

IN BOARD OF SELECTMEN
THURSDAY, AUGUST 15, 1985

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

The statutory requirements as to notice having been fulfilled, the meeting was called to order at 7:30 p.m. by Chairman Fox.

Site Plan 84-276 Revision/Extension
Technology Concepts, 232 Codjer Lane

Present: Stuart Wecker, Technology Concepts, Inc.; Building Inspector Joseph E. Scammon; and abutter William Holden, 169 Horse Pond Road.

Chairman Fox convened a public hearing in consideration of extending Site Plan 84-276 of Stuart Wecker, Technology Concepts, Inc., for property located at 232 Codjer Lane, IP-1 and Residential A-1 Zones.

Executive Secretary Richard E. Thompson stated that all appropriate abutters and Town Officials had been notified and noted receipt of the following communications:

- from Glenn Chalder of Catrambone Development Corporation, dated July 23, 1985, listing revisions to the approved site plan and respective dates (July 1984 - June 1985) - the most significant revisions being an increase of approximately 34 parking spaces and a simplification of the approved landscaping;

- from the Building Inspector, dated August 9, 1985, concurring with all of the above-mentioned revisions and recommending approval;

- from the Planning Board, dated August 13, 1985, recommending approval conditioned on the following:

- the reinstatement of the landscaping along the west side of the building to provide a suitable buffer between the building owned by Technology Concepts and the property owned by William Holden;
- the installation of an appropriate muffler system on the diesel generator to minimize noise disturbance; and
- the construction of an effective barrier around the generator and ancillary equipment to further reduce noise levels.

NOTE: the Planning Board expressed concern that the site plan renewal application was not in the spirit of the original approved plan and requested that the Selectmen take the necessary steps to insure that the Town has the opportunity to review site plan modifications prior to actual on-site construction.

- from the Town Engineer, dated July 19, 1985, recommending approval, and a subsequent follow-up telephone call indicating no problem with the revisions;

- from the Board of Health, dated July 15, 1985, indicating no objection to the extension and reiterating that Town water be installed and the building be used for office space only;

- from the Fire Chief, dated July 12, 1985, stating no objection to an extension being granted;

- from the Conservation Coordinator, dated August 12, 1985, indicating that a revised Order of Conditions will not be necessary on the revised site plan; also, suggesting that utility petitions submitted by Boston Edison concerning Codjer Lane be contingent upon receipt of \$750, the amount expended by the Town to clean up an area of wetlands on Codjer Lane as a result of work done in the area by Boston Edison.

Mr. Stuart Wecker of Technology Concepts stated that the construction is now 70% complete and requested a 2-3 month extension; he reviewed the revisions to the site plan which were noted in Mr. Chalder's (above-referenced) communication.

Abutter William Holden expressed concern that initial site plan approval had been based on an 85,000 square foot building and 85 parking spaces, all things being considered, including traffic studies prepared at the time, and felt that Technology Concepts is assuming approval of two additional buildings by increasing the parking area at this time. Additionally, Mr. Holden strongly objected to the revision which simplified the original approved landscaping, which, he stated, as originally approved, provided a buffer between the Technology Concepts building and his abutting property.

Mr. Wecker responded to Mr. Holden's comments as follows:

- the actual pavement of the parking area will not be increased by very much overall because the parking spaces will be striped in a tighter pattern (size of spaces has been reduced from 10'-wide strips to 9'-wide strips because of today's smaller cars);

- the Building Inspector authorized the increased number of parking spaces prior to their installation;

- the landscaping can be restored per the original plan.

Responding to Mr. Holden on the question of the fire access, Mr. Wecker stated that it had been requested by the Fire Chief.

The Selectmen concurred with the Planning Board's concern that the appropriate Town officials/boards/departments should have an opportunity to review site plan modifications prior to on-site construction; Selectman Donald agreed with Mr. Holden's concern that Mr. Wecker should not make the assumption that any future intention to further develop this particular site will be an automatic approval, adding her opinion that the landscaping should be reinstated, as approved, particularly since other surrounding property has been rezoned to residential. Selectman Frost agreed.

