

IN BOARD OF SELECTMEN  
THURSDAY, OCTOBER 11, 1984

Present: Chairman Anne W. Donald, Myron J. Fox and Josiah F. Frost.

The statutory requirements as to notice having been fulfilled, the meeting was called to order at 8:00 p.m. by Chairman Donald.

Site Plan 84-282 Raytheon/528 Boston Post Road

Present: Facilities and Administration Manager H. F. Sweitzer, Jr., Project Manager Steven Fugarazzo, Architect Bruce Tyson of John Crowe Associates, Atty. Neil Minahan (Lexington plant), General Manager Walter Stowell, Carl Bartow of Corporate Headquarters, Manager of Sudbury Laboratories John Griswold and Assistant Manager George Monter, Manager of Plant Engineering Robert Demer, and Robert Brandon of Aldrich Architects, representing Raytheon Company; Building Inspector Joseph E. Scammon; Town Engineer James V. Merloni; Planning Board Chairman Thomas W. H. Phelps; and approximately five residents.

Chairman Donald convened a public hearing for continued consideration of Site Plan 84-282 of Raytheon Co., 528 Boston Post Road, Limited Industrial District #1, for a building expansion, continued by mutual consent on September 24, 1984.

Executive Secretary noted receipt of the following communications received subsequent to the September 24 hearing:

- from the Planning Administrator, dated October 11, 1984, stating the Planning Board's recommendation of September 21 remains unchanged;
- from Joseph W. and Susan S. Mooney, 147 Nobscot Road, dated October 10, stressing concern over general traffic and development problems along Route 20 and objection to the Raytheon site plan;
- a landscape plan from Raytheon entitled, "Sudbury EDL, Building 1 - North Addition, Raytheon Company, Planting Segment A and B", dated September 20, 1984;
- an updated report from the Town Engineer, dated October 5, outlining highlights of two meetings he attended with other Town officials and representatives of Raytheon, as follows:
  - 1) staggered work hours: informal flextime schedule in use now, started with the encouragement of car pooling, and extends starting and quitting time by almost one hour. Town Engineer's opinion is that it is a successful practice; he has not observed ongoing traffic back-ups in the area of Raytheon driveway and Route 20;
  - 2) driveway access to Union Avenue: discussed railroad right-of-way and access drive to Coatings Engineering (abutter) as possible roads for a Raytheon drive; determined implementation is out of Raytheon's control; will continue to explore any possibilities that may arise; Town Engineer sees this as low priority and more helpful to Raytheon than to the Town;

3) Nobscot Road/Route 20 intersection improvements: Town Engineer approval of this site plan is conditioned on Raytheon "being required to provide traffic relief at the Nobscot Road-Boston Post Road intersection in the form of traffic lights and a planned widening to allow for a left-hand turn from the Boston Post Road onto Nobscot Road (and) that, if the new addition to the Raytheon Plant is ready before the above traffic improvements are completed, then Raytheon will be required to provide for a Police traffic detail at the intersection until such time as the improvements become operational." (The Town Engineer refers to these improvements as being "temporary" in anticipation of the State widening of Boston Post Road to a four-lane roadway approximately between the fire and police stations on Route 20.) State approval has been granted to Raytheon for these improvements which are to be coordinated with the State project; therefore, no time table could be established for completion.

- a draft vote prepared by Assistant Town Counsel Thomas M. French, who met and discussed the same with three members of Raytheon, Friday, October 5.

Atty. Neil Minahan felt that Raytheon had met all the conditions of zoning and asked for the Selectmen's approval.

Responding to Selectman Donald who asked if Raytheon could consider the possibility of off-site parking and bussing people to the plant as a remedy to the Route 20 traffic issues, Atty. Minahan stated that he did not know of any site that would serve that purpose and pointed out that Raytheon had made a substantial commitment in terms of financial (and other) assurances that the Nobscot Road/Route 20 intersection would be improved and that this improvement would improve the overall traffic situation on Route 20. Atty. Minehan explained that with the intersection improvements the percentage of the volume of traffic to the capacity of the intersection would be reduced during the morning peak hours to 68% from 83% and during evening peak to 80% from 94%, even with anticipated traffic generated by Raytheon's addition! Facilities and Administration Manager H. F. Sweitzer, Jr., added that the traffic report prepared by Norman A. Abend (June 1984) indicates the fundamental problem on Route 20 is the existing Nobscot Road/Route 20 intersection.

