

INDEX

ANNUAL TOWN ELECTION, MARCH 28, 1983

EMERGENCY SPECIAL TOWN MEETING, APRIL 4, 1983

ANNUAL TOWN MEETING, APRIL 4, 1983

ADJOURNED ANNUAL TOWN MEETINGS

APRIL 5, 6 and 11, 1983

EMERGENCY SPECIAL TOWN MEETING, OCTOBER 3, 1983

	<u>Art.</u>	<u>Page</u>	
Acts, General Laws, acceptance of			
Automatic sprinklers (Chap. 545 of 1982 Acts)	8	53	
Career incentive, police (Chap. 41, s.108L)	12	56	
Property tax relief for blind persons (Chap. 59, s.5, clause 37A)	ESTM 5	88	
Property tax relief from revaluation (Chap. 59, s.5, clause 41B)	ESTM 6	88	
Ambulance lease purchase	9	53	
Austin Road, acceptance of	7	52	
Automatic sprinklers, accept Chap. 545, of Acts of 1982	8	53	
Axdell Road, acceptance of	7	52	
Basic requirements and environmental impact (Art. IX, I)	13	59	DF
Bereavement time, Personnel Administration Plan	4E	16	
Blind persons, property tax relief (Chap. 59, s.5, clause 37A)	ESTM 5	88	
Borrowing, authorization for	2	9	
Brewster Road, acceptance of	7	52	
Budgets, 1983-84			
all budgets	5	20	
Bulkley Road, acceptance of	7	52	
Bylaws, amendments (except Art. IX, Zoning and XI, Personnel)			
Handicapped parking (Art.V, s. 26)	11	54	
Career incentive, police (Chap. 41, s.108L)	12	56	
Chanticleer Road, acceptance of	7	52	
Classification and Salary Plans	3	10	
Community Center, Fairbank School	19	71	
Concord Road, historic district	15	64	WITH
Debt Service, budget	5(200)	36	
budget adjustment	ESTM 2	85	
Dutton Road, reconstruct portion of	24	78	
Elections			
Annual Town, March 28, 1983		1	
Energy Conservation	22	74	
Environmental impact, basic requirements (Art. IX, I)	13	59	DF
Fairbank School, community center	19	71	
Finance Committee Report		5	
Ford Road, acceptance of	7	52	
Free Cash	ESTM 1	2	
revise	ESTM 4	86	
General Government, budget	5(500)	41	
Handicapped parking (Art. V, s.26)	11	54	
Harvard Drive, acceptance of	7	52	
Health, budget	5(800)	47	
Highway, budget	5(400)	39	
discontinue portion, Powder Mill Road	25	79	
reconstruct portion, Dutton Road	24	78	
reconstruct portion, Union Ave.	23	77	
Historic district, Concord Road and Route 20	15	64	WITH
Holidays, Personnel Administration Plan	4B	14	WITH
Hunt Road, acceptance of	7	52	

	Art.	Page	
Intensity Regulations (Art. IX, IV)	16	65	
Reconsidered	16	82	IP
Library, budget	5(600)	45	
Lincoln-Sudbury Regional High School			
1983-84 budget	5(130)	25	
drainage	ESTM 3	86	
roof repair	20	68	
Loring School, disposition of	18	69	IP
Longfellow Road, acceptance of	7	52	
Minuteman Regional Vocational Technical High School, budget	5(140)	33	
Nepotism definition/policy, Personnel Administration Plan	4A	13	DF
Nixon School, roof engineering	21	73	
Protection of Persons and Property, budget	5(300)	36	
Park and Recreation, budget	5(700)	46	
Parking, handicapped (Art. V, s.26)	11	54	
Personnel Bylaw			
Administration Plan			
Bereavement time	4E	16	
Holidays	4B	14	WITH
Nepotism definition/policy	4A	13	DF
Physical exams	4F	17	
Sick leave	4C	14	WITH
Summer hiring	4G	19	
Vacations	4D	15	
Classification and Salary Plans	3	10	
Physical exams, Personnel Administration	4F	17	
Police career incentive (Chap. 41, s.108L)	12	56	
Powder Mill Road,			
acceptance of	7	52	
discontinue portion of	25	79	
Powers Road, acceptance of	7	52	
Public Safety Amendment,			
Handicapped parking (Art.V, s.26)	11	54	
Reports, town boards, committees, officials, accept	1	9	
Reserve Fund, transfers from		50	
Resolutions,			
in gratitude			
Dante Germanotta		8	
Betsey M. Powers		8	
in memoriam			
George E. Claffey		7	
Anthony N. Corinne		7	
Robert Desjardin		7	
Albert R. Eaton		7	
Clifton F. Giles		7	
Dorothy Y. Goranson		7	
Marion A. Hawley		8	
Russell Loftus		8	
Rita M. Ross		8	
Shirley M. Sicard		8	
Retirement Account, carry forward 950-96	ESTM 2	4	
Retirement pension fund	10	54	
Rezone areas to residential (Art. IX, II, C)	14	61	DF
Rezone LID #2 to residential (Art. IX, II, C)	26	81	IP
Ridge Hill Road, acceptance of	7	52	
Roof engineering, Nixon School	21	73	
Roof repairs, Lincoln-Sudbury Regional High School	20	68	
Route 20 and Concord Road, historic district	15	64	WITH

Schools, Sudbury			
budget	5(110)	21	
Fairbank School, community center	19	71	
Loring School, disposition of	18	69	IP
Nixon School roof engineering	21	73	
Sick leave, Personnel Administration Plan	4C	14	WITH
Sprinklers, automatic, accept Chap. 545 of 1982 Acts	8	53	
Stabilization fund	27	81	
Street acceptances, twelve streets	7	52	
Summer hiring, Personnel Administration Plan	4G	19	
Tax relief, Property			
To blind persons	ESTM 5	88	
To certain persons from impact of revaluation	ESTM 6	88	
Town offices study/plans	17	68	DF
Unclassified budget	5(950)	50	
Unpaid bills	6	51	
	ESTM 1	85	
Union Ave., reconstruct portion of	23	77	
Vacations, Personnel Administration plan	4D	15	
Veterans budget	5(900)	48	
Zoning Bylaws (Art. IX, amendments)			
Basic requirements and environmental impact (I)	13	59	DF
Historic district, Concord Road and Route 20	15	64	WITH
Intensity regulations (IV)	16	65	
Reconsidered	16	82	IP
Rezone areas to residential (II, C)	14	61	DF
Rezone LID #2 to residential (II, C)	26	81	IP

DF	Defeated
IP	Indefinitely Postponed
NAU	Not Acted Upon
ND	Not Declared
WITH	Withdrawn

ANNUAL TOWN ELECTION

March 28, 1983

The Annual Town Election was held at the Peter Noyes School with the polls open from 7:00 A.M. to 8:00 P.M. There were 1,356 votes cast, including 20 absentee ballots. Twenty voting machines were used. The results were announced by Town Clerk, Betsey M. Powers at 9:55 P.M.

