings (dollars) for full-time, year-round workers with earnings	100,636	+/-5,677	(X)
<b>MEDIAN EARNINGS BY EDUCATIONAL ATTAINMENT</b>			
Population 25 years and over with earnings	64,466	+/-3,144	(X)
Less than high school graduate	19,487	+/-5,416	(X)
High school graduate (includes equivalency)	40,445	+/-5,912	(X)
Some college or associate's degree	43,714	+/-6,763	(X)
Bachelor's degree	63,215	+/-3,633	(X)
Graduate or professional degree	84,257	+/-3,745	(X)

2009 ACS Dataset			
Subject	Natick town, Middlesex		
	Total		
	Estimate	Margin of Error	Estimate
Population 16 years and over with earnings	19,366	+/-479	10,210
Median earnings (dollars)	47,261	+/-3,239	60,943
Full-time, year-round workers with earnings	11,925	+/-489	7,197
\$1 to \$9,999 or loss	0.7%	+/-0.5	0.6%
\$10,000 to \$14,999	1.5%	+/-0.7	1.7%
\$15,000 to \$24,999	5.1%	+/-1.4	5.5%
\$25,000 to \$34,999	10.3%	+/-1.8	8.3%
\$35,000 to \$49,999	15.7%	+/-2.3	10.4%
\$50,000 to \$64,999	15.1%	+/-2.1	14.5%
\$65,000 to \$74,999	9.1%	+/-1.8	8.5%
\$75,000 to \$99,999	17.4%	+/-2.2	18.8%
\$100,000 or more	25.0%	+/-2.5	31.6%
Median earnings (dollars)	(X)	(X)	75,650
Mean earnings (dollars)	85,263	+/-4,544	96,657
<b>MEDIAN EARNINGS BY EDUCATIONAL ATTAINMENT</b>			
Population 25 years and over with earnings	54,917	+/-3,405	70,899
Less than high school graduate	24,000	+/-9,518	27,619
High school graduate (includes equivalency)	35,122	+/-4,227	41,715
Some college or associate's degree	41,536	+/-5,696	54,045
Bachelor's degree	59,766	+/-5,248	80,611
Graduate or professional degree	80,560	+/-4,782	100,991



Comparative between 2017 and 2009 for:  
**AGE OF HOUSEHOLDER BY GROSS RENT AS A PERCENTAGE OF HOUSEHOLD INCOME IN THE PAST 12 MONTHS** (of that year)  
**Universe:** Renter-occupied housing units

**2017 ACS Dataset**

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Total:	4,014	+/-299
Householder 15 to 24 years:	155	+/-74
Less than 20.0 percent	0	+/-26
20.0 to 24.9 percent	15	+/-25
25.0 to 29.9 percent	9	+/-14
30.0 to 34.9 percent	20	+/-32
35.0 percent or more	71	+/-54
Not computed	40	+/-44
Householder 25 to 34 years:	1,235	+/-243
Less than 20.0 percent	565	+/-172
20.0 to 24.9 percent	94	+/-53
25.0 to 29.9 percent	160	+/-85
30.0 to 34.9 percent	108	+/-95
35.0 percent or more	300	+/-169
Not computed	8	+/-12
Householder 35 to 64 years:	1,777	+/-260
Less than 20.0 percent	538	+/-170
20.0 to 24.9 percent	306	+/-94
25.0 to 29.9 percent	127	+/-61
30.0 to 34.9 percent	198	+/-107
35.0 percent or more	527	+/-148
Not computed	81	+/-49
Householder 65 years and over:	847	+/-165
Less than 20.0 percent	92	+/-58
20.0 to 24.9 percent	83	+/-59
25.0 to 29.9 percent	110	+/-45
30.0 to 34.9 percent	82	+/-58
35.0 percent or more	386	+/-103
Not computed	94	+/-68

Change over 8 years

- 45.5% of HH over age 65 spend 35% or more for rent in 2017 vs. 25% of HH in 2009
- 9.7% of HH over age 65 spend 30-34.9% for rent in 2017 vs. 12.7% of HH in 2009
- 13% of HH over age 65 spend 25-29.9% for rent in 2017 vs. 22.6% of HH in 2009