Responding to Selectman Fox, Mr. Sweitzer stated that all utility cables will be overhead - gas will be underground; that salt and chemical de-icers are only used in handicapped areas and on walkways - not in the parking lot; later, he indicated that they have no problems with complying with the recommendations listed in the Board of Health's letter of September 21 (and as included in the draft vote), those listed in the Fire Chief's letter of July 23, and the condition that six ground water monitoring stations be installed in the vicinity of the filter beds to be used for an ongoing well testing program, noted in the Planning Board's letter of September 21.

There was a lengthy discussion regarding staggered work hours. Atty. Minehan stated that Raytheon had no problem with implementing, and identifying to the Town, a program of staggered work hours as long as those hours are consistent with Raytheon's business practices. He, therefore, had some problem with the concept of the Town dictating/approving the schedule, as recommended in the Planning Board's report of September 21.

Selectman Fox felt that the Planning Board's (and the Town Engineer's) intention in recommending staggered work hours "reviewed and approved (accepted) by the Town" was so that there would be some recourse for the Town in the future if, with the Raytheon addition, there was some significant or a measurable change in the traffic on Route 20. Atty. Minehan stated that if there were a problem Raytheon would address it - that it would not only be in the Town's best interest but in Raytheon's best interest to do so since its employees will be traveling on Route 20.

Responding to Selectman Fox, Town Counsel suggested wording for inclusion in the vote relative to staggered work shifts which was agreeable to the Selectmen and to Raytheon representatives present.

Raytheon concurred with Selectman Donald that car pooling be maximized.

Mrs. Geraldine C. Nogelo, 19 Washington Drive, commented on the impossible situation on off-peak hours (8:00 p.m. this evening); she thought the road should be widened for a couple of miles west of Raytheon which would address backups during peak hours as a result of east-bound cars which need to turn left (across traffic) into the west entrance to Raytheon.

Responding to Chairman Donald, Raytheon indicated that some employees included in the figure of 572 anticipated with the new addition, are currently working in rented space in Marlboro and traveling to the Sudbury plant, but that the majority of the people would not be working in the Sudbury facility until the new addition is completed.

Agreement was expressed by Planning Board Chairman Thomas W. H. Phelps that, if the Selectmen grant approval of the site plan, Union Avenue access (see Planning Board letter of September 21) would not be a pre-condition. Also, approval would be conditioned on a traffic officer to be provided at Raytheon's expense if the Route 20/Nobscot Road improvements are not completed prior to occupancy of the building.

During further discussion regarding Raytheon's contribution toward road improvements in the general vicinity, the Selectmen accepted an offer from Raytheon to widen Route 20 at the Nobscot Road intersection at the expense of Raytheon Company (as Raytheon pointed out, they have the incentive to do so because of the cost - \$30,000 yearly - of hiring a traffic officer) plus a contribution in the amount of \$250,000 (an increase of \$50,000 from their initial offer) to cover the cost of Union Avenue access, or to implement other reasonable traffic improvements, such as a traffic light at Route 20/Nobscot Road intersection.

Responding to the Selectmen, the Town Engineer estimated that a traffic light at the Nobscot Road/Route 20 intersection could be more expensive than the one which is being installed (at the owner's expense - estimated \$25,000-40,000) at the Sudbury Crossing intersection because it has to be coordinated with the light at Sudbury Crossing and it includes the minor widening; he estimated the cost to be \$40,000-60,000. Mr. John Griswold of Raytheon estimated the cost of the widening and the light to be closer to \$150,000.

With input from the Building Inspector, the Board agreed, if the site plan was approved, not to condition issuance of a building permit on certain conditions of the vote but only on the issuance of an occupancy permit (see vote, item 13).