Responding to Chairman Fox, Mr. Wecker stated that Town water had been installed, that the building would be used for office space only, and that the building is constructed exactly as shown on the approved site plan.

Responding to Selectman Donald, Mr. Wecker stated that the generator is fully insulated, has a muffler, is enclosed by shrubs and a fence, and will only be run for about ten minutes once a week for testing purposes.

At the conclusion of further discussion, it was on motion unanimously

VOTED: To approve an extension to December 31, 1985, and to allow modification (Sheets L-1 and L-4) of Site Plan 84-276, revised, of Stuart Wecker, for property located at 232 Codjer Lane, IP#1* and Residential A-1, owned by S&W Realty Trust, as shown on a plan entitled, "T.C.I. Corporate Headquarters, Sudbury, Mass.", dated June 22, 1984, (Sheets L-1 through L-7) with several revision dates, the latest being June 13, 1985, 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:

- approval of the drainage system, including traps, catch basins, and periodic maintenance as required by the Town Engineer;
- placement of all utilities underground;
- extension of Sudbury Water District lines to the site by the owner; no wells to be installed on the site;
- conditions set forth in the Planning Board's letter of August 13, 1985, as follows:

1) that the landscaping along the westerly side of the building shall be reinstated (as proposed by the original site plan) to provide a suitable buffer between the building owned by Technology Concepts and the property of Mr. William Holden (to minimize the visual nuisance to the Holden household); 2) that an appropriate muffler system shall be installed on the diesel generator so as to minimize noise disturbances; and 3) that an effective barrier shall be constructed around the generator and ancillary equipment to further reduce noise levels.

- also, that landscaping on the east side of the building be provided to minimize the visual nuisance to the neighboring residential district;
- and those set forth in the vote of the Board of Selectmen on July 9, 1984.

NOTE: Site Plan 84-276 (Sheets L-1 through L-7) will be submitted for signature following revision as specified above.

* Under Article 17 of the 1984 Annual Town Meeting, this portion of Industrial Park #1 was rezoned to Residential A-1. This did not affect Technology Concepts' project.

Growth Policy

Present: Virginia Welles, MetroWest Planner; Planning Administrator Lee Newman, Chairman Morton L. Brond, Lael M. Meixsell, John C. Drobinski, Planning Board.

Chairman Fox convened a joint meeting with the Planning Board and MetroWest Planner Virginia Welles to discuss Sudbury's growth policy.

MetroWest Planner Virginia Welles stated that each MetroWest town has been asked to develop a growth policy addressing growth within their town as well as the effect of that growth in relation to growth in neighboring towns.

Ms. Welles referenced Hans Helgeson's (1984) Town-wide survey and questioned whether she perceived it correctly - that some people like the growth taking place in Sudbury while a certain percentage feel that the growth in Sudbury is uncontrolled.

Selectman Donald expressed her opinion that the people who responded to Mr. Helgeson's questionnaire were those who were most upset about the changes that were taking place. She felt that the main reason for so much development taking place at once was because developers were unable to build for so long because of high interest rates, and that as soon as the rates began to drop the development started up. She added that surrounding towns have grown, as well, and that has also added to the impact on the traffic situation on Route 20 in Sudbury.

Selectman Frost felt the Town was fortunate to have had the Town Fathers who created the Town's original zoning back in the '40's because, as a result of that zoning, the Town has a corridor of business restricted to Route 20 unlike many towns which have retail and commercial businesses dispersed among residential areas of the town. He felt that with the proposed State widening of Route 20 in Sudbury through the main commercial area "the Town would be in very good shape".

