

IN BOARD OF SELECTMEN
MONDAY, JUNE 26, 1995

Present: Vice-Chairman Maryann K. Clark and Lawrence L. Blacker.

The statutory requirements as to notice having been met, the meeting was convened at 7:30 p.m. at the Fairbank Senior Center.

Utility Petition No. UP95-18

Present: Lisa Barth, 286 Old Lancaster Road.

Before the meeting commenced, Lisa Barth, a resident of 286 Old Lancaster Road, discussed with Mr. Thompson this utility petition.

The Board is in receipt of a communication dated June 19, 1995, from Arthur Richard, Wiring Inspector, and John B. Hepting, Inspector of Buildings, to the Board of Selectmen, recommending approval of the subject petition.

It was on motion unanimously

VOTED: To approve the following Utility Petition from Boston Edison Company and New England Telephone and Telegraph Company for joint or identical locations for the erection or construction of Pole(s), to be owned and used in common by them, and for such other fixtures including anchors and guys as may be necessary to sustain or protect the wires of the line, upon, along and across the following public way or ways of said Town:

No. UP95-18 - Old Lancaster Road easterly side at Brownstone Lane
One (1) Pole
One (1) existing pole to be removed,
shown on plan of Boston Edison
Company, dated May 17, 1995, entitled
"Plan of Old Lancaster Road, Sudbury."

Utility Petition No. UP95-19

The Board is in receipt of a communication dated June 19, 1995, from Arthur Richard, Wiring Inspector, and John B. Hepting, Inspector of Buildings, to the Board of Selectmen, recommending approval of the subject utility petition.

It was on motion unanimously

VOTED: To approve the following petition of Boston Edison Company and New England Telephone and Telegraph Company for permission to construct, and a location for, such a line of conduits under the following public way of the Town:

No. UP95-19 - Dutton Road easterly approximately 350 feet south of Tanbark Road, a distance of about 39 feet - conduit, as shown on plan of Boston Edison Company, dated May 15, 1995, entitled "Plan of Dutton Road, Sudbury," and plan No. 95-11 of New England Telephone and Telegraph Company, dated June 13, 1995.

Overhead Utility Connections

(a) Reeves Street

The Board is in receipt of a communication dated June 14, 1995, from Ron Ham of Portside Realty Trust, in which they are requesting approval to cross the road for installation of overhead electric service to a new home being constructed at 3 Reeves Street. A request is being made for a waiver of the requirement that any new utilities be underground.

Mr. Thompson stated that Mr. Drobinski did have reservations about the overhead utility connection. Mr. Thompson has been in the area and has viewed it. Selectman Blacker added that he has been in the area also. There are no underground utilities in the area to tap off of.

Vice-Chairman Clark stated that the bylaws are drafted such that the Selectmen can grant special permission in unusual circumstances. Selectman Blacker opined that this was an unusual circumstance.

It was on motion unanimously

VOTED: That permission be granted under Bylaw Article XX, Section 3E, for the installation of overhead utility connection from the existing pole to a new home being constructed on 3 Reeves Street.

Peggy Fredrickson, a resident of 170 Haynes Road, had a question for the Board with reference to utility poles and their position with respect to the side of the road. She commented that frequently the utility poles are right at the edge of the pavement which she feels is extremely unsafe, undesirable and makes it expensive for plowing and mowing. She inquired as to what regulates how far from the edge of the road poles are placed.

Vice-Chairman Clark stated there is no regulation in the Town. It has been considered but has never made it past consideration. She does not believe there is any state regulation. Ms. Fredrickson felt that it would be wise of the Town to begin to formulate a long-term plan and policy. Vice-Chairman Clark queried whether Ms. Fredrickson would be interested in serving on a committee to look into this, and Ms. Fredrickson replied that she might be.

(b) Lincoln Road

Present: Deborah Montemerlo, Conservation Coordinator

The Board is in receipt of a communication from Arthur J. Richard, Wiring Inspector, regarding a request of Paul Cavicchio for the installation of electricity in the existing Root Cellar on Lincoln Road. He stated that he has no objection to this work being done and he recommends approval.

Ms. Montemerlo stated that Paul Cavicchio is using the root cellar for root stock. He is not planting the flowers themselves but the roots of the flowers. She added it is a good compatible use and no pesticides will be used.