Selectman Fox complimented Raytheon for the effort put forth in working with all the Town boards and officials; likewise, on behalf of the Board, expressed appreciation for the cooperation the Selectmen received from local boards and officials.

Selectman Fox addressed some points raised in a recent Town Crier article regarding the impact the Raytheon extension will have on the Town.

At the conclusion of comments and discussion, it was on motion by Selectman Frost unanimously

VOTED: To approve Site Plan Application #84-282 of Raytheon Company for property located at 528 Boston Post Road, Sudbury, Massachusetts, owned by Raytheon Company and Raymond Bolger c/o Raytheon Co., 141 Spring Street, Lexington, Massachusetts, as shown on a plan entitled, "Topographic Plan of Land in Sudbury, Mass. (Middlesex County)", dated February 16, 1984, revised July 20, 1984, Sheets L6, 7, 8, 9, 10, 11, 14 and 15, subject to compliance with all governmental laws and regulations including, but not limited to, zoning, building and health laws and regulations, and further subject to the following conditions:

- 1) Order of Conditions under the Wetlands Protection Act by the Conservation Commission, dated September 18, 1984 (DEQE File No. 301-146);
- 2) approval of the drainage system, including traps, catch basins, and periodic maintenance as required by the Town Engineer;
- 3) the grant of an earth removal permit, as applicable;
- 4) approval of signs or advertising devices as required under the sign bylaw;
- 5) no storage or use of chemicals on site except in conformity with guidelines and requirements of the Board of Health and except with written notice of the same to the Board of Health; the owner or operator of the site shall comply with the Massachusetts Oil and Hazardous Material Release Prevention and Response Act, G.L. c.21E, as amended, and all regulations issued thereunder;
- 6) final approval by the Selectmen of an accurate architectural rendering of the proposed building or change, showing the front and side features as they will appear from the public way or private access;
- 7) approval by the Planning Board of final landscaping plan entitled, "Sudbury EDL, Building 1 - North Addition, Raytheon Company, Planting Segment A and B", dated September 20, 1984;
- 8) exterior lighting to be directed away from adjacent residences;

- 9) submission of an "as built" site plan - any change in the physical condition of the site, including changes in the location or design of structures or systems, following initial approval of the site plan, will require approval of the Board of Selectmen;
- 10) as stipulated, and agreed to, in written reports, or otherwise, from the various Town department heads and agencies, as follows:
  - A. letter of September 21, 1984, from Michael J. Sullivan, Director, Sudbury Board of Health:
    - (1) Six months after the addition is completed and occupied, and on an annual basis thereafter, groundwater samples will be collected and analyzed for volatile organics, metals, nitrates, specific conductance, oils and grease, phenols and any other parameter that may be needed to assure the quality of the ground water is not adversely affected. The six existing groundwater monitoring stations in the vicinity of the filter beds shall be utilized for such tests as directed by the Board of Health;
    - (2) The Board of Health office must be notified on a monthly basis as to actual and projected usage of microwave emitting equipment and the emission levels measured at the field monitoring stations;
    - (3) The elevation of the filter beds will be raised accordingly to assure there is a minimum of four feet between the maximum water table and the bottom of the filter beds;
    - (4) Interior plans of the cafeteria must be approved by the Board of Health;
    - (5) The effluent from the kitchen must be discharged into a grease trap sufficient in size to assure at least a twenty-four hour detention period; and
    - (6) The amount of hazardous material used or stored on site will not increase as a result of the new building.
  - B. letter of August 9, 1984, from R. G. Shelley, Senior Vice President, Raytheon Company:
    - (1) Route 20 at the Nobscot Road intersection shall be widened as stated at the Applicant's cost provided that the Town shall cooperate with the applicant in establishing such widening;
    - (2) The applicant shall continue to use its best efforts to secure access to and from its property and Union Avenue, within the financial limits stated; and
    - (3) The applicant shall provide to the Town an irrevocable letter of credit in a form acceptable to the Town and the applicant in the amount of \$250,000 to expire not earlier than January 1, 1989, to be used to cover the Town's costs of any action by the Town deemed desirable by the Board of Selectmen to secure access to Union Avenue

or to implement other reasonable traffic improvements in the general vicinity such as the installation of traffic control signals at the Route 20/Nobscot Road intersection provided that the total expenditure from Raytheon under items 2 and 3 immediately above and any draw-down on such letter of credit shall not exceed \$250,000.