Chairman Fox agreed with comments by Selectmen Donald and Frost and commented further that it takes comprehensive planning to accomplish creative development along with efficient traffic patterns; he mentioned the bypass road off Route 20 in the Town of Weston, created to keep the clutter of retail shops off the main road, and Mass. Avenue in Lexington, both of which he felt were tastefully done. He went on to say that Sudbury is concerned about future development and it is with that in mind that a Planning Administrator was hired so that the type of comprehensive planning, which is so necessary for future development, could be done for the Town of Sudbury.

Planning Board member John C. Drobinski agreed with comments made by the Selectmen while, at the same time, he felt there were some mistakes made in the past with regard to the zoning of the Town - that there has been a drastic impact on the Town in terms of traffic as a result of the commercial development. He felt another issue is the worry of properly protecting the Town's water supply in view of the fact that much of that development is taking place in areas near where Town wells are located.

Planning Board member Mike Meixsell expressed his general agreement to the above comments and commented further that there have been on-going negotiations with the State to explore the possibilities of alleviating the traffic problems downtown by widening Route 20 to four lanes through the central portion of the business area. He commented that, while people are complaining about the traffic problems along Route 20, they are also complaining about the possibility of four lanes on Route 20.

Planning Board Chairman Morton L. Brond stated his opinion that the planning on Route 20 has not been done very well. He felt that the growth which has taken place has been out-of-control growth and that he would not like to see Sudbury become a regional shopping center area. He stated that one of the recommendations of the Town's Master Plan Update was an indication of further growth on Route 20 in an easterly direction. He stated that the Planning Board is opposed to that. He stated further that additional commercial development in that direction would just extend an already difficult traffic problem all the way to Wayland center. Mr. Brond felt that it would be desirable and timely for the Town to look at its zoning requirements in terms of less intense commercial development.

Responding to Ms. Welles who asked what desirable characteristics the Town would like to preserve, Mr. Brond explained some small planning changes which have recently taken place (by Town Meeting votes) also noting that the Planning Board is in the process of revising the rules and regulations for subdivision control.

Ms. Welles asked if, in addition to the commercial growth, Sudbury is experiencing a lot of pressure on the housing market.

Mr. Meixsell commented that there appears to be some pressure lately to build in wetland and/or floodplain areas although he felt there was a tremendous variation among individual developers in that regard. Mr. Brond stressed the Planning Board's efforts with regard to placing more control on residential development and stated that the Planning Board is currently updating the rules and regulations for subdivisions with this in mind. And responding to comments by Planning Administrator Lee Newman relative to cluster zoning, Chairman Fox added his personal desire that the Planning Board bring a cluster zoning article to the 86ATM.

Following response that open space, narrow winding roads and stone walls are some of the characteristics which the Town would like to preserve, Ms. Welles offered the suggestion that, as certain changes become inevitable, for example, the widening of Route 20, that stone walls be built alongside the road.

Chairman Fox commented on some of the ways in which the Town is working to preserve those characteristics and/or resources; for example, the Town is working with Boston Edison in an effort to place utility cables underground in front of the Wayside Inn and, likewise, with the State in conjunction with the Route 20 widening; also, the Town is working with the Sudbury Water District relative to concerns that Town wells and aquifer areas be protected - an Aquifer Study was recently conducted by consultant, Dr. Chiang, and those results are now available.

Executive Secretary Richard E. Thompson added that a Planning Board has been elected whose major purpose seems to be to control and limit future development; also, steps have been taken to tighten up the site plan review process. He commented that there is not much undeveloped commercial land remaining and he felt that the expensive homes which are currently being built is an indication of how the community will continue to grow.

Mr. Meixsell stated that the Planning Board is concerned about the lack of available funding from the State and within the Town's finances for open space. Chairman Fox commented that one way the Town has dealt with this problem is by working closely with the State in the acquisition of the excess Army land on Hudson Road to be used for passive recreation, noting that the 85ATM rezoned the land to open space. Additionally, Chairman Fox commented on the Town's interaction with area towns in attempting to preserve open space by looking into the possibility of converting unused railroad tracks into bicycle and pedestrian trails.