MODERATOR: For One Year	BOARD OF HEALTH: For Three Years
J. Owen Todd 1,082	Richard Carroll 288
Scattering 0	Marjorie B. Greenleaf 861
Blanks 274	Scattering 0
	Blanks 207
SELECTMEN: For Three Years	PLANNING BOARD: For Five Years
Myron J. Fox 918	Lael M. Meixsell
Bernard J. Hennessy 423	(write-in) 155
Scattering 2	Scattering 14
Blanks 13	Blanks 1,187
ASSESSOR: For One Year	SUDBURY SCHOOL COMMITTEE: For Three Years
D. Randolph Berry	Adrienne Powell 895
(write-in) 55	Scattering 3
Donald P. Peirce(write-in) 29	Blanks 458
Scattering 14	
Blanks 1,258	
ASSESSOR: For Three Years	PARK & RECREATION COMMISSION: For Three Years
Patrick M. Schrafft 825	Peter A. Berkel 825
Scattering 7	Rosalyn J. Drawas 749
Blanks 524	Scattering 1
	Blanks 1,137
CONSTABLE: For Three Years	SUDBURY HOUSING AUTHORITY: For Five Years
Dorothy H. Roberts 945	Linda S. Gregory 900
Scattering 0	Scattering 0
Blanks 411	Blanks 456
TAX COLLECTOR: For Three Years	LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT
Isabelle K. Stone 1,063	SCHOOL COMMITTEE: For One Year
Scattering 0	Raymond P. Clark 973
Blanks 293	Scattering 1
	Blanks 382
TOWN CLERK: For Three Years	LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT
Jean M. MacKenzie 1,029	SCHOOL COMMITTEE: For Three Years
Scattering 0	Richard F. Brooks 954
Blanks 327	William A. King 795
TREASURER: For Three Years	Scattering 1
Chester Hamilton 1,024	Blanks 962
Scattering 0	
Blanks 332	(Lincoln-Sudbury Regional School District
HIGHWAY SURVEYOR: For One Year	School Committee: Votes cast in Sudbury
Robert A. Noyes 1,041	only.)
Scattering 1	
Blanks 314	
TREE WARDEN: For One Year	
William M. Waldsmith 933	
Scattering 0	
Blanks 423	
GOODNOW LIBRARY TRUSTEE:	
For Three Years	
Aleta F. Cane 869	
Carol Hull 923	
Scattering 0	
Blanks 920	

A True Record, Attest:

*Betsey M. Powers*Betsey M. Powers
Town Clerk

April 4, 1983

2.

PROCEEDINGS

EMERGENCY SPECIAL TOWN MEETING

April 4, 1983

The meeting was called to order by the Moderator, J. Owen Todd, at 7:38 P.M. at the Lincoln-Sudbury Regional High School Auditorium. He declared a quorum was present.

The Reverend John Parker of the Sudbury United Methodist Church was introduced and he presented the invocation. Following this, Madelyn Glist, Miss Sudbury, led the citizens in the pledge of allegiance to the flag.

The Moderator then read a letter from James Vanar, the Town Accountant, that the amount of free cash available for the 1983 Annual Town Meeting and the Emergency Special Town Meeting was \$792,813.44 as certified by the Dept. of Revenue.

The Moderator announced that he had examined the call of the Emergency Special Town Meeting, the officer's return of service and the Town Clerk's return of mailing and found them to be in order.

Upon a motion made by Selectman Anne W. Donald, it was

*UNANIMOUSLY VOTED: TO DISPENSE WITH THE READING OF THE CALL OF THE MEETING,
THE OFFICER'S RETURN OF SERVICE AND THE TOWN CLERK'S RETURN OF MAILING
AND TO WAIVE THE READING OF THE SEPARATE ARTICLES OF THE WARRANT FOR
THE EMERGENCY SPECIAL TOWN MEETING.*

STM 1 ARTICLE 1

Free To see if the Town will vote to modify or rescind a prior appropriation
Cash of \$293,654 from free cash made under Article 5 of the 1982 Annual Town
Meeting as an offset to the budget for fiscal year 1983; or act on
anything relative thereto.

Submitted by the Board of Selectmen.

Board of Selectmen Report: (Mr. John E. Murray)

As the Board of Selectmen stated in the Annual Town Report, budgets this year are being held at minimum levels while trying, at the same time, to pay our employees a fair and competitive salary. The short fall projected for fiscal 1984 in the Town Report was \$350,000 and \$600,000 for fiscal 1985. However, because we have received the new property valuation figures and can add them plus new construction to our tax levy and because we have used additional surplus funds as offsets to the levy, the shortfall, for fiscal year 1984 can not be eliminated but for 1985 it can be projected at \$197,792. We are currently under our maximum allowable levy by \$325,000 for fiscal year 1983. If this is not adjusted by the Special Town Meeting, it will increasingly affect our ability to raise needed funds in future years.

For your information, I should explain a couple of words that I will use. The word "shortfall" means the amount of money by which a recommended budget exceeds the limitations of Proposition 2½. When we say our levy could be increased by new construction valuations, we mean the following: by legislation, we can increase our previous year's tax levy by 2½%. In addition, we can add to that levy, new construction in a given year multiplied by the previous year's tax rate. New construction amounted to \$6,693,600. If you take that amount times fiscal year 1982's tax rate, it would equal \$158,462, which can be added to the tax levy.

This may be confusing to many and we apologize. However, it is very important that we make an attempt to help everybody better understand the finances before we proceed. In our opinion, Article 1 of the Special Town Meeting is the most important item that is being addressed and has the most long-range ramifications of any article in the Special or Annual Town Meeting.

At the 1982 Annual Town Meeting a motion was approved to offset the current budget by use of free cash, also known as available funds, in the amount of \$293,654. Last year's town meeting was unable to budget or appropriate funds up to the maximum now allowed, due to the late receipt of town property valuation figures. Our levying ability at the time was limited to 1% and no new construction valuations could be added.

At present, we do not have a state certified, assessed valuation. Thus, no tax rate has been set for the current budget year - fiscal 1983. It is hoped that this will be accomplished by late April. The assessors have submitted to the state for certification an assessed valuation for the town in the amount of \$509,109,159. This number is substantiated by the fact that when we appealed the equalized valuation of \$532,000,000 set by the state, it was reduced to \$509,000,000 upon evidence by the town that this was our true assessed and equalized valuation. Every two years the state determines a community's equalized valuation for the purposes of updating values to 100% for setting the share of local aid reimbursement. Our appeal was on the basis that we were already at 100% at the \$509,000,000 level, thus our equalized valuation and our assessed valuation are one and the same, 100%.

Now that we are fairly certain our assessed valuation will be \$509,190,159 we are asking the Special Town Meeting to vote to reduce the use of free cash voted at the 1982 Town Meeting by the amount of \$293,654. If voted, this will increase our fiscal 1982-83 tax levy to \$12,293,248 or $2\frac{1}{2}\%$ plus new construction over the \$11,869,515 levy for fiscal 1981-82, which is the base year for calculations under Proposition $2\frac{1}{2}$ legislation. This will allow us to appropriate funds at the 1983 Annual Town Meeting as recommended by the Finance Committee without a shortfall of funds. We can retain our free cash for the future.

In preparing budgets and financial forecasts for the 1983 Annual Town Meeting, (FY 83-84) we find that based on the finance committee recommendations we will now be within the levy limit if Special Town Meeting Article 1 is passed. Last year we received a windfall from the state in local aid which provided a temporary solution that we do not expect this year. Also, proposed action at the state level could generate severe fiscal concerns for the town if we don't protect our local interests, especially in the area of state aid for education.

I would like to point out that the budgets to be acted upon at the Annual Town Meeting incorporate Blue Cross/Blue Shield increases of 48% for the town and 52% for the high school, and also an increase of 12% for the town's Retirement Pension Account. The total town and school budgets have increased 6.5%. The total gross appropriation by 1.52% and the tax levy by 2.345%. We strongly urge your support of Special Town Meeting Article 1. We believe it is the wisest direction for the town to take. Otherwise, a special town election proposing a Proposition $2\frac{1}{2}$ override will be necessary to maintain town services at the current levels, or in some instances with minor reductions of services. All our recommendations are within the requirements of $2\frac{1}{2}$ legislation and guidelines set down by the Department of Revenue. We believe that with the full cooperation of all town departments and schools and with the prudent use of town surplus funds, we can maintain town services at nearly the same level, with little or no increase in local property taxes over the next two years.

Mr. Thompson, the Selectmen's Executive Secretary, gave a brief explanation of the following charts.