- C. letters of September 21, 1984, and October 5, 1984, from James V. Merloni, Town Engineer:
- (1) The applicant shall alleviate traffic congestion by the use of staggered shifts and/or flextime scheduling in such a manner as will not significantly impact the applicant's business practices. In the event that the applicant intends to change its scheduling so that traffic congestion will be measurably increased, then prior to the implementation of such change the applicant will meet with the Town Engineer and the Planning Administrator to determine a method of implementation of such change which will not measurably increase traffic congestion but will also allow applicant to operate its business without significant impact; and
  - (2) If the proposed building becomes occupied prior to the completion of Route 20 construction as stated in item B.(1) above, the applicant shall provide at its cost a traffic control officer at the Nobscot Road intersection until such completion.
- D. the following conditions outlined in the Fire Chief's letter of July 23, 1984:
- (1) The building will be fully sprinklered and connected to the municipal fire alarm system;
  - (2) The parking areas should be inter-connected for ease of use in emergencies;
  - (3) Paving capable of supporting and wide enough for a fire engine should be installed leading from the present front (south) driveway to the entry area (presently west gate guard area); said area to be plowed and maintained at all times; and
  - (4) A complete list of all used and stored chemicals, gases, solids, liquids that are listed as hazardous chemicals or that in the event of fire or damage might become hazardous should be given to the Fire Department and the Board of Health.
- 11) no wells for water are to be installed on the site since the applicant will be having the Sudbury Water District lines extended to the addition.
  - 12) no salt or chemical de-icers are to be used on the parking lots and the use of salt and chemical de-icers on the sidewalks shall be minimized.
  - 13) no occupancy permit shall be issued until the following (above-listed) items are complied with: 1, 2, 6, 7, 8, 9, 10A(4), 10D and items 10B and 10C with the understanding that, if the proposed building becomes occupied prior to completion of the construction of Route 20, the

applicant shall provide a traffic control officer at the intersection of Nobscot Road and Route 20.

Note: The number of the site plan, as recorded in the Board of Selectmen's minutes of this meeting, has been corrected to read #84-282, instead of #84-281.

#### Interviews for Police Chief

Executive Secretary Richard E. Thompson stated that he had provided the Board with copies of all material submitted by the two Sergeants who will be interviewed this evening for the position of Police Chief, and that he had reviewed their personal files at the Police Station and those on file in the Selectmen's office (he noted that the applicants could also review those files at any time). Mr. Thompson referenced a list of prepared questions to be used by the Board at its discretion.

Mr. Thompson stated he had had several inquiries regarding when the actual appointment would be made. Selectman Frost suggested a target date of November 5th. Selectman Fox felt the Board should not consider a specific date but should wait until all five sergeants have been interviewed - the Board may determine that there is a need to interview outside of the department or that finalists should be called back. The Board agreed that the appointment would not take place this month.

#### Present: Sergeant Ronald J. Nix

The following is a summary of responses given by Sergeant Nix during his interview with the Board:

- He felt he would like to become police chief because of the personal challenge, that it would be a culmination of a lot of effort on his part (formal and informal education), and of perseverance on the part of his wife and family (irregular hours); it is the direction he would like to have his career follow.

- He was aware that being appointed chief might mean a cut in salary because of the loss of overtime.

- He felt it was the chief's job to have enough organization in place and competent supervisors so that it would not be necessary for him to personally be at the station or on the streets during the midnight - 8:00 a.m. shift unless he felt he wanted to be there for some reason.

- Relative to the chief's role in the community, he felt the most essential part of the job is for the chief to understand the needs of the community with respect to law enforcement, i.e., should solicit input from the business community, various Town boards, schools, and constituents - that the chief needs to be in touch in order to meet their needs by setting goals and objectives accordingly.