Mr. Thompson stated that Mr. Cavicchio is willing to restore the front of the root cellar to make it more secure. The installation of electricity would be from Pole No. 52, an existing pole, which is set back a reasonable distance, and it would follow the same route as a guy wire which does cross the street to an existing pole adjacent to the root cellar.

Vice-Chairman Clark inquired as to why Mr. Cavicchio needs electricity for the root cellar. Ms. Montemerlo explained that he will be storing the root stock in the cellar, and he needs electricity for temperature control. She added that the cellar has been a problem for the Conservation Commission with vandalism.

It was on motion unanimously

VOTED: To grant permission under Bylaw Article XX, Section 3E, to have one guy wire replaced from Pole No. 52 with a combination power and guy wire.

Operational Review Committee for the Wayland-Sudbury Septage Disposal Facility

Present: Robert A. Gottberg, 89 Mossman Road, Chairman of the Operational Review Committee and Lyman Sheats, Wayland, member of the Operational Review Committee.

The Board is in receipt of a memorandum dated June 22, 1995, with attached documentation from Lyman Sheats, member of the Operational Review Committee, regarding the Wayland-Sudbury Septage Facility. A status report was given by Robert A. Gottberg, Chairman of the Operational Review Committee (ORC) and Lyman Sheats, member of the ORC, concerning the facility's operations.

Mr. Gottberg stated that at the last Town Meeting Wayland and Sudbury voted for an extension of the existing arrangement between the two towns for an additional four years. As members of the ORC they are looking to change the Inter-Town Agreement, and they are exploring the possibility of Sudbury taking over the operation of the septage facility. They are also looking into other possibilities, such as privatization or the ORC taking over the operation directly. Mr. Gottberg indicated that the ORC is having problems with the management at the Wayland Highway Department at the present time; therefore, the ORC is looking at a shorter time frame than the four years voted for the extension of the existing arrangement.

Vice-Chairman Clark inquired as to what steps it would take to resolve the situation and what he could suggest as far as a time frame to resolve this. Mr. Gottberg replied that he wanted a decision made by the next Town Meeting. Vice-Chairman Clark stated there would have to be a review of the status of the financial situation so that the ORC can come to Town Meeting with the full facts to inform what the situation is.

Mr. Gottberg concurred and stated that what he envisions is, if the ORC could come up with its recommendation, it would be another six months to a year for implementation of the recommendation. Vice-Chairman Clark asked if there was a subcommittee or task force concerning this issue, and Mr. Gottberg responded there was not at this point.

Selectman Blacker inquired as to whether the Town of Sudbury is getting credit for interest, notwithstanding that they may not be segregated funds. Mr. Gottberg stated there will be another audit at the end of this fiscal year to verify that. Mr. Sheats stated there is a letter from Mr. George Harris contained in the information provided to the Board which states that the problem was that the interest on the bonds was not being credited to the septage account. It was being put into the Wayland General Account and that has supposedly been corrected by the Wayland Treasurer setting up a separate bank account for the septage funds, but he cannot be certain that this has actually been done. Selectman Blacker stated that he would assume that would be determined with the audit.

Mr. Sheats stated the upgrade problem is very vital. The septage facility is wearing out and the equipment fails on a regular basis. The repairs should not be delayed. He explained it is up to the Board of Road Commissioners in Wayland to get the program started. However, they have said at several meetings recently that this topic is not on the agenda. Mr. Sheats stressed that this is one of the messages that he wants recognized. The upgrade program is going nowhere and the ORC is trying to get some sort of change that would get things going.

Selectman Blacker requested Mr. Thompson to advise Wayland to let the Town know when the next Road Commissioners meeting would be. Mr. Sheats mentioned that the ORC had been meeting at the septage facility, but the last meeting was diverted at the last minute inasmuch as the highway director decided that it was not a public building.

Vice-Chairman Clark inquired whether the problems with the facility are visible if the meetings did take place there. Mr. Sheats responded that the problems are very visible, but the road commissioners don't understand what is going on at the facility and they are very seldom at the facility. He also mentioned that the road commissioner representative to the ORC has only attended one out of the last five meetings.

Mr. Sheats informed the Board that his main purpose for attending tonight's meeting was to ask if the Board, after reviewing his documentation, had any questions. He suggested that the report be studied and perhaps the Board would want to refer to other people who would be more involved, and then maybe a meeting could be scheduled between the Board and the ORC or its representatives, and hopefully it can be done fairly soon.

Selectman Blacker thanked Mr. Gottberg and Mr. Sheats for attending the meeting and for the status report of the septage facility.