OPTION I: PRESENT SITUATION UNDER $2\frac{1}{2}\%$				
Fiscal Year	Assessed Valuation	Requested Tax Levy	Maximum Tax Levy	Under Levy/ (Shortfall)
1981-82 (first yr. of $2\frac{1}{2}\%$)	\$474,787,336	\$ 11,869,515	\$ 11,869,515	- 0 -
1982-83	509,190,159	11,999,594	12,166,253	\$ 166,659
1983-84 (est.)	509,190,159	12,456,995	12,299,583	(157,412)
1984-85 (est.)	521,919,912	13,315,885 (est.)	12,607,073	(708,812)
OPTION II: PROPOSED SITUATION UNDER $2\frac{1}{2}\%$				
Fiscal Year	Assessed Valuation	Requested Tax Levy	Maximum Tax Levy	Under Levy/ (Shortfall)
1981-82 (first yr. of $2\frac{1}{2}\%$)	\$474,787,336	\$ 11,869,515	\$ 11,869,515	- 0 -
1982-83	509,190,159	12,166,253	12,166,253	- 0 -
1983-84 (est.)	509,190,159	12,456,995	12,470,409	13,414
1984-85 (est.)	521,919,912	13,315,885 (est.)	12,782,169	(533,716)

Finance Committee Report: (Mr. James Pitts)

The Finance Committee supports this article. In the finance committee report of last October's Special Town Meeting, we made it clear that in order to live within Proposition 2½, it would be necessary to keep the tax levy at or near the 2½ growth limit. The purpose of this was not to authorize town expenses that were not justified but rather to allow the town to maximize, preserve and carry forward free cash so that salary agreements and essential services could be maintained in fiscal years '84 and '85. Again the Finance Committee unanimously supports this article.

UNANIMOUSLY VOTED: TO RESCIND THE APPROPRIATION OF \$293,664 FROM FREE CASH MADE UNDER ARTICLE 5 OF THE 1982 ANNUAL TOWN MEETING AS AN OFFSET TO THE BUDGET FOR FISCAL YEAR 1983.

STM 2 ARTICLE 2

Carry Forward Retirement A/C 950-96	To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$24,852, or any other sum, for the purpose of defraying the Town's cost of retirement benefits during fiscal year 1984; said sum to be transferred from unclassified account line item 950-96, Retirement Fund, voted at the 1982 Annual Town Meeting for fiscal year 1982-83; or act on anything relative thereto.
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Submitted by the Board of Selectmen.

Board of Selectmen Report:

Final pension cost figures for FY 1983 arrived too late in the budget cycle to include the actual figure in the budget for Town Meeting. An estimate of \$351,000 was used, reflecting a 14.9% increase of the FY 1982 appropriation of \$305,500. The actual figure for FY 1982 came in at \$326,148, leaving a balance in the appropriation of \$24,852, which we propose to use toward the FY 1984 actual cost of \$393,952, a 21% increase over FY 1983.

Finance Committee Report: (Mr. James Pitts)

The Finance Committee supports this article and agrees fully with the wording in the Selectmen's report.

Upon a motion made by Mr. Murray, it was

UNANIMOUSLY VOTED: TO APPROPRIATE THE SUM OF \$24,852 FOR THE PURPOSE OF DEFRAYING THE TOWN'S COST OF RETIREMENT BENEFITS DURING FISCAL YEAR 1984, SAID SUM TO BE TRANSFERRED FROM UNCLASSIFIED ACCOUNT LINE ITEM 950-96, RETIREMENT FUND, VOTED AT THE 1982 ANNUAL TOWN MEETING FOR FISCAL YEAR 1983.

The Moderator then recognized Mrs. Donald who moved to dissolve the Emergency Special Town Meeting. The motion was seconded and passed UNANIMOUSLY.

The meeting was dissolved at 7:57 P.M.

(Attendance: 100)

April 4, 1983

5.

1983 FINANCE COMMITTEE REPORT

The Fiscal Year 1983/84 budget recommendations by the Finance Committee are the result of extensive working committee meetings, public budget hearings, and the review and discussion of many fiscal options. The basic challenge of the recommended budget has been to compromise and prioritize within the following constraints:

1. The strict tax levy limitation dictated by Proposition 2½.
2. The Finance Committee's objective of maintaining essential town services in the areas of public safety, schools, highways, and health.
3. Approved collective bargaining agreements and salary scales calling for 7-9% annual salary increases for town and school system employees. Salaries account for more than 75% of all town spending.
4. The Finance Committee objective of preserving and carrying forward some amount of free cash to have it available to cope with the above three for the 1984/1985 budget.

As a rough estimate, Proposition 2½ will limit the increase in the amount of funds that can be raised by taxes to \$300,000. However, the Finance Committee recommended budget calls for an increase in total appropriations of \$432,000. Therefore, we have a gap of \$132,000. It should be realized that the Finance Committee recommendations are \$246,000 less than what the various departments, committees, and schools proposed. Thus, if the Finance Committee recommendations are not accepted, the gap may widen. On the following page is a summary of the 83/84 recommended budget as well as a projection of fiscal year 84/85.

To fund the gap created by Proposition 2½, the Committee has prioritized the use of funding sources in the following order:

1. Unspent amounts from prior year's articles will be used as appropriate.
2. Some of the proceeds made available by the sale of schools will be used to finance capital items.
3. None of the stabilization fund of \$157,000 established at last year's Special Town Meeting will be used. It will all be carried over to next year.
4. \$300,000 of free cash will be used and the remainder will be carried over the next year. (Free cash comes about when town receipts exceed estimates, and operating budgets or other appropriations are not fully spent.)

The Committee wishes to caution the Town Meeting regarding:

- the squeeze mandated by Proposition 2½;
- the gap created by already bargained-for salary increases, amounting to approximately 8%, will be progressively tougher to deal with in Fiscal Year 1984/85;
- the projected gap for 84/85 is presently \$709,000.

ACCORDINGLY, THE TOWN OF SUDBURY MAY NEED TO VOTE AND OVERRIDE TO BALANCE THE BUDGET IN FISCAL YEAR 84/85.

The Committee is most appreciative of the cooperation of the Town's committees, boards, and departments. The managers and boards have done a fine job at maintaining the level of town services while meeting the budget requirements.

The Finance Committee strongly urges each voter to take the time to carefully read and study the recommendations of the Finance Committee which are printed following each budget or article. In many cases, the Committee recommendation differs from the budget as proposed, and we want your vote at the Town Meeting to be an informed vote.

Please note that the tables and amounts may change before the Town Meeting.

Respectfully submitted,

FINANCE COMMITTEE

James A. Pitts, Chairman
Bettie Crawford
Thomas G. Dignan, Jr.
Bernard J. Hennessy
Lindalee A. Lawrence
William H. Maurhoff
David A. Wallace
Marjorie R. Wallace
William D. Wood