- Judging the effectiveness of the Department, he felt that Sudbury is very fortunate in having high caliber personnel. He felt the following organizational changes should be made:

- develop goals, objectives, milestones;
- formulate rules and regulations and be certain that these are in compliance for an overall uniformity of the law enforcement objectives of the department - see that there is no variation from shift to shift; and
- solicit input from the men in the department and especially from the sergeants - their ideas and opinions are valuable to the chief.

- He had no reservations about a woman being appointed to the force if she had the necessary qualifications.

- Regarding his personal goals and objectives, he felt that these should be set after determining the needs of the community. He felt that Sudbury is a very service-oriented department and that there are times when a department has to be legalistic as well.

- Given the constraints of Proposition 2½, he felt that he could meet his goals with the current funding and personnel.

- Regarding a policy for the use of force, he felt there should be a clearly defined policy and that it should be adhered to. He was unaware of any policy regarding use of force at the present time; his personal view was that the use of force should only be used when absolutely necessary. (Selectman Fox reiterated what he had said during interviews last week, that, not only should there be a clear-cut policy on the use of force, but that it should be read by every man on the force.)

- He stated that in ten years as a sergeant he had attended approximately four staff meetings; stressed the importance of sergeants meeting with the chief so that the sergeants know what the direction of the department is and can be actively involved in the same; felt that communication was essential and it was his opinion that the opinions of the men should be solicited by their sergeants and brought to these meetings.

- On the question of handling citizen complaints on a fellow officer, he felt that all complaints should be heard, and that the officer in question should be able to give his version of the incident; he said there was no written policy on this issue.

- Responding to the question of whether he felt there have been problems because the department has been without a police chief for a while, Sergeant Nix stated that any organization without a head has problems but added that there has been voluntary cooperation on the part of all the men which is a credit to all of them.

- With the changes taking place in Town he felt that there would be some increase in the police job - the Town is growing and things are busier.

- He felt in-service training was very important - that every officer should keep abreast of law enforcement.

Selectman Fox complimented Sergeant Nix for an "outstanding" job as a witness in the Framingham District Court last Tuesday on a "driving under the influence" case with Officer Quinn. Responding to Selectman Fox, Sergeant Nix



stated that the former breathalyzer the department had was a much more dependable piece of equipment than the intoxilizer they currently use.

Present: Peter G. Sullivan

The following is a summary of responses given by Sergeant Sullivan during his interview with the Board:

- The challenge of organizing the Department he has been part of for approximately 19 years, he stated, is his main reason for wanting to become chief. He felt he was prepared for the challenge because of his education and background in management and training, and, through teaching, his experience to handle personnel matters and his exposure to organizational structure. He felt that the Department was outstanding and that there was great potential within the Department in terms of the capabilities of people on the force. He explained that he had been Administrative Assistant for eight years until an accident in 1978 which made it necessary for him to be out of work for two years, and in the interim Sergeant Lembo replaced him.

- He felt the main problem with the Department is its lack of organization and expanded on the following areas where he would begin to make organizational changes:

- Structure of the Department, i.e., ranking between officers should be analyzed;

- Varying number of men on shifts should be looked at especially with the increase of traffic on Route 20 at peak periods and associated problems;

- Rules and regulations - standard operational procedures - should be updated on a continuing basis and on hand at all times with the chief commander of each shift (he stated he researched and drew up the original rules and regulations for the Department);

- Personnel files should be kept up to date;

- More emphasis on police training and continuing education - he felt the 40-hour per year training at the North East Regional Institute in Tewksbury was insufficient; he felt offering educational courses would give the men more incentive; he mentioned how superior to other schools the Commanding Institute at Babson College is and that as Chief he would want the men to go there;

- Establish a formalized disciplinary code tied in with the rules and regulations emphasizing more pride in the uniform;

- Institute a program of physical fitness; set aside one room at the station with weight and exercise equipment; and

- An officer should not only be disciplined but receive recognition when he does an outstanding job; that recognition could be in the form of a commendation and could be posted in a conspicuous place in the station so that he can be held in esteem by his fellow officers.