Responding to Ms. Welles, who asked if the Town would be looking for more commercial development in the future to balance off the residential growth, Mr. Thompson felt it would not because the growth in the Town's residential properties equates to the commercial growth. He also mentioned the increased revenue the Town will be receiving from Raytheon (and other new construction) which, he stated, is what keeps the Town "floating". Mr. Brond expressed his opinion that people who can afford houses which range from \$250,000-500,000, the current cost of new homes in Sudbury, are not the type to be concerned about taxes, and, in his opinion, would rather pay a Proposition 2½ override than be in favor of additional commercial development.

Mr. Thompson felt that two problems associated with the recent area-wide residential and commercial surge are 1) the lack of people to fill lower level service jobs, and 2) affordable housing for moderate income people.

Another issue is that of unoccupied office space, Mr. Drobinski felt it was due to people being concerned with the high volume of traffic; Chairman Fox expressed his disagreement.

There was some discussion regarding Sudbury's high transient population. Most felt it was because these were hi-tech people who were frequently transferred. Selectman Frost felt the "used to be" 7-year average for a family to remain in town was changing because of a change within the larger companies to not offer the incentives (benefits) for people to move. Mr. Brond felt that the issue of transient families was not a problem at all because homes sold so quickly in Sudbury; however, Ms. Newman saw it as a problem in that there is a certain lack of commitment to the community in the transient population. Mr. Drobinski pointed out that there is also an apparent upgrading among people/families by their moving within the community.

Referring back to the growth associated problems Mr. Thompson had mentioned, Ms. Welles asked about affordable housing so that workers, for example, could live in Town. Mr. Thompson stated that the Sudbury Housing Authority is constantly working on ways to secure low income housing in the Town. Chairman Fox added that the Town has a 64-unit elderly housing project,

Longfellow Glen on Route 20 which provides mixed units of low income housing, and 8-10 scattered low-income houses.

Responding to Ms. Welles who questioned if the Town was settled in terms of not changing the trend from single family houses, Chairman Fox stated that it would depend on what is presented to the Town in the future. He noted that past Town Meetings have disapproved, for example, mother-in-law apartments and cluster zoning but he felt people would be amenable to listening to new proposals - that there is not an overwhelming majority of people who want it, but he felt the Town should continue to pursue it at Town Meeting.

In terms of regional growth, Ms. Welles asked what kinds of things, if any, would be useful to look at in terms of neighboring communities; i.e., Sudbury-Wayland Solid Waste Facility.

Chairman Fox stated he is an advocate of regionalization of services although he pointed out the realization that it would be a long time coming. He pointed out that the traffic on Route 20 is not just Sudbury traffic and indicated that resolution must be a cooperative venture.

Mr. Thompson pointed out that Sudbury is very fortunate in that its boundaries are uncluttered; there are large residential/open space buffers between neighboring communities.

Ms. Welles questioned whether Sudbury is affected by the Route 9 development and, if so, would the Town be further affected if it doubled in size, to which there appeared to be a general consensus that Sudbury is definitely affected since a lot of the traffic from surrounding towns does cut through Sudbury to get to Route 9. Regarding traffic flow in Sudbury, the agreement was that the main traffic corridor was east/west, i.e., Routes 20 and 117; Route 27 being the main north/south route through Sudbury.

Ms. Welles asked about another meeting with larger Town representation, to which Chairman Fox stated that there have been several already and that the Planning Board has also sponsored meetings on this subject.

At the conclusion of discussion, Chairman Fox thanked Ms. Welles and members of the Planning Board for their attendance and concerns.

Utility Petition 85-18/Codjer Lane

Present: Robert L. Blake, Boston Edison.

In conformity with General Laws, Chapter 166, Sections 21 and 22, the Board considered Utility Petition 85-18 of Boston Edison Company for permission to lay and maintain, and a location for, such a line of conduits and manholes with the necessary wires and cables therein, under the following public way of the Town:

Codjer Lane - at and easterly from Horse Pond Road, thence turning and running northeasterly a distance of about 803 feet - conduit.