TOWN OF SUDBURY
REVENUE & EXPENDITURE FORECAST

ACCOUNT	1982-1983 APPROPRIATION	FIN COM 1983-84 RECOMMENDED	% CHANGE	\$ CHANGE	1984-1985 PROJECTIONS	% CHANGE	\$ CHANGE
SUDBURY SCHOOLS	\$ 5,349,050	\$ 5,588,958	4.5	\$ 239,908	\$ 5,963,164	6.7	\$ 374,206
Community Use	12,000	12,000	0.0	0	12,000	0.0	0
Summer School	5,980	5,075	(15.1)	(905)	6,000	1.8	925
LSRHS	3,765,724	3,859,867	2.5	94,143	4,052,860	5.0	192,993
MMRVTHS	276,540	254,928	(8.0)	(21,612)	267,000	4.7	12,072
Sub-total Schools	9,409,294	9,720,828	3.3	311,534	10,301,024	5.9	580,196
DEBT	339,063	324,563	(4.2)	(14,500)	302,000	(6.9)	(22,563)
PROTECTION	1,805,569	2,019,954	11.8	214,385	2,238,401	10.8	218,447
HIGHWAY	843,968	999,443	18.4	155,475	1,051,182	5.1	51,739
GENERAL GOVERNMENT	593,728	670,063	12.8	76,335	703,059	4.9	32,996
LIBRARY	195,080	211,203	8.2	16,123	225,331	6.7	14,128
PARK & RECREATION	131,809	141,790	7.5	9,981	149,798	5.6	8,008
HEALTH	158,991	204,481	28.0	45,490	170,366	(16.7)	(34,115)
VETERANS	10,217	15,161	48.0	4,944	15,919	5.0	758
UNCLASSIFIED	947,820	1,011,590	6.7	63,770	1,003,805	(0.8)	(7,785)
Salary Adjustment	155,000	15,000	(90.3)	(140,000)	15,000	0.0	0
Sub-total Government	5,181,245	5,613,248	8.3	432,003	5,874,861	4.6	261,613
TOTAL BUDGET	14,590,539	15,334,076	5.1	743,537	16,175,885	5.5	841,809
State & County Assessments	622,041	650,000			650,000		
Special Articles	596,261	400,468			200,000		
Special Town Meeting	420,046	--			--		
Overlay	350,000	300,000			300,000		
Cherry Sheet Offsets	134,629	150,000			150,000		
Total Other Charges	2,122,977	1,500,468	(29.3)	(622,509)	1,300,000	(13.3)	(200,468)
GROSS APPROPRIATION	16,713,516	16,834,544	.7	121,028	17,475,885	3.8	641,341
Cherry Sheet Receipts	2,626,374	2,500,000			2,500,000		
Estimated Receipts	325,000	500,000			500,000		
Federal Revenue Sharing	200,000	180,000			180,000		
Motor Vehicle Excise	400,000	480,000			480,000		
Overlay Surplus	100,000	100,000			100,000		
Available Funds	175,394	203,149			150,000		
Conservation	42,500	--			--		
Borrowing	551,000	140,000			--		
Free Cash	293,654	300,000			250,000		
TOTAL RECEIPTS & FUNDS	4,713,922	4,403,149	(6.6)	(310,773)	4,160,000	(5.5)	(243,149)
TAX LEVY	11,999,594	12,431,395	3.6	431,801	13,315,885	7.1	884,490
100% TAX RATE	23.57	24.41			25.51		
2½ LEVY LIMIT	12,166,253	12,299,583			12,607,073		
Valuation	509,190,159	509,190,159			521,919,912		
Short Fall		131,812			708,812		

PROCEEDINGS
ANNUAL TOWN MEETING

7.

April 4, 1983

The meeting was called to order by J. Owen Todd, the Moderator, at 8:00 P.M. at the Lincoln-Sudbury Regional High School Auditorium. He declared that a quorum was present that that he had examined the call of the Annual Town Meeting, the officer's return of service and the Town Clerk's return of mailing and found each of them to be in order.

Upon a motion made by Selectman Anne W. Donald, it was

UNANIMOUSLY VOTED: TO DISPENSE WITH THE READING OF THE CALL OF THE MEETING AND THE OFFICER'S RETURN OF SERVICE AND TO WAIVE THE READING OF THE SEPARATE ARTICLES OF THE WARRANT.

After making a few announcements relative to town meeting procedures, and introducing the members of the Finance Committee, the Moderator welcomed to the Town of Sudbury nineteen students and two faculty chaperones from Maidstone, England who were here on the exchange program with the Lincoln-Sudbury Regional High School. Each of the visitors were presented with a copy of the League of Women Voters booklet, "This is Sudbury", by John E. Murray, Chairman of the Board of Selectmen.

After this, Selectman Myron Fox made the following resolution in memory of those citizens of the town who had died during the past year.

RESOLUTION

WHEREAS: THE TOWN OF SUDBURY HAS ENJOYED THE BLESSING OF THOSE IN THE COMMUNITY WHO GAVE OF THEIR TIME AND TALENT TO ENRICH THE QUALITY OF LIFE IN THE TOWN; AND

WHEREAS: CONTRIBUTIONS AND CIVIC DUTY AND PUBLIC SERVICE HAVE BEEN RENDERED BY SEVERAL OF ITS CITIZENS AND EMPLOYEES WHO HAVE PASSED FROM AMONG US;

NOW, THEREFORE, BE IT

RESOLVED: THAT THE TOWN EXTEND ITS HEARTFELT SYMPATHY TO THE FAMILIES OF THESE PERSONS AND TAKE COGNIZANCE OF THEIR SERVICE AND DEDICATION:

<i>GEORGE E. CLAFFEY</i>	<i>1916-1982. MOVED TO SUDBURY IN 1957. DRIVER/MAINTENANCE PERSON FOR SENIOR CITIZEN CENTER: 1981-1982.</i>
<i>ANTHONY N. CORINNE</i>	<i>1918-1982. CUSTODIAN, SUDBURY SCHOOL: 1974-1982.</i>
<i>ROBERT DESJARDIN</i>	<i>1929-1982. MOVED TO SUDBURY IN 1958 HISTORIC STRUCTURES COMMISSION: 1960-1978. HISTORIC DISTRICTS STUDY COMMITTEE: 1961-1963. HISTORIC DISTRICTS COMMISSION: 1963-1969. SUDBURY HISTORICAL COMMISSION: 1968-1970.</i>
<i>ALBERT R. EATON</i>	<i>1926-1982. LIFETIME SUDBURY RESIDENT. EMPLOYEE AND SUPERINTENDENT, SUDBURY WATER DISTRICT: 1951-1970.</i>
<i>CLIFTON F. GILES</i>	<i>1899-1983. SUDBURY RESIDENT: 1926-1967. CIVILIAN DEFENSE, DIRECTOR OF PROTECTION DIVISION: 1941-1943. TOWN ACCOUNTANT: 1950-1966. EXECUTIVE SECRETARY: 1962-1963. MEMORIAL DAY COMMITTEE: 1962-1963. INDUSTRIAL ACCIDENT BOARD, TOWN AGENT: 1962-1966. TREASURER, SUDBURY WATER DISTRICT: 1962-1967. CUSTODIAN OF TOWN PROPERTY: 1963. TOWN REPORT PREPARATION COMMITTEE: 1964-1965. VETERANS GRAVES OFFICER: 1965-1966. CHAIRMAN OF WAR BOND DRIVES DURING WORLD WAR II.</i>
<i>DOROTHY Y. GORANSON</i>	<i>1925-1983. MOVED TO SUDBURY IN 1954. BOOKKEEPER-SECRETARY, SUDBURY SCHOOLS: 1964-1975. SCHOOL LUNCH COORDINATOR: 1975-1980. CONSULTANT TO SCHOOL LUNCH COORDINATOR: 1980-1981.</i>

MARION A. HAWLEY 1922-1983
LINCOLN-SUDBURY REGIONAL HIGH SCHOOL CUSTODIAN:
1976-1978; 1980-1983.

RUSSELL LOFTUS 1916-1982. MOVED TO SUDBURY IN 1955.
SUDBURY HOUSING AUTHORITY: 1977-1982.

RITA M. ROSS 1925-1983.
LINCOLN-SUDBURY REGIONAL HIGH SCHOOL TEACHER:
1967-1983.

SHIRLEY M. SICARD 1922-1982. MOVED TO SUDBURY IN 1951.
CAFETERIA MANAGER, SUDBURY SCHOOLS: 1960-1982.

AND BE IT FURTHER

RESOLVED: THAT THE TOWN OF SUDBURY, IN TOWN MEETING ASSEMBLED, RECORD FOR
POSTERITY IN THE MINUTES OF THIS MEETING, ITS RECOGNITION AND
APPRECIATION FOR THEIR SPECIAL GIFTS AND SERVICES TO THE TOWN.