- He felt his personal goals would not be hindered by Proposition 2½ constraints - that he is not talking about the more men/more equipment syndrome but organizational goals which will not cost money.

- He did not feel it was necessary for the chief to live in town, that he has always lived in Framingham while on the Sudbury force; he explained his personal (family) preference to remain in Framingham, and stated that it has never been or will never be a detriment to his carrying out the responsibilities of his job.

- Regarding the appointment of a woman to the force, he approved so long as she was qualified, stated that having a woman police officer could be an asset, i.e., with a young child, rape victims, arrest of a woman when a police matron must be called in; he added that he might not have been in favor of it about 25 years ago when brute force was used and there were no exceptions for women; also, as Chief he would expect her to perform at the same level as the others which he did not see as a problem since women are equally trained and disciplined at the Police Academy. He added that he has had more exposure to female police officers than the average policeman through his membership in the (Boston) Emerald Society and through his many years of teaching law enforcement management courses.

- Relative to his salary as Police Chief, he stated more important than the money was the position; however, he felt the salary structure should be looked at since, with overtime, many officers make as much as, or more than, the chief. He mentioned he was a finalist in two towns to which he applied for the position of Police Chief, (and was offered disability retirement), but that he declined in all instances because he really wanted to be the Chief of Police in Sudbury (and retire when he was ready).

- Regarding the Chief's role in the community, he felt he should be a leader, a representative of the Town government (Selectmen) and the community - a highly visible person. He felt the possibilities of the job were limitless; some positive things which could be done (he suggested) were:

- speakers bureau
- crime prevention programs
- periodic library talks on various subjects dealing with the law for people of all ages;
- involvement with the business community and the Chamber of Commerce in a cooperative way;
- work with school department, the elderly and the handicapped.

He concluded by stating that the chief's position in a community of this size is what he makes of it. He felt the chief should be accessible to the people, that the residents should feel comfortable with the chief and not be intimidated, and that is what he tries to stress now with his men.

#### Cable TV

On the recommendation of the Executive Secretary, it was on motion by Selectman Fox unanimously

VOTED: To accept the finding by the State Community Antenna Television Commission, letter dated September 25, 1984, and to amend Sudbury's provisional license accordingly relative to underground service installation charges.

Town Counsel was directed to prepare the above amendments for the Selectmen's signature as soon as possible.

Sale of "The Viviparous Quadrupeds of North America"

At its June 25, 1984, meeting the Board approved the auction sale of historic books titled, Audubon's Quadrupeds, by the Goodnow Library Trustees, subject to receipt and approval of the sale proposal by the Board of Selectmen and Town Counsel, and appropriate notification to the Historical Commission and the Ancient Documents Committee, in accordance with Town Bylaws Article XII, Town Property, and to request Town Counsel's opinion prior to the sale as to where the proceeds must be deposited.

At its August 27, 1984, meeting the Board acknowledged receipt of a communication dated August 24, 1984, from the Ancient Documents Committee indicating that the volumes are highly valuable but of no historical value to the Town, and a communication from Town Counsel dated August 24, 1984, stating his opinion that the funds derived from the sale of the books should be held by the Selectmen and the Town Treasurer pursuant to the provisions of Ch. 180 of the Acts of 1911 and made available for library purposes without action by Town Meeting.

The Board acknowledged receipt of the following:

1) a communication from Assistant Town Counsel Thomas M. French, dated September 10, 1984, commenting on and approving subject to his suggested changes a proposal - Reserve Agreement and the Consignment and Sale Agreement - from Robert W. Skinner, Inc, forwarded under cover letter dated August 20, 1984; and

2) a communication from the Chairman of the Historical Commission, dated September 26, 1984, unanimously supporting the Trustees of the Goodnow Library in their effort to dispose of the Audubon Quadrupeds folio at this time.

It was on motion by Chairman Donald unanimously

VOTED: To approve the auction sale of Audubon's The Viviparous Quadrupeds of North America by the Goodnow Library Trustees.