218th Town Forum

At 8:00 p.m., Vice-Chairman Clark convened the 218th session of the Town Forum.

American Legion Post 191 - Donation of New Flags and Accessories

Present: Floyd L. Stiles, Jr., American Legion.

Mr. Stiles made a brief presentation. He stated that the American Legion just celebrated its 75th anniversary and this is the 50th anniversary of World War II, and the American Legion is very proud to donate to the Town by way of the Board of Selectmen two flags; a new American flag and the state flag, as well as the eagle on top of the post for the American flag. The pole and the base were donated for the Town flag. Mr. Stiles mentioned that last year two flags were donated to the Fairbank Center and now public meetings in either location will have our nation's colors.

Vice-Chairman Clark, on behalf of the Town of Sudbury, thanked the American Legion for their generosity.

Hop Brook Protection Association Shoreline Survey Report

Present: Karen Riggert, Coordinator for the Hop Brook Protection Association and Marilyn Novak.

Karen Riggert, coordinator for Hop Brook Protection Association made a presentation concerning the Hop Brook Protection Association Shoreline Survey. She submitted the Survey Report and brochures for the Board to review.

Ms. Riggert wished to acknowledge some of the people who have been supportive of this survey. The Hop Brook Protection Association is the organization that coordinated this survey, and within the Town of Sudbury, Deborah Montemerlo, Conservation Commission Coordinator, has been extremely instrumental in helping with the survey. She mentioned Joan Kimball, who is coordinator of the Massachusetts Riverways Adopt a Stream Program, who also provided assistance.

Ms. Riggert explained that their efforts began last October. There were two shoreline surveys. One took place in December and one was completed in May. There were 16 segments to the survey. The survey looks at the problem areas, the action proposals and positive potential value. The positive value is the beautiful wildlife habitat with a great deal of wildlife. The potential value would be recreational; the canoeing, which cannot be done now because of the algae problem, was a problem identified by the survey.

Ms. Riggert also acknowledged the 70 participants who took part in the survey report, most of whom took part in the shoreline survey. She mentioned that the report was compiled and edited by Heidi Myer. The cover was done by Mia Novak, a high school student. Marilyn Novak created a display that was presented at the meeting, and she made a brief presentation concerning the display.

Ms. Novak stated that, thanks to the shoreline surveyors, it has been seen that there are two faces to the Hop Brook. The display had two questions: (1) Is this the Hop Brook; (2) Or is this? One is a beautiful, almost pristine area which can be canoed down and gorgeous landscape views, fields, and wildlife can be seen. The waterway runs 9.4 miles through Sudbury.

Ms. Novak continued and stated the other face of the Hop Brook is one of storm sewer drain pipes leading directly from streets right into the Hop Brook, erosion right into the Hop Brook, places

where people have paved right to the back of the Hop Brook so that when cars drop oil, and when it rains it washes right into the Hop Brook. There is various algae growth in all of the ponds and in the wetland areas. Ms. Novak also mentioned a Dumpster at Mill Village that seems always to be overflowing, littering the banks of the Hop Brook.

She also presented a map that showed the wetlands that are in the eastern part of Massachusetts leading out into the great fishing areas in the Gulf of Maine. She stated she found Sudbury and saw the waterway on the map which was the Hop Brook. Looking closely she was able to trace the Hop Brook into the Sudbury River, into the Concord River, to the Merrimac River and directly into the sea where it empties out into the Gulf of Maine. Ms. Novak stated that whatever is done to the Hop Brook can be traced to the fish we eat.

Ms. Novak stated basically that is what they found out and thanks to the surveyors, a good view was had of what parts of the Hop Brook they wanted to see.

Ms. Riggert made further explanation regarding the process by which the 70 people came to be involved as volunteers in the shoreline survey. Ursula Lyons did the publicity. Some people received a letter from the Association and became involved through that, and they also had a junior high class that joined the association during the survey.

She touched upon a few items found in the survey. In the executive summary it states that approximately one-third of Sudbury is included in the Hop Brook Water Shed. She mentioned that the survey includes all aspects of the surveying activity and it can be followed along, somewhat as a story of the Hop Brook. Ms. Riggert stated that Muriel Plonko has included a brief history of the Hop Brook in the survey report.

Vice-Chairman Clark thanked Ms. Riggert for the presentation and stated it was certainly an educational process for the entire Town.