Mrs. Isabelle H. Stone, the Town of Sudbury Tax Collector, then presented a
resolution for the recently retired Town Clerk, Betsey M. Powers, as follows:

RESOLUTION

WHEREAS: BETSEY POWERS HAS COMPLETED FIFTEEN YEARS AS SUDBURY
TOWN CLERK AND

WHEREAS: SHE HAS, DURING THAT TIME, PROMOTED THE CAUSE OF GOOD
TOWN GOVERNMENT BY THE MAINTENANCE OF GOOD AND ORDERLY
TOWN RECORDS, EFFICIENT ELECTIONS AND EQUITABLE TREATMENT
OF ALL PERSONS AND

WHEREAS: MRS. POWERS HAS ESTABLISHED FOR HERSELF AND THE OFFICE
OF TOWN CLERK, THE HIGHEST STANDARDS FOR PUBLIC SERVICE
AND A REPUTATION THROUGHOUT THE COMMONWEALTH FOR EXCELLENCE,

NOW, THEREFORE, BE IT

RESOLVED: THAT THE TOWN TAKE OFFICIAL NOTICE OF THIS SERVICE AT THIS
1983 ANNUAL TOWN MEETING AND EXPRESSES ITS DEEP SENSE OF
GRATITUDE TO BETSEY.

A third resolution was then placed before the Town Meeting by Mr. Richard
F. Brooks of the Lincoln-Sudbury Regional High School for Dante Germanotta:

RESOLUTION

WHEREAS: DANTE GERMANOTTA HAS WORKED LONG AND HARD FOR THE LINCOLN-
SUDBURY SCHOOL DISTRICT FOR SIX YEARS AND

WHEREAS: DANTE HAS CONTRIBUTED A UNIQUE ABILITY TO APPLY POSITIVE
PHILOSOPHICAL AND MORAL PRINCIPLES TO DYNAMIC AND REAL LIFE
SITUATIONS, AND

WHEREAS: HE HAS RECENTLY RETIRED FROM THIS SERVICE AFTER SIX YEARS,

NOW, THEREFORE, BE IT

RESOLVED: THAT THE CITIZENS OF SUDBURY DO EXPRESS THEIR APPRECIATION
FOR THIS SERVICE IN TOWN MEETING ASSEMBLED.

Upon a motion made by Mr. Murray of the Board of Selectmen, it was

UNANIMOUSLY VOTED: THAT THE TOWN USE GENERAL REVERUE SHARING FUNDS RECEIVED
FROM THE FEDERAL GOVERNMENT DURING FISCAL YEAR 1983 IN CONJUNCTION
WITH THE VOTES TAKEN UNDER ARTICLE 5, ENTITLED BUDGET, TO BE APPLIED
TO THE FIRE AND POLICE BUDGETS.

April 4, 1983

9.

Finance Committee Report: (Mr. James Pitts, Chairman)

Mr. Pitts gave a verbal report to the meeting which was substantially the same as the Finance Committee Report as printed in the Warrant. (See page .)

ARTICLE 1. To see if the Town will vote to hear, consider and accept the reports of the town boards, commissions, officers, and committees as printed
Hear in the 1982 town report or as otherwise presented, or act on anything
Reports relative thereto.

Submitted by the Board of Selectmen.

Board of Selectmen Position: The Board supports this article.

Finance Committee Report: Recommend approval.

The Moderator then announced that it is customary each year to have Article 1 used as a vehicle to recognize the special contribution of a resident to the Town by having that person present the motion for this article. Mr. William Cossart had been asked to make this motion, but due to business commitments, he was unable to be in attendance. Therefore, the former Fire Chief, Josiah F. Frost, made the motion in his stead.

Upon the motion made by Chief Frost, it was

UNANIMOUSLY VOTED: TO ACCEPT THE REPORTS OF THE TOWN BOARDS, COMMISSIONS, OFFICERS, AND COMMITTEES AS PRINTED IN THE 1982 TOWN REPORT OR AS OTHERWISE PRESENTED, SUBJECT TO THE CORRECTION OF ERRORS, IF ANY, WHERE FOUND.

Following this first article, the Moderator announced that the next order of business would be to take up the Consent Calendar as printed in the Warrant. He explained the procedure to be used and read the number of each article which had been placed on the Calendar. Articles 7 and 11 were held and removed from the Consent Calendar.

VOTED: TO TAKE ARTICLES 2, 6, AND 9 OUT OF ORDER AND TOGETHER AT THIS TIME.

UNANIMOUSLY VOTED: IN THE WORDS OF THE CONSENT CALENDAR MOTIONS AS PRINTED IN THE WARRANT FOR ARTICLES 2, 6, AND 9.

(See individual articles for reports and motions voted.)

ARTICLE 2. To see if the Town will vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of revenue of the financial year beginning July 1, 1983, in accordance with the provisions of the General Laws, Chapter 44, section 4, and acts in amendment thereof, and to issue a note or notes therefor, payable within one year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, section 17; or act on anything relative thereto.
Temporary
Borrowing

Submitted by the Board of Selectmen.

Board of Selectmen Report: This article provides for short-term borrowing in anticipation of tax revenue receipts. Recommend approval.

Finance Committee Report: Recommend approval.

UNANIMOUSLY VOTED (CONSENT CALENDAR): IN THE WORDS OF THE ARTICLE.

ARTICLE 3. To see if the Town will vote to amend Schedule A, Classification Plan,
 Personnel and Schedule B, Salary Plan, of Article XI of the Sudbury Bylaws, by
 Bylaw deleting it in its entirety and substituting the following:

"1983 - 1984

Class. &
 Salary Plans

SCHEDULE A - CLASSIFICATION PLAN

Art. XI

AND

SCHEDULE B - SALARY PLAN

CLASSIFICATION	HRS PER WEEK	MINIMUM	STEP 1	STEP 2	STEP 3	MAXIMUM
<u>CLERICAL - ANNUALLY RATED</u>						
Clerk I	35	\$ 9,947	\$10,345	\$10,759	\$11,191	\$11,581
Clerk II	35	10,941	11,381	11,835	12,308	12,739
Account Clerk	35	10,941	11,381	11,835	12,308	12,739
Administrative Aide	35	10,941	11,381	11,835	12,308	12,739
Clerk Stenographer	35	11,707	12,175	12,664	13,170	13,629
Sr. Account Clerk	35	11,707	12,175	12,664	13,170	13,629
Secretary	35	12,410	12,905	13,423	13,959	14,446
Office Supervisor	35	13,527	14,067	14,632	15,216	15,749
Account Office Supervisor	35	13,527	14,067	14,632	15,216	15,749
Assistant Town Clerk	35	14,068	14,632	15,218	15,825	16,379
Administrative Secretary	35	14,068	14,632	15,218	15,825	16,379
Assistant Town Treasurer	35	14,068	14,632	15,218	15,825	16,379

FIRE DEPARTMENT

ANNUALLY RATED

Fire Chief		INDIVIDUALLY RATED - MAXIMUM \$31,518				
Fire Captain	42	21,810	22,314	22,831	23,337	23,885
Firefighter	42	17,729	18,140	18,561	18,971	19,418
Firefighter/EMT	42	17,729	18,140	18,561	18,971	19,418
Civilian Dispatcher	35					12,960

SINGLE RATED

Call Firefighter		\$85.45 per year and \$8.22 per hour				
Fire Prevention Officer		\$600 per year				
Fire Alarm Superintendent		\$600 per year				
Master Mechanic		\$600 per year				
Fire Dept. Training Officer		\$600 per year				

POLICE DEPARTMENT

ANNUALLY RATED

Police Chief		INDIVIDUALLY RATED - MAXIMUM \$33,413				
Sergeant	37 1/3	\$22,030	\$22,541	\$23,069	\$23,589	\$24,058
Patrolman	37 1/3	18,358	18,783	19,225	19,657	20,048
Reserve Patrolman	37 1/3	18,358				
Provisional Patrolman		14,823	15,741			

SINGLE RATED

Administrative Assistant		\$1,000 per year				
Fingerprint Officer		\$ 600 per year				
Juvenile Officer		\$ 600 per year				
Safety Officer		\$ 600 per year				
Detective		\$ 600 per year				
Police Matron		\$ 6.91 per hour				

HIGHWAY DEPARTMENT

ANNUALLY RATED

Foreman - Highway	40	17,869	18,249	18,629	19,037	19,417
Foreman - Tree & Cemetery	40	17,869	18,249	18,629	19,037	19,417

HOURLY RATED

Mechanic	40	7.79	8.08	8.39	8.70	8.96
Heavy Equipment Operator	40	7.28	7.53	7.78	7.97	8.26
Tree Surgeon	40	7.28	7.53	7.78	7.97	8.26
Truck and/or Light Equipment Operator	40	6.81	7.02	7.23	7.45	7.62
Tree Climber	40	6.81	7.02	7.23	7.45	7.62
Laborer (Heavy)	40	6.40	6.55	6.77	6.94	7.15
Laborer (Light)	40	5.74	5.90	6.08	6.24	6.43
Temporary Laborer	40	4.06	4.20	4.35	4.49	4.70

SINGLE RATED

Lead Foreman		\$1,050 per year				
Mechanic Foreman		\$1,000 per year				

April 4, 1983

11.