Attachments to Utility Poles

The Board acknowledged receipt of a communication from Jack Goggin, District Manager, Public Affairs, for Boston Edison Company, stating its policy that nothing be attached to any utility poles because of safety reasons unless permission is expressly obtained from Boston Edison and/or New England Telephone.

The Board indicated its support and gave copies of this communication to reporters from the Town Crier and The Middlesex News requesting publication of the same.

Establish Salary Increase/Non-Union Personnel

It was on motion by Selectman Fox unanimously

VOTED: To establish the salary levels for non-union employees, exclusive of individually-rated or elected personnel, for FY85 at a 5.5% increase, retroactive to July 1, 1984, subject to the concurrence of the Personnel Board.

Note: Not having received input from the Personnel Board, as requested, 5.5% was voted as recommended by the Executive Secretary in order to be compatible with the increase given to the local school clerical employees.

Sanitary Landfill Rules and Regulations

The question of amending the Sanitary Landfill Rules and Regulations was tabled until October 15.

Youth Commission

The Board was in receipt of a proposal to the Town of Sudbury for the creation of a Youth Commission.

Responding to Selectman Fox, Executive Secretary Richard E. Thompson stated his opinion that the Board should support this effort to establish such a Commission, which is being sponsored by the Sudbury-Wayland Lions Club under its Chemical People Project. Also responding to Selectman Fox, Mr. Thompson stated that there is a certain amount of liability associated with the formation of this Commission as there is with the official appointment by the Town of the Juvenile Restitution Committee, but that there would be no increase in insurance costs.

Selectman Fox suggested that, if such a Commission were supported by the Selectmen, in his opinion it should be done in conjunction with or include a member from the Park and Recreation Commission, a youth member, the Juvenile Restitution Committee, local churches and synagogues, the Teen Center, etc.

At the conclusion of discussion and in accordance with the Executive Secretary's recommendation, it was on motion by Selectman Fox unanimously

VOTED: To support the creation of a Youth Commission, sponsored by the Sudbury-Wayland Lions Club under its Chemical People Project, subject to Town Counsel's review of the proposal, and to direct the Executive Secretary to proceed accordingly.

Minutes

It was on motion by Selectman Fox unanimously

VOTED: To approve the minutes of the Regular Session of October 1, 1984, as corrected.

Woodmere Drive Extension

Selectman Frost stated that, upon investigation of the Woodmere Drive Extension subdivision, it was his opinion that the issues of concern as stated by Mr. Kolb and Mr. Hamar at the Utility Petition hearing for that subdivision did not appear to be as serious as the implications. However, the Board directed the Executive Secretary to contact the Building Inspector relative to the issues raised at the hearing on October 1 and report back to the Board.

Salaries/Town Personnel

Regarding an apparent concern voiced recently by the Personnel Board over the manner in which salaries for certain Town personnel are set after Annual Town Meetings, Chairman Donald stated that the Chairman of the Finance Committee indicated to her that the Finance Committee would like to meet with the Selectmen to discuss this issue - suggested dates were October 25 and November 8.

Following a brief discussion, the Selectmen agreed that Chairman Donald would meet with the Finance Committee on behalf of the Board; October 25th was most convenient for Chairman Donald.

Water Resources Project

Following discussion in conjunction with a communication dated October 4 from L. Mike Meixsell, Vice-Chairman, Planning Board, it was on motion by Selectman Fox unanimously

VOTED: To endorse the Water Resource Project and seek work assistance (75 hours) from the MAPC for the same, subject to reviewing a scope of work; and to recommend to the MAPC that the official interfacing with Town be the Growth Advisory Group.

And it was further

VOTED: To direct the Executive Secretary to convey the Selectmen's support to the MAPC Representative David Grunebaum, the Planning Administrator, and the Planning Board.