**2009 ACS Dataset**

	Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error
Total:	2,941	+/-269
Householder 15 to 24 years:	97	+/-61
Less than 20.0 percent	8	+/-13
20.0 to 24.9 percent	19	+/-22
25.0 to 29.9 percent	51	+/-55
30.0 to 34.9 percent	12	+/-19
35.0 percent or more	7	+/-11
Not computed	0	+/-127
Householder 25 to 34 years:	763	+/-206
Less than 20.0 percent	235	+/-129
20.0 to 24.9 percent	234	+/-134
25.0 to 29.9 percent	109	+/-67
30.0 to 34.9 percent	90	+/-74
35.0 percent or more	95	+/-66
Not computed	0	+/-127
Householder 35 to 64 years:	1,538	+/-247
Less than 20.0 percent	480	+/-133
20.0 to 24.9 percent	139	+/-88
25.0 to 29.9 percent	218	+/-142
30.0 to 34.9 percent	144	+/-75
35.0 percent or more	500	+/-146
Not computed	57	+/-40
Householder 65 years and over:	543	+/-126
Less than 20.0 percent	70	+/-69
20.0 to 24.9 percent	77	+/-48
25.0 to 29.9 percent	123	+/-55
30.0 to 34.9 percent	69	+/-56
35.0 percent or more	136	+/-54
Not computed	68	+/-69

2017 vs. 2009 HOUSEHOLD INCOME BY GROSS RENT AS A PERCENTAGE OF HOUSEHOLD INCOME COMPARATIVE

Universe: Renter-occupied housing units

2017 ACS Dataset			2009 ACS Dataset
Household Income	Rent = 50% or greater (2017)	Rent = 35% or greater (2017)	Rent = 35% or greater (2009)*
Less than \$10,000	44% of HH	60%	31%
\$10,000 - \$19,999	24% of HH	47.5%	31%
\$20,000 - \$34,999	57% of HH	66%	82%
\$35,000 - \$49,999	4.3% of HH	72%	47%
\$50,000 - \$74,999	9.8% of HH	18%	12%
\$75,000 - \$99,999	0% of HH	9%	1%
\$100,000 or more	0% of HH	1.5%	0%

\* Note: No income group spent more than 50% of HH income on rent

# 2017 HOUSEHOLD INCOME BY GROSS RENT AS A PERCENTAGE OF HOUSEHOLD INCOME IN THE PAST 12 MONTHS

Universe: Renter-occupied housing units

2017 ACS Dataset					
	Natick town, Middlesex County, Massachusetts			Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error		Estimate	Margin of Error
Total:	4,014	+/-299	\$50,000 to \$74,999:	614	+/-176
Less than \$10,000:	263	+/-89	Less than 20.0 percent	54	+/-45
Less than 20.0 percent	0	+/-26	20.0 to 24.9 percent	100	+/-66
20.0 to 24.9 percent	0	+/-26	25.0 to 29.9 percent	197	+/-85
25.0 to 29.9 percent	0	+/-26	30.0 to 34.9 percent	144	+/-105
30.0 to 34.9 percent	10	+/-15	35.0 to 39.9 percent	8	+/-13
35.0 to 39.9 percent	0	+/-26	40.0 to 49.9 percent	40	+/-36
40.0 to 49.9 percent	44	+/-45	50.0 percent or more	60	+/-66
50.0 percent or more	116	+/-62	Not computed	11	+/-17
Not computed	93	+/-58	\$75,000 to \$99,999:	473	+/-126
\$10,000 to \$19,999:	473	+/-125	Less than 20.0 percent	250	+/-114
Less than 20.0 percent	0	+/-26	20.0 to 24.9 percent	136	+/-57
20.0 to 24.9 percent	37	+/-36	25.0 to 29.9 percent	36	+/-29
25.0 to 29.9 percent	74	+/-35	30.0 to 34.9 percent	9	+/-14
30.0 to 34.9 percent	119	+/-71	35.0 to 39.9 percent	42	+/-45
35.0 to 39.9 percent	29	+/-26	40.0 to 49.9 percent	0	+/-26
40.0 to 49.9 percent	83	+/-84	50.0 percent or more	0	+/-26
50.0 percent or more	113	+/-63	Not computed	0	+/-26
Not computed	18	+/-20	\$100,000 or more:	1,122	+/-262
\$20,000 to \$34,999:	629	+/-168	Less than 20.0 percent	819	+/-233
Less than 20.0 percent	45	+/-49	20.0 to 24.9 percent	183	+/-85
20.0 to 24.9 percent	42	+/-34	25.0 to 29.9 percent	23	+/-27
25.0 to 29.9 percent	69	+/-53	30.0 to 34.9 percent	18	+/-20
30.0 to 34.9 percent	20	+/-21	35.0 to 39.9 percent	17	+/-27
35.0 to 39.9 percent	46	+/-47	40.0 to 49.9 percent	0	+/-26
40.0 to 49.9 percent	9	+/-15	50.0 percent or more	0	+/-26
50.0 percent or more	359	+/-127	Not computed	62	+/-43
Not computed	39	+/-35			
\$35,000 to \$49,999:	440	+/-151			
Less than 20.0 percent	27	+/-21			
20.0 to 24.9 percent	0	+/-26			
25.0 to 29.9 percent	7	+/-12			
30.0 to 34.9 percent	88	+/-67			
35.0 to 39.9 percent	162	+/-137			
40.0 to 49.9 percent	137	+/-91			
50.0 percent or more	19	+/-23			
Not computed	0	+/-26			