CLASSIFICATION	HRS PER WEEK	MINIMUM	STEP 1	STEP 2	STEP 3	MAXIMUM
<u>LIBRARY</u>						
<u>ANNUALLY RATED</u>						
Asst. Library Director	35	\$15,049	\$15,678	\$16,438	\$17,269	\$18,138
Children's Librarian	35	15,049	15,678	16,438	17,269	18,138
Staff-Asst. Child. Lib.	35	12,622	13,180	13,768	14,535	15,145
Staff-Reference Lib.	35	12,622	13,180	13,768	14,535	15,145
Staff-Cataloger	35	12,622	13,180	13,768	14,535	15,145
Librarian Assistant	35	11,245	11,599	12,088	12,345	12,719
<u>HOURLY RATED</u>						
Library Page		3.70	3.86	3.99		

PARK AND RECREATION DEPARTMENTANNUALLY RATED

Recreation Director, Part-time	7,387	7,683	8,065	8,486	8,909
Maintenance Asst./Equip. Operator	13,415	13,999	14,554	15,166	15,693

HOURLY RATED

Laborer (Heavy)	6.10	6.27	6.52	6.72	6.94
Laborer (Light)	5.36	5.53	5.72	5.92	6.13

SEASONALLY RATED

Swimming Director	2,046	2,128	2,232	2,348	2,462
Playground Supervisor	1,577	1,642	1,723	1,810	1,902
Arts and Crafts Supervisor	1,577	1,642	1,723	1,810	1,902
Swimming Instructor	\$5.28 to \$6.17				
Playground Instructor	\$4.70 to \$5.42				
Temporary Laborer	\$4.20 to \$4.92				
Assistant Swim Instructor	\$4.20 to \$4.92				
Monitors (Tennis & Skating)	\$4.20 to \$4.92				

TOWN ADMINISTRATIONANNUALLY RATED

Executive Secretary	INDIVIDUALLY RATED - MAXIMUM \$41,376 plus \$1241 Deferred Compensation				
Town Accountant/Dir. of Fin. & Admin.	INDIVIDUALLY RATED - RANGE \$21,100 - \$28,280				
Building Services Coord.	16,756	17,181	17,609	18,035	18,485
Custodian/Security Guard (Temp.)	INDIVIDUALLY RATED - RANGE \$10,800 - \$16,330				
Dog Officer	12,444	12,821	13,272	13,605	13,982

HOURLY RATED

Custodian	5.72	5.93	6.17	6.38	6.64
Jr. Engineering Aide	6.22	6.31	6.46	6.70	6.99
Student Engineering Aide	4.73	4.89	5.11	5.31	5.53

SINGLE RATED

Director, Sr. Citizen Ctr.	\$6,490 per year
Veterans' Agent & Director	\$2,411 per year
Animal Inspector	\$1,062 per year
Custodian of Voting Machines	\$ 6.16 per hour
Driver/Maintenance Person, Sr. Citizen Ctr.	\$ 5.36 per hour
Census Taker	\$ 4.96 per hour
Election Warden	\$ 4.96 per hour
Election Clerk	\$ 4.96 per hour
Deputy Election Warden	\$ 4.96 per hour
Deputy Election Clerk	\$ 4.96 per hour
Election Officer and Tellers	\$ 4.71 per hour
Plumbing Inspector	100% of established fees

SUDBURY SUPERVISORY ASSOC.

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Library Director	\$22,278	\$22,945	\$23,633	\$24,343	\$25,073	\$25,825
Director of Health	26,144	26,927	27,737	28,568	29,425	30,308
Town Engineer	30,571	31,489	32,432	33,405	34,408	35,440
Supervisor of Parks	20,453	21,067	21,699	22,350	23,020	23,711
Asst. Highway Surveyor	23,083	23,776	24,488	25,222	25,980	26,758
Highway Operations Asst.	17,748	18,281	18,829	19,394	19,976	20,575
Building Inspector	25,430	26,194	26,979	27,789	28,622	29,480

ENGINEERING ASSOCIATION

E-1 Engineering Aide I	12,085	12,447	12,821	13,206	13,603	14,012
E-2 Engineering Aide II	13,897	14,314	14,744	15,187	15,642	16,112
E-3 Engineering Aide III	15,983	16,462	16,956	17,465	17,989	18,528
E-4 Jr. Civil Engineer	18,379	18,932	19,499	20,085	20,686	21,307
E-5 Civil Engineer	20,678	21,298	21,937	22,595	23,275	23,971
E-6 Sr. Civil Engineer	23,263	23,961	24,680	25,421	26,183	26,968
E-7 Asst. Town Engineer	26,170	26,957	27,764	28,599	29,456	30,340

Overtime for non-unionized employees shall be paid at the rate of time and one-half in excess of 40 hours in any work week, when such additional work time is directed by the department supervisor. The overtime rate of time and one-half shall be computed upon the employee's base salary, which base salary shall not include longevity, career incentive, over-time or any other benefit.

Longevity shall be paid to all present permanent employees, except individually-rated positions, having served continuously as an employee of the Town as follows: after six (6) years, an additional two percent (2%); after ten (10) years, an additional one percent (1%); and after fifteen (15) years, an additional one percent (1%).

Permanent employees hired subsequent to June 30, 1983, except individually-rated positions, having served continuously as an employee of the town, shall be paid longevity as follows: after five (5) years, \$200; after ten (10) years, an additional \$100; after fifteen (15) years, an additional \$100. Longevity shall be paid as a lump sum on the anniversary of the employee's date of hire.

Permanent employees hired before July 1, 1983, may elect to receive longevity under the new plan. An employee who chooses this option shall receive, in addition to the lump sum payment, one (1) extra vacation day after six (6) years, an additional extra day after ten (10) years, and an additional extra day after fifteen (15) years. This choice must be made by July 1, 1983 or one (1) month prior to the employee's eligibility date, whichever is later.

Positions set forth in the Salary & Classification Plan, Schedules A & B, which are currently in a certified or recognized collective bargaining unit shall only be subject to the Salary & Classification Plan, Schedules A & B portion of the Personnel Bylaws, and only to the extent that it is not inconsistent with a valid current collective bargaining agreement."

Or act on anything relative thereto.

Submitted by the Personnel Board.

Personnel Board Report: The Salary Plan for 1983-1984 reflects the second year of the collective bargaining agreements: 6.5% for the Sudbury Supervisory Association; 7% for Engineering; 8% for Police and Fire; and 8.5% for the Highway Department. Non-union salaries have been increased by 8%. At the time of submission of this Article, the Personnel Board had not received recommendations from the Board of Selectmen with regard to the four Individually-rated Department Heads. These positions are shown at their 1982-1983 level.

This Article would also change the longevity payments for new employees from a percentage of salary to a fixed sum. The Personnel Board feels that the reward for faithful continous service should be independent of salary level. Provisions are included for present employees to switch to the new plan, if they so desire.

Mr. Sorett further noted that the salary schedules for the supervisory association, engineering, police, fire and highway departments are set by collective bargaining. The Personnel Board had recommended an 8% increase for non-union personnel, which is essentially on par with the kinds of increases that have been given in surrounding towns and keeps our competitive position approximately even. Also, the number is consistent, in most regards, with the collective bargaining agreements.