Communications to Personnel Board

a. Relative to the creation of the position of Police Lieutenant, and in response to a communication from the Personnel Board dated September 25, 1984, questioning the authority and appropriateness of the Selectmen to create said position, the Board indicated its support of a letter to the Personnel Board from Chairman Donald dated October 2, 1984, which had also been reviewed by Town Counsel.

b. Additionally, the Board supported a communication sent by Chairman Donald to the Personnel Board, under date of October 5, 1984, which responded to several publicly-made accusations by Chairman Sorett regarding the salary

increases recently approved by the Selectmen for various individually-rated Town personnel.

#### State Funding/Housing Programs

Chairman Donald brought to the Board's attention a communication dated October 1, 1984, from Amy S. Anthony, Secretary, Executive Office of Communities & Development, regarding the availability of funding for various housing programs if application is made prior to November 7, 1984, by local housing authorities. Chairman Donald expressed her particular interest in supporting the Chapter 667 Program for the development of congregate housing for older people who need supportive services in order to maintain their independence or who otherwise wish to live in a shared-living environment.

Noting that application must show evidence of local support and be endorsed by the local chief executive(s), Selectman Frost suggested that a communication endorsing application under Chapter 667 be forwarded to Representative Lucile Hicks and to Senator Atkins' office from the Selectmen.

Selectman Fox stated that, although it was his understanding that the restrictions placed on the distribution of the remaining funding under these programs were extremely prohibitive, the information could be forwarded to the Sudbury Housing Authority with a cover letter from the Selectmen expressing their support of application under Chapter 667, with copies sent to both Representative Hicks and Senator Atkins. The Board concurred.

#### Minuteman Statue

In conjunction with a recent newspaper article regarding the Concord Selectmen's unanimous vote to not allow the Air National Guard to make a replica of the Town's minuteman statue to place in front of the Air National Guard's new support center at Andrews Air Force Base in Maryland, Selectman Fox suggested that the Air National Guard be permitted to use Sudbury's minuteman statue. The Board concurred and accordingly directed Mr. Thompson to forward a letter to them with a copy to Dr. Maurice Fitzgerald, who had initiated the suggestion.

#### Police Chief Salary

Responding to Selectman Fox regarding setting the Police Chief's salary, Executive Secretary Richard E. Thompson stated that legislation which mandated cities and towns to pay their fire and police chiefs according to the number of people on the force and at a certain ratio times the highest paid patrolman was repealed after about four years (former chiefs in their respective positions were grandfathered). Neither the Sudbury Fire Chief nor the new Police Chief qualify under the so-called Chief's Ratio Bill.

#### Donation - Council on Aging

It was on motion by Selectman Fox unanimously

VOTED: To accept, on behalf of the Council on Aging, miscellaneous donations in the amount of \$118.50 to be used for the van transportation program.

Background Music License/Philip's Pizza

It was on motion by Chairman Donald unanimously

VOTED: To grant a Weekday Entertainment License for background music (radio) to Philip Magiannis, d/b/a Philip's Pizza, to be exercised at 447 Boston Post Road, from 10:00 a.m. - 10:00 p.m. Monday through Wednesday, and from 10:00 a.m. - 11:00 p.m. Thursday through Saturday, to expire December 31, 1984.

Annual Middlesex County Selectmen's Meeting

Relative to a notice of meetings from the Middlesex County Selectmen's Association received October 1, Selectman Fox responded to the Executive Secretary that he planned to attend the business meeting, Saturday, October 27, in Hyannis.

Tour - Fort Devens

Responding to the Executive Secretary, Chairman Donald stated she planned to attend the scheduled tour at Fort Devens, Saturday, November 3, from 2:00-6:00 p.m. Both Selectmen Fox and Frost stated they are unable to attend.

Landfill Monitor

Executive Secretary Richard E. Thompson informed the Board that the Finance Committee had voted to approve the transfer request, approved by the Selectmen at their September 24 meeting, to fund the hiring of a full-time Landfill Monitor. Mr. Thompson noted that the request amounted to \$6,000 rather than the \$12,000 initially requested, with \$6,000 coming from the Highway budget.

There being no further business to come before the Board, the meeting was adjourned at 10:30 p.m.

Attest: \_\_\_\_\_

Richard E. Thompson  
Executive Secretary-Clerk