Senior Needs Assessment Summary Report by Council on Aging

Present: Ann Rossini, Survey Coordinator, William Bannon, and Edward Rawson, Council on Aging.

The Board received copies of the Sudbury Senior Needs Assessment Summary Report, dated March, 1995.

Edward Rawson reported that Ruth Griesel, Director of the Fairbank Senior Center, was to give tonight's presentation but her husband is ill and has been hospitalized in Honolulu. Ann Rossini, the Survey Coordinator, made the presentation and William Bannon was present to answer any questions.

Ms. Rossini gave a brief overview of how the task force was developed and how long it took, what is available, and what may be of interest. In June of 1992 it was discovered through inquiry what information the senior center had in terms of the senior population. In discussion it was found there was no data base on this issue.

After a year of discussions a survey was developed as well as a survey tool. They focussed on seniors 60 and older. The tool itself consisted of 12 different topics ranging from housing, transportation,

use of the senior center, social needs and physical limitations. Seniors were invited by way of a letter and publicity to participate, and 442 responded to the survey which took approximately an hour to complete. After the tool was completed, William Bannon professionalized it.

The data was collected. Seniors had a choice of either filling out the survey themselves or to be interviewed. A summary of the survey is what is contained in the Summary Report. The information will be distributed to all Town Boards. She suggested that after the Selectmen review the Summary Report, if they have any questions, she will be available to answer them, and also Ms. Griesel will be returning and will be happy to answer any questions.

Vice-Chairman Clark inquired as to whether the Summary Report represents a fair sampling of the community. Ms. Rossini replied that, concerning the age 60 and older population, at the time of the 1992 census there were 53 percent female and 46 percent male in the Town. The survey had a 55 to 45 ratio. In terms of age percentages, the Town census gives 65 percent between ages 60 and 69. They had a response of 62 percent from that age group. That was the largest age group and obviously they have the most to invest. The questions of housing and future planning for housing was paramount.

Mr. Bannon pointed out that although the Board is in possession of the Summary Report, it does exist electronically if they wish to obtain more detailed information.

Vice-Chairman Clark thanked Ms. Rossini for her presentation and for the Summary Report.

Following reports by the various Boards and Departments, Town Forum was adjourned and refreshments and conversation were enjoyed by those present. The Town Forum was televised over the local Cable network and a copy of the videotape is available during the next year by contacting the Selectmen's Office.

Minutes

It was on motion unanimously

VOTED: To approve the minutes of June 12, 1995, as amended.

Council on Aging - Van Donation

It was on motion unanimously

VOTED: To accept \$146.97 in miscellaneous donations for deposit into the Council on Aging Van Donation Account and to authorize the Council on Aging to expend the same for purposes of operating and maintaining the Council on Aging vans.

Renewal of Livery and Limousine Service Licenses

(a) Sudbury Limousine Service, Incorporated (SLS)

The Board is in receipt of the following documentation: Application to Richard E. Thompson from Raymond E. Butler III, of Sudbury Limousine Service including Price Schedule, Service

Information, References, list of drivers, Certificates of Registration for four vehicles, and Certificate of Insurance for vehicles and Workers' Compensation.

Upon motion it was unanimously

VOTED: To grant the renewal of Livery and Limousine Service License, in accordance with the application received, for James E. Butler, Sudbury Limousine Service, Incorporated, 75 Union Avenue, Suite 102C, and to approve the rates of \$55 to or from Logan Airport and \$35 hourly rate; subject to satisfactory vehicle inspections and driver permits granted by the Police Department.

(b) AAA Limousine, Inc.

The Board is in receipt of the following documentation: Application dated June 12, 1995, to the Board of Selectmen from Edmund R. Brown, President of AAA Limousine, Inc., including information on drivers, vehicles, insurance for vehicles and Workers' Compensation.

Upon motion it was unanimously

VOTED: To grant the renewal of Livery and Limousine Service License, in accordance with applications received, for Edmund R. Brown, AAA Limousine, Inc., 39 Union Avenue, Sudbury, subject to satisfactory vehicle inspections and driver permits granted by the Police Department; and to approve revised rates as follows:

Sudbury to Boston and/or Logan Airport:	
Limousine	\$80.00
Sedan	\$70.00
Van	\$65.00

Bond and State Aid Anticipation Notes

The Board is in receipt of a communication dated June 20, 1995, from Mary Ellen Normen Dunn, Town Treasurer and Collector, to the Board of Selectmen, concerning Bond and State Aid Anticipation Notes.