One significant change has to do with longevity and does not apply to existing town employees unless they elect to go under the new system. Under prior practice longevity pay has been given as a percentage. This means that the lower paid town employees, who work for years in clerical positions at not great pay, get nowhere near as much incentive for staying with us a long period of time as highly salaried employees. The Personnel Board feels that incentives and bonuses should be given in fixed cash terms. If we don't do it that way, then inflation magnifies these over the years when you get percentages on top of percentages. What we intend to be a small emolument winds up being a substantial sum. Therefore we have proposed longevity increases in specific dollar sums.

Finance Committee Report: Recommend approval.

Board of Selectmen Position: The Board supports this article.

Mr. Joseph Klein of the Board of Appeals moved to amend the Salary Schedule under Town Administration, Annually Rated, Executive Secretary to read Maximum \$39,000.

In support of his amendment, Mr. Klein remarked that he had moved to amend the Salary Schedule, rather than the actual salary to be paid, because it has been his experience, whatever numbers are seen in the schedule, wind up as the actual salary paid to the person. He noted that in Article 5 the budget essentially proposes \$42,000 for the Executive Secretary. Mr. Klein stated that due to fiscal constraints we have to make choices. The people on the FinCom and the people in town government have worked long and hard, conscientiously and diligently, and they've come up with a set of priorities. Mr. Klein disagreed with raising the salary of the Executive Secretary 11% and cutting the Library budget, so that the Library may have to cut out one day extra a week of services. He said, this is not in my order of priorities and I'd like to test the will of the town to see if such is theirs. I have spoken in the past on the way we fix the Executive Secretary's salary. Usually we give a blanket 10%, 8%, 6% or whatever it is across the board. When you do this, the people at the top get an awful big raise and the people at the bottom get practically nothing. Mr. Klein continued by making reference to the fact that the Executive Secretary would be receiving a 30% increase in salary, since 1979, with this proposed increase, while other individually rated positions, such as the Police Chief and the Fire Chief would be receiving 16% and 14% respectively. In addition he stated his belief that it's time to start putting the Executive Secretary in the same category as everybody else. In concluding his remarks, he asked if a town of 14,000 people can afford a position that pays more than \$40,000 and at the same time lays off part-time library help, who probably need the money.

Mr. Murray of the Board of Selectmen spoke against the amendment, noting that Mr. Thompson, the Executive Secretary, was not the highest paid employee of this town, as he was exceeded by the two superintendents of schools, and perhaps one of the principals.

Mr. Klein's motion to amend was defeated by a vote of 97 in favor and 134 opposed.

Town Counsel Opinion: It is the opinion of Town Counsel that, if the Bylaw amendment proposed in Article 3 in the Warrant for the 1983 Annual Town Meeting is properly moved, seconded and adopted by a majority vote in favor of the motion, it will become a valid amendment to the Sudbury Bylaws.

VOTED: THAT THE TOWN VOTE TO AMEND SCHEDULE A, CLASSIFICATION PLAN, AND SCHEDULE B, SALARY PLAN, OF ARTICLE XI OF THE SUDBURY BYLAWS BY DELETING IT IN ITS ENTIRETY AND SUBSTITUTING THE SCHEDULES SET OUT IN THE WARRANT.

ARTICLE 4A
Personnel
Admin. Plan

Art. XI, 3
& 10

Nepotism
Definition/
Policy

To see if the Town will vote to amend Section 3, "Definition of Terms and Classification Plan", of Article XI of the Sudbury Bylaws, referred to as the "Personnel Administration Plan", as follows:

1) By adding a new definition, as follows:

"Nepotism - Nepotism, within the meaning of the Personnel Bylaws shall mean employment, within the same department of the Town, of the mother, father, brother, sister, son, daughter, mother-in-law, father-in-law, son-in-law, daughter-in-law, spouse, grandparent and/or grandchild, of another employee of the same department.";

2) By adding a new Section 10, "Anti-Nepotism Policy", as follows:

"No person shall be hired by the Town of Sudbury and employed thereby if said employment would constitute nepotism as defined in the bylaw. Provided, however, this provision shall not apply to any person employed by the Town under Civil Service or a union contract which provides to the contrary. Provided, further, the anti-nepotism rule may be waived in any specific instance by a unanimous vote of both the Personnel Board and the Board of Selectmen upon the condition that the proposed waiver of said provision is published to the town by the clerk of the town in a newspaper of general circulation in the town for at least two consecutive weeks before any vote thereon by either the Personnel Board or the Selectmen. This provision shall not require the termination of any present employee of the town, nor shall it prohibit the rehiring of any person for the summer of 1983 who was a temporary employee of the town during the summer of 1982.";

3) By amending the numbering of Sections 10 and 11 to be Section 11, Severability and Section 12, Amendments;

Or act on anything relative thereto.

Submitted by the Personnel Board.

Personnel Board Report: (Henry P. Sorett)

As a matter of general policy, the Personnel Board does not think that we should encourage supervisors to staff their agencies with relatives. Therefore, the town is asked to amend the Classification Plan to prohibit this policy unless there is careful public scrutiny. It does not apply to existing town employees, nor does it apply to summer hires for this coming summer, though it would in subsequent summers. Where a department head wishes to employ a close relative in the department they may do so but only after close public scrutiny. This article would require a town employee, wishing to hire a son or daughter, to publish the fact in newspapers of general circulation in the town and would require that supervisor to come before the Personnel Board and the Board of Selectmen to justify that hiring. We are not prohibiting the hiring but we are saying both in this article and in another article that town jobs should be decided exclusively on the basis of merit.

The Personnel Board feels that the town's personnel structure should be administered in a spirit of fairness and openness. It seems that the policy of government throughout the Commonwealth of Massachusetts ought to be for openness and for fairness and for full disclosure. In many federal programs, nepotism is absolutely prohibited and indeed hiring by nepotism under some programs is deemed to be a felony. When hiring is done of close relatives, it is by definition suspect. If we're going to look for quality people, we ought to make sure that the opportunity for hiring is broad. If the public advertising as set forth here is done and people want to question why the son, daughter, mother, brother, sister of a specific town administrator is being offered a job, then they'll have the opportunity. The Personnel Board asks that the town adopt this amendment in the spirit of openness and fairness in government.

Finance Committee Report: (Mr. William D. Wood)

The Finance Committee recommends approval.

Board of Selectmen Report: (Mr. John E. Murray)

The Board of Selectmen oppose this article. The labor counsel we contacted replied to us the following: Although the term connotes favoritism shown to a relative, the article represents a blanket prohibition against the employment by the town of more than one family member per department. Undoubtedly, this article is well-intentioned since we seek to prohibit family favoritism which is detrimental to the efficient administration of the town. However, this blanket prohibition may, in fact, limit employment options to qualified applicants merely because of the family relationship. Since we feel it would decrease flexibility within the employment sphere and present problems to those existing town employees who are all relatives of others in the same department, we would suggest that the board oppose it. Frequently in suburban communities, family members prove to be dedicated and conscientious employees with a stake in the community. This does not affect any union employees. It really affects about 30 full-time employees who are mostly clerical and there are part-time employees that it does affect also.

Town Counsel Opinion: It is the opinion of Town Counsel that, if the Bylaw amendment proposed in Article 4A in the Warrant for the 1983 Annual Town Meeting is properly moved, seconded and adopted by a majority vote in favor of the motion, it will become a valid amendment to the Sudbury Bylaws.

After some further discussion the motion under Article 4A was defeated.

ARTICLE 4B Withdrawn by the Personnel Board.

Personnel
Admin. Plan
Art. XI, 7(1)
Holidays

ARTICLE 4C Withdrawn by the Personnel Board.