Executive Secretary Richard E. Thompson stated that all appropriate Town officials and abutters had been notified and that a joint, favorable recommendation had been received from the Wiring and Building Inspectors, dated August 13, 1985.

Following a brief discussion, it was on motion unanimously

VOTED: To approve Utility Petition 85-18 of Boston Edison Company, as described above, and as shown on a plan entitled, "Plan of Horse Pond Rd. & Codjer Lane, Sudbury, Showing Existing customer conduit", dated June 28, 1985; in accordance with a recommendation dated August 12, 1985, from the Conservation Commission, said vote is contingent upon receipt of \$750 from Boston Edison for expenses incurred by the Town to clean up damage to a wetland area on Codjer Lane which resulted from work done by Boston Edison in said area.

Nelson Communications Proposal to Monitor Telephone Installation

Following discussion, it was on motion unanimously

VOTED: To accept a proposal from Nelson Communications, Inc., dated August 7, 1985, to provide services to manage and monitor the installation of the new Town and school telephone system by TCM, at an hourly rate of \$100 subject to the fees not exceeding \$3,000, and further subject to immediate receipt of a report from Nelson Communications showing an estimate of the work to be done and the amount of time it will take to do, so that the Town can budget accordingly.

Appointments/Election Officers

It was on motion unanimously

VOTED: To appoint Republican and Democratic Election Officers for the year commencing August 15, 1985, submitted by the Republican and Democratic Town Committee Chairmen August 1 and April 30, respectively, and recommended by the Town Clerk.

Cable Television Installation

Present: Jack VanKuilenburg, Adams-Russell Cablevision.

Chairman Fox convened a meeting with Mr. Jack VanKuilenburg of Adams-Russell Cablevision, relative to a petition from Philemon Whale Lane residents to eliminate CATV installation on their street.

A subsequent communication dated August 6, 1985, had been received from Mr. and Mrs. Frank Scofield, 4 Philemon Whale Lane, expressing disagreement with the suggestion by several Philemon Whale Lane residents at the Selectmen's meeting of July 22, 1985, to re-route the underground cable to the northerly side of Philemon Whale Lane in order to provide cable service to the only family which had expressed interest in the service; the Scofields felt that, if cable must be installed, it should not be just on the north side, but the original layout plan should be followed which would allow every residence on Philemon Whale Lane to have cable, and requested that any construction in

front of their home be postponed until after their return to Sudbury after September 3.

Mr. VanKuilenburg showed the Board a property map of the area and the original proposal for the layout of the cable on Philemon Whale Lane; he explained a suggested relocation of the cable from the original plan (shown in blue on said plan submitted by Mr. VanKuilenburg in the Selectmen's office later in the week) which provides for the installation of the cable on the north side of Philemon Whale Road (the cable would cross between #21 and #29 and again at the mouth of the cul-de-sac). Mr. VanKuilenburg stated that the cable service would be constructed in order to provide service to all of the existing dwellings.

Mr. VanKuilenburg pointed out that the petition by residents of Philemon Whale Lane was based on an esthetic concern; he showed a sequence of photographs emphasizing the efficiency of Adams-Russell's installation procedure - one-day opening and closing of trench, and the immediate restoration to all properties including those individual properties which are landscaped in the public way.

Responding to Chairman Fox, who questioned Adams-Russell's desire to pursue installation on Philemon Whale Lane since any future cost for installation would be the homeowners anyway, Mr. VanKuilenburg stated that, although he is aware that the majority of the present Philemon Whale Lane residents do not want cable service, knowing the turnover of homes in Sudbury, it would make more sense to Adams-Russell to be allowed to put in the cable now in anticipation of future homeowners on Philemon Whale Lane subscribing to cable television if they did not have the personal expense of the installation of the cable.