Upon motion it was unanimously

VOTED: To confirm the authorization and signing by the Board of Selectmen on June 22, 1995, of Notes with BayBank at an interest rate of 3.83 percent, to come due September 29, 1995, as follows: \$342,466.50 in State Aid Anticipation Notes for Chapter 90 projects and \$125,000 in Bond Anticipation Notes for 1994 Annual Town Meeting Articles 38 (Drainage) and 64 (Walkways).

Award of Contracts by Interim Town Manager

The Board is in receipt of the following documentation:

1. Letter dated June 19, 1995, to John Drobinski, Chairman, from Terri Ackerman, Budget and Personnel Officer, along with two summary pages, concerning the

FY96 insurance awards.

2. Communication dated June 16, 1995, to TEC/MPAA Oil Bid Participants from Carol Scott Dooling, concerning the FY96 fuel oil bid award for Town Buildings.

Upon motion it was unanimously

VOTED: To approve the award of contracts by the Interim Town Manager as follows:

- (1) FY96 insurance awards, as recommended by the Budget and Personnel Officer based on analysis by consultant Charles Hall:

- a. Commercial Package: Property, Professional Liability, Boiler and Machinery, Umbrella, and Automobile insurance coverage to Great American Co. through Murphy Insurance, Hudson, MA, at a cost of \$57,500.

- b. Workers' Compensation reinsurance, claims administration, and related services to Great American Co. through Murphy Insurance and Alvin J. Sims at a cost of \$24,179.

- c. Police and Firefighters Accident Policy to Hartford Insurance Co. through Massachusetts Interlocal Insurance Assoc. (MIIA) and Hastings-Tapley at a cost of \$15,490.

- (2) FY96 #2 fuel oil for Town Buildings to Northeast Petroleum/Cargill, Danvers, MA, at the price of +\$.0330 per gallon to be added to the lowest rack price as listed in the New York Journal of Commerce (Boston) in accordance with bid specifications and award of The Education Cooperative/Massachusetts Plan Administrators Association.

Sale of Liqueurs and Cordials by Licensed Restaurants and Review of Fee Schedule

The Board acknowledged receipt of a communication dated June 19, 1995, to the Board of Selectmen and the Interim Town Manager from Janet Silva, Administrative Assistant to the Board, addressing the question of establishing licensing procedures and fee for licenses to sell liqueurs and cordials by restaurants licensed to sell wines and malt beverages, as authorized by the 1995 Annual Town Meeting's acceptance of Chapter 481 of the Acts of 1993. Ms. Silva's letter informed that procedures are fully established by the Alcoholic Beverages Control Commission with which the Town must conform. Thus, there remains only the question of establishing a fee, which she recommended to be \$300 per year. In addition Ms. Silva's communication stated a review of all licensing fees under the Selectmen had been made, and an increase of three fees also recommended.

Following discussion, it was on motion unanimously

VOTED: To set an annual fee of \$300 for a License, to be granted to Common Victualer Wines and Malt Beverages Licensees, to Sell Liqueurs and Cordials, effective immediately;

and it was further unanimously

VOTED: To increase the following Alcoholic Beverages License Fees, effective January 1, 1996, as follows:

All Alcoholic Common Victualer	Current: \$2,500	New Fee: \$3,000
Wines and Malt Beverages Common Victualer	Current: \$1,000	New fee: \$1,200
Wines and Malt Beverages Package Store	Current: \$1,000	New fee: \$1,200

Perambulation of Town Bounds

The Board acknowledged receipt of a communication dated June 1, 1995, from I. William Place, Town Engineer, to John Drobinski, Chairman, concerning perambulation of town bounds.

Vice-Chairman Clark commented that regarding the bound listed in No. 8, "unable to recover because of water level of Sudbury River," that it be checked in August when the water level is down. She also commented that item No. 9 is missing and she suggested that this be checked.

On motion it was unanimously

VOTED: To approve for forwarding to adjacent communities a report dated June 1, 1995, from the Town Engineer, on the perambulation of all town bounds performed by the Engineering Department, subject to items Nos. 8 and 9 being redone.

Route 20/Nobscot Road Intersection

The Board acknowledged receipt of a communication dated June 15, 1995, from Peter J. Donohue, District No. 3 Highway Director, Massachusetts Highway Department, to I. William Place, Town Engineer, concerning the signalization/reconstruction of the Route 20/Nobscot Road intersection.