## Comparative by Income Group

- 44% of HH earning less than \$10,000 spend 50% or more on rent; *60% spent 35% or more of HH income on rent*
- 24% of HH earning between \$10,000 - \$19,999 spend 50% or more on rent; *47.5% spent 35% or more of HH income*
- 57% of HH earning between \$20,000 - \$34,999 spend 50% or more on rent; *66% spent 35% or more of HH income on rent*
- 4.3% of HH earning between \$35,000 - \$49,999 spend 50% or more on rent; *72% spent 35% or more of HH income on rent*
- 9.8% of HH earning between \$50,000 - \$74,999 spend 50% or more on rent; *18% spent 35% or more of HH income*
- 0% of HH earning between \$75,000 - \$99,999 spend 50% or more on rent; *9% spent 35% or more of HH income on rent*
- 0% of HH earning \$100,000 or more spend 50% or more on rent; *1.5% spent 35% or more of HH income on rent*



## 2009 HOUSEHOLD INCOME BY GROSS RENT AS A PERCENTAGE OF HOUSEHOLD INCOME IN THE PAST 12 MONTHS

Universe: Renter-occupied housing units

2009 ACS Dataset					
	Natick town, Middlesex County, Massachusetts			Natick town, Middlesex County, Massachusetts	
	Estimate	Margin of Error		Estimate	Margin of Error
Total:	2,941	+/-269	\$50,000 to \$74,999:	610	+/-171
Less than \$10,000:	329	+/-137	Less than 20.0 percent	91	+/-48
Less than 20.0 percent	0	+/-127	20.0 to 24.9 percent	207	+/-95
20.0 to 24.9 percent	18	+/-26	25.0 to 29.9 percent	220	+/-126
25.0 to 29.9 percent	90	+/-85	30.0 to 34.9 percent	9	+/-14
30.0 to 34.9 percent	74	+/-71	35.0 percent or more	73	+/-57
35.0 percent or more	103	+/-60	Not computed	10	+/-15
Not computed	44	+/-64	\$75,000 to \$99,999:	496	+/-162
\$10,000 to \$19,999:	297	+/-94	Less than 20.0 percent	223	+/-104
Less than 20.0 percent	50	+/-66	20.0 to 24.9 percent	170	+/-115
20.0 to 24.9 percent	25	+/-30	25.0 to 29.9 percent	69	+/-59
25.0 to 29.9 percent	69	+/-42	30.0 to 34.9 percent	16	+/-26
30.0 to 34.9 percent	51	+/-35	35.0 percent or more	5	+/-9
35.0 percent or more	91	+/-45	Not computed	13	+/-21
Not computed	11	+/-16	\$100,000 or more:	473	+/-114
\$20,000 to \$34,999:	341	+/-116	Less than 20.0 percent	395	+/-110
Less than 20.0 percent	9	+/-14	20.0 to 24.9 percent	31	+/-28
20.0 to 24.9 percent	9	+/-14	25.0 to 29.9 percent	0	+/-127
25.0 to 29.9 percent	22	+/-26	30.0 to 34.9 percent	0	+/-127
30.0 to 34.9 percent	21	+/-24	35.0 percent or more	0	+/-127
35.0 percent or more	280	+/-110	Not computed	47	+/-36
Not computed	0	+/-127			
\$35,000 to \$49,999:	395	+/-130			
Less than 20.0 percent	25	+/-40			
20.0 to 24.9 percent	9	+/-15			
25.0 to 29.9 percent	31	+/-48			
30.0 to 34.9 percent	144	+/-81			
35.0 percent or more	186	+/-96			
Not computed	0	+/-127			

### Comparative by Income Group

- No income group spent more than 50% of HH income on rent
- 31% of HH with less than \$10,000 spent 35% or more of HH income on rent
- 31% of HH with income between \$10,000 - \$19,999 spent 35% or more of HH income on rent
- 82% of HH with income between \$20,000 - \$34,999 spent 35% or more of HH income on rent
- 47% of HH with income between \$35,000 - \$49,999 spent 35% or more of HH income on rent
- 12% of HH with income between \$50,000 - \$74,999 spent 35% or more of HH income on rent
- 1% of HH with income between \$75,000 - \$99,999 spent 35% or more of HH income on rent