Following discussion it was on motion by Selectman Frost

VOTED: To agree with the recommended change to the original layout of cables on Philemon Whale Lane by constructing, instead, on the northerly side of Philemon Whale Lane; said cable installation will allow cable service to all of the existing dwellings on Philemon Whale Lane.

(Chairman Fox, opposed; Selectman Frost, in favor; Selectman Donald, in favor.)

Mr. Thompson stated that he would inform the residents of Philemon Whale Lane of the Board's action; Mr. VanKuilenburg stated he would contact each of them prior to the start of construction.

Mr. VanKuilenburg stated about sixty miles of aerial cable has been installed in Sudbury to date and that some areas of the Town are presently enjoying cable television.

Long Range Capital Expenditures Committee-Resignation/Appointment

Present: Chairman Robert J. Cusack, Long Range Capital Expenditures Committee; applicants, Robert "Kip" Johnson and Joseph W. Mooney.

It was on motion unanimously

VOTED: To accept with regret a letter of resignation dated August 2, 1985, from Fritz Steudel from the Long Range Capital Expenditures Committee and to direct the Executive Secretary to forward an appropriate letter of appreciation to Mr. Steudel for his service on said Board.

Following introductions and brief interviews, it was on motion unanimously

VOTED: To appoint Robert G. Johnson, 41 Whispering Pines, and Joseph W. Mooney, 147 Nobscot Road, to the Long Range Capital Expenditures Committee, replacing Gerald M. Orris and Fritz Steudel, for terms to expire April 30, 1986 and 1987, respectively.

Telephone System

Following a brief discussion, it was on motion by Selectman Frost unanimously

VOTED: To approve and authorize the Chairman to sign a contract with Total Communications & Maintenance, Inc., for the installation of a new Town and school telephone system, in accordance with the bid award made July 1, 1985, subject to approval by Nelson Communications (Town's telephone consultant) insofar as the equipment is concerned, and approval by Town Counsel from the legal, technical point of view.

Accept Donation/Council on Aging

It was on motion by Selectman Donald unanimously

VOTED: To accept miscellaneous donations in the amount of \$136 to be used for the Council on Aging van.

Schedule Meeting

It was on motion unanimously

VOTED: To schedule a meeting on September 4, 1985, at 7:30 p.m., in the lower Town Hall.

Special Town Meeting Warrant

Following a brief update by the Executive Secretary on the preparation of the Special Town Meeting Warrant, it was on motion unanimously

VOTED: To concur with the decision of the Executive Secretary to change the numbering of the Special Town Meeting Warrant by making the Free Cash article, number 1 instead of article 11 and by renumbering the other articles accordingly.

Minutes

It was on motion unanimously

VOTED: To approve the minutes of the Regular and Executive Session minutes of August 5, 1985, both as drafted.

Use of Stabilization Fund

Town Counsel clarified for the Board that, effective September 18, a Stabilization Fund can be used for anything which a Town can borrow for at either a Special or Annual Meeting [Ch. 94 of the Acts of 1985 (until that date, a Stabilization Fund can not be used for all purposes, only educational purposes, at a Special Town Meeting)].

U.S. Fish and Wildlife/Agreement with Fire Department

Upon approval from the Fire Chief and Town Counsel and in accordance with the Board's vote of August 5, 1985, the Board signed a Fire Control Cooperative Agreement with the Fish and Wildlife Service, United States Department of the Interior, for reimbursement to the Town of costs incurred while fighting fires on National Wildlife property.

Use of Poles/Continental Cablevision

In accordance with a request from Mr. Gordon Crowe of Continental Cablevision of Mass., Inc., and following a brief discussion, it was on motion unanimously

VOTED: To authorize the use of fifteen utility poles located in Sudbury along Boston Post Road by Continental Cablevision of Massachusetts, Inc., for installation by that company of cable television in the Town of Wayland, subject to the approval of the Building Inspector, the Fire Chief relative to fire alarms, Boston Edison Company, New England Telephone and Telegraph Company, and the concurrence of Adams-Russell Cablevision.