The Board agreed to table this matter until a later date. Vice-Chairman Clark requested more time to study this issue.

Minuteman Advisory Group on Interlocal Coordination/July 20, 1995 Meeting

The Board is in receipt of a memorandum dated June 12, 1995, and attachments received from Leland Wood, Chair, Minuteman Advisory Group on Interlocal Coordination (MAGIC) presenting informational materials, announcement of MAGIC's upcoming meeting of July 20th at the Sudbury Town Hall, and requesting a letter supporting MAGIC's economic development activities and supporting a MAED-MAPC agreement facilitating MAGIC's participation in MAED's Site Finder Service.

Mr. Thompson stated that he would speak to Mr. Drobinski concerning this matter. Vice-Chairman Clark stated she does not know enough about this to give an answer, and it was agreed to table this until Mr. Drobinski can review this material.

Community Action Statement

The Board acknowledged receipt of a communication dated June 16, 1995, from Jody A. Kablack, Town Planner, to the Board of Selectmen, soliciting amendments to Sudbury's Community Action Statement for an annual update.

Vice-Chairman Clark recommended the following changes to the Community Action Statement:

- (a) Under "Need: Develop Comprehensive Growth Management Plan/Techniques," delete "Sudbury Village project - sewer, bypass, zoning" as it was previously stated that it would be deleted.
- (b) To Insert "Organize Growth Management Study Committee" under Need: Develop Comprehensive Growth Management Plan/Techniques.
- (c) Under "Need: Provide enhanced services to residents," she would like inserted "Reduce the number of overhead wires. Research traffic calming techniques."
- (d) Under "Need V: Develop Comprehensive Growth Management Plan/Techniques," delete "Route 20 bypass".

Upon motion it was unanimously

VOTED: To approve the above amendments to the Town of Sudbury Community Action Statement, subject to Chairman Drobinski's additions or amendments.

Employment Contract with Terence P. Sullivan - Town Manager

The Board passed over Agenda Item No. 18. Mr. Blacker informed the Board he had spoken to Mr. Sullivan earlier in the evening and he stated that he had withdrawn his candidacy.

Landham Road Bridge

Selectman Blacker inquired as to the status of the Landham Road Bridge. Mr. Thompson reported that he talked with Robert Noyes and he stated that he is contracting with McCart and construction is to begin at any time.

Vice-Chairman Clark stated that September will be here and school buses will have the need to go over the bridge, and it must be done immediately and this is the time of the year to do it. Mr. Thompson indicated he will again contact Mr. Noyes.

Fort Devens Land

Selectman Blacker suggested that the Board write a letter concerning this land. He does not want to give the Fish and Wildlife people the impression that the letters that they are getting are the position of the Town. He added that it may very well be at some point, but at the present time that is not the case.

Mr. Thompson reported that he has indicated the Selectmen have no position until there is more dialogue. He stated that the Board in the past had discussed using the land for more than just open space. It might lend itself to a host of things, active or passive recreational, housing, sporting activities, and so forth. He stated there was a concensus not to make an early decision that it should be turned over to the National Wildlife.

Selectman Blacker reiterated that he would like it known that turning over all the land to the U. S. Fish and Wildlife Service is not the Town's position presently.

Interim Town Manager Appointment/Salary

In accordance with Chapter 131 of the Acts of 1994, it was on motion unanimously

VOTED: To extend the appointment of Richard E. Thompson as Interim Town Manager for the Town of Sudbury, to serve only until a new Town Manager is appointed and such appointment becomes effective, but not later than July 31, 1995; and it was further

VOTED: To continue Richard E. Thompson's current "Employment Contract" dated November 21, 1994, without change except to amend Item #1 by increasing the annual salary rate of \$73,099 by 3% effective July 1, 1995.

Executive Session

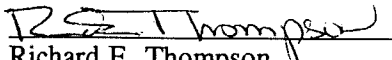
At 9:45 p.m., it was on motion by roll call unanimously

VOTED: To go into Executive Session to discuss a collective bargaining matter with representatives from the Sudbury Supervisory Association. (Vice-Chairman Clark, aye; Selectman Blacker, aye.)

Vice-Chairman Clark announced that public session would not reconvene.

There being no further business, the meeting was adjourned at 10:20 p.m.

Attest:


Richard E. Thompson
Interim Town Manager-Clerk