County Assessment

Selectman Donald commented that Sudbury's County Assessment would drop from \$213,000 to \$92,800 if there is a take-over of jails by the State.

STM Art. 10/Accept Provisions c.188 of Acts of 1985

Selectman Frost questioned partial acceptance by the Town of the Provisions of Chapter 188 of the Acts of 1985 legislation, his intent being not to accept the provision which sets an \$18,000 minimum teacher salary and, following comment by Town Counsel, Selectman Frost directed Town Counsel to provide the Board with further clarification of the legislation prior to the Special Town Meeting.

Inventory of Chemical Storage in Sudbury

Chairman Fox directed the Executive Secretary to request a written report/inventory from the Fire Chief and the Health Director identifying the location of all chemicals which are stored by Union Carbide in Town, including the duration of the storage and what is being transported through Town.

Supershow/MD Telethon

The Board is unable to participate as a celebrity host in the 1985 South Middlesex Area Muscular Dystrophy Telethon, Labor Day weekend and directed the Executive Secretary to so respond to a communication from the MD Telethon Committee.

Performance Review/Town Counsel

Following a brief discussion, it was on motion unanimously

VOTED: To set the annual retainer for FY86 for Town Counsel Paul L. Kenny at \$20,670, a 6% increase over last year, retroactive to July 1, 1985, and to take no action at this time with regard to Town Counsel's hourly fee, which had been increased to sixty dollars as of January 11, 1985.

And it was further on motion unanimously

VOTED: To set the fee to retain the firm of Paul L. Kenny to provide Assistant Town Counsel services for FY86 at a 6% increase over former Assistant Town Counsel Thomas M. French's FY85 salary.

Performance Review/Executive Secretary

In accordance with the Selectmen's Performance Review Policy the Board noted receipt of a July 29, 1985, communication from the Executive Secretary outlining the major activities and accomplishments of the office over the past year and listing objectives for the coming year.

Chairman Fox stated that too frequently the local press/community are quick to chastise, rather than to recognize Mr. Thompson's many successes and accomplishments. The Board concurred and expressed deep appreciation for Mr. Thompson's consistent patience, effort, and attitude.

It was on motion by Chairman Fox unanimously

VOTED: To renew an employment contract (agreement) with Richard E. Thompson, Executive Secretary, for FY86, in accordance with G.L.c.41, s.108N, with the following provisions:

- 1) an annual salary for July 1, 1985, to June 30, 1986, to be \$52,194;
- 2) in addition to an annual salary of \$52,194, an additional 3% (\$1,566), which shall be used for supplemental retirement benefits under the so-called ICMA Retirement Plan (ICMA Retirement Corporation);
- 3) annual membership in the International City Management Association (ICMA) and the Massachusetts Municipal Management Association, and attendance at the Annual ICMA Conference to be paid by the Town;
- 4) one (1) physical examination per year paid by the Town;

- 5) twenty-two (22) vacation days per year (may carry forward one year only).
- 6) the same sick leave benefits as non-union Town employees;
- 7) the same medical insurance benefits as non-union Town employees;
- 8) the same holidays as non-union Town employees;
- 9) a mileage allowance of \$100/month; and
- 10) a six-month severability notice.

Executive Session

At 10:30 p.m. it was on motion by roll call

VOTED: To enter into Executive Session for the purpose of discussing litigation (Wayside Package, Inc.), where open discussion of the same may have a detrimental effect, and transactions in real property (Pratt's Mill Road, Assessor's Parcel #HO6 and /TP#189/Crystal Lake Drive, Assessor's Parcel #F04), where open discussion may have a detrimental effect on such transactions.

(Roll call vote: Chairman Fox, in favor; Selectman Frost, in favor; Selectman Donald, in favor.)

Chairman Fox stated that Open Session would not reconvene following the Executive Session.

There being no further business to come before the Board, the meeting was adjourned at 10:45 p.m.

Attest: _____
Richard E. Thompson
Executive Secretary-Clerk