Personnel
Admin. Plan
Art. XI, 7(2)
Sick Leave

ARTICLE 4D To see if the Town will vote to amend Section 7, "Incidental Benefits",
 Personnel Item (3) "Vacations", of Article XI of the Sudbury Bylaws, referred to as
 Admin. Plan the "Personnel Administration Plan", by deleting Item (3) in its entirety
 and substituting therefor the following:

Art. XI,
 7(3) "(3) Vacations. A permanent employee with at least five months'
 Vacations continuous service shall be entitled to paid vacation during the first
 fiscal year of employment in accordance with the following schedule:

<u>First Year of Employment</u>	<u>Paid Vacation Entitlement</u>	
<u>Date of Employment</u>	<u>Dept. Heads</u>	<u>Others</u>
July or August	12 Days	10 Days
September thru January	6 Days	5 Days
February thru June	None	None

After the first fiscal year of employment, vacation entitlement shall be based on the years of continuous town service which shall be completed during the fiscal year as follows:

<u>Years of Continuous</u>	<u>Paid Vacation Entitlement</u>	
<u>Town Service</u>	<u>Dept. Heads</u>	<u>Others</u>
One (1) and Two (2)	15 Days	10 Days
Three (3) and Four (4)	15 Days	12 Days
Five (5) thru Seven (7)	17 Days	15 Days
Eight (8) and Nine (9)	20 Days	17 Days
Ten (10) and Eleven (11)	20 Days	20 Days
Twelve (12) thru Fourteen (14)	22 Days	20 Days
Fifteen (15) and Above	25 Days	20 Days

In no case shall an employee be entitled to paid vacation prior to completing five months' continuous service. The vacation period shall be the fiscal year, i.e., July 1 through June 30. However, eligibility shall be determined by the anniversary date, e.g., if an employee shall complete ten (10) years of continuous service during a fiscal year, he shall be entitled to twenty (20) days of vacation in that period of July 1 through June 30.

In the event that an employee voluntarily terminates his employment with the town, his paid vacation entitlement for that fiscal year shall be calculated as follows:

$$\frac{\text{Work Days between July 1 and Termination}}{260 \text{ Work Days per Year}} \times \text{Annual Vacation} = \text{Vacation Entitlement}$$

If the employee has taken paid vacation in excess of the entitlement so calculated, such excess pay shall be deducted from his final paycheck.

A permanent part-time employee's daily vacation entitlement shall be paid in an amount equal to the present hourly rate multiplied by the average weekly hours worked for the previous five months divided by five (5).

Vacation entitlement may not be carried forward from one year to the next. Leave granted for temporary military service may not be charged against an employee's vacation without his consent.

The vacation schedule compensates department heads for additional work burdens outside the normal working hours, and compensatory time, if it ever existed for said professionals, is hereby abolished.";

or act on anything relative thereto.

Submitted by the Personnel Board.

Personnel Board Report: (Mr. Henry Sorett)

This article affects non-union department heads and compensates them in terms of additional vacation time for the time they spend outside of ordinary working hours. Department heads are called upon for evening meetings and things of that variety. It sets out a somewhat more liberal vacation schedule for those individuals and indicates clearly in the last full paragraph of that article, that it eliminates the concept of compensatory time. Compensatory time is the practice of taking time off and not coming to work in the morning if you went to a meeting the night before. It says to the department heads, look, we're asking you to do more work because you are a department head and we're going to compensate you with additional vacation time, and sets out a series of vacation schedules which are competitive with both public and private sectors.

Finance Committee Report: Recommends approval.

Town Counsel Opinion: It is the opinion of Town Counsel that, if the Bylaw amendment proposed in Article 4D in the Warrant for the 1983 Annual Town Meeting is properly moved, seconded and adopted by a majority vote in favor of the motion, it will become a valid amendment to the Sudbury Bylaws.

Mr. James Kates raised the question of carrying vacation entitlements from one year to another. He then moved to amend that one year's vacation entitlement may be carried forward from one year to the next. Following a brief discussion Mr. Kates' motion to amend was defeated.

The main motion was VOTED.

ARTICLE 4E To see if the Town will vote to amend Section 7, "Incidental Benefits",
Personnel item (6) "Bereavement Time", of Article XI of the Sudbury Bylaws, referred
Admin. Plan to as the "Personnel Administration Plan", by deleting item (6) in its
entirety and substituting therefor the following:

Art. XI, "(6) Bereavement Time. An employee may be granted, by his department
7(6) head, up to five (5) days' excused absence with pay to handle personal
Bereavement matters related to the death of close members of the employee's family
Time including his spouse, child and parent, brother, sister or grandparent
of either spouse.";

Or act on anything relative thereto.

Submitted by the Personnel Board.

Personnel Board Report: (Mr. H. Sorett)

What we're doing here is increasing the number of days in the existing article from three to five and telling the department heads they have the discretion to allow up to five days. They don't have to do it. However, when a relative dies out of state, five days can get you nine, because of the weekends. The time involved in making burial arrangements for parents who die in other parts of the country is what we're talking about here. If a situation were to occur where an employee had some other close relative or a friend die, the department head would still have the discretion to allow the employee to take vacation time. Under extraordinary circumstances, we could hear a request for a leave of absence. Under normal situations, you would want the department head to have predictable discretion, and not to get involved in esoterica.

Finance Committee Report: Recommends approval

Mr. Kates of Ford Road moved to amend by adding at the end "or member of the household".

Following a brief discussion the motion to amend was defeated.

VOTED: THAT THE TOWN AMEND SECTION 7, "INCIDENTAL BENEFITS' ITEM (6)
"BEREAVEMENT TIME", OF ARTICLE XI OF THE SUDBURY BYLAWS, REFERRED
TO AS THE "PERSONNEL ADMINISTRATION PLAN", BY DELETING ITEM (6)
IN ITS ENTIRETY AND SUBSTITUTING THEREFOR THE FOLLOWING LANGUAGE
SET OUT IN THE WARRANT:

"(6) BEREAVEMENT TIME. AN EMPLOYEE MAY BE GRANTED BY HIS DEPARTMENT
HEAD, UP TO FIVE (5) DAYS' EXCUSED ABSENCE WITH PAY TO HANDLE PERSONAL
MATTERS RELATED TO THE DEATH OF CLOSE MEMBERS OF THE EMPLOYEE'S FAMILY
INCLUDING HIS SPOUSE, CHILD AND PARENT, BROTHER, SISTER, OR GRANDPARENT
OF EITHER SPOUSE."

April 4, 1983

ARTICLE 4F To see if the Town will vote to amend Article XI of the Sudbury Bylaws, referred to as the "Personnel Administration Plan", by adding a new section 9A, "Injuries During or Related to Employment", as follows:

Personnel Admin. Plan

Art. XI, 9 "Any town employee who claims to have been injured in the course of his employment and/or as a result of his employment shall report each such injury to his/her supervisor immediately unless said employee is not physically able to do so. In the event that the employee is not physically able to report said injury immediately, he/she shall make said report as soon as possible. In the event that a town employee seeks to claim benefits under G.L. C. 152, under G.L. C. 41 § 111F or otherwise, said employee shall furnish to the Town copies of all medical records, medical bills and records of treatment within thirty (30) calendar days of each treatment and/or the receipt of the bills. Each such employee shall, in addition, submit to a medical examination by a physician selected by the Town for the purposes of determining the validity of the claim that the employee was and/or is injured. In the event that any employee claims to be out of work and disabled as a result of a work related injury for more than thirty (30) days, each such employee shall submit to the Town, at intervals of not more than one month, a letter from the treating physician attesting to the nature of the injury and the degree of disability caused thereby. In the case of disabilities alleged by the employee to continue longer than sixty (60) days, each such employee shall submit to a medical examination by a physician selected by the Town for the purposes of verification. In the case of disabilities verified under the foregoing sentence, where the disability, after first being verified, continues for a period of more than an additional ninety (90) days, the Personnel Board, in its sole discretion, may require the employee to submit to a further verification examination by a physician selected by the Town. The Personnel Board may, in its sole discretion, require the employee claiming disability, to submit to further verification medical examinations at intervals not more frequently than every ninety (90) days. Nothing contained herein shall apply to proceedings under G.L. C. 32 nor shall it be construed to grant the Town greater rights than those provided, where it applies, under G.L. C. 152.

In the event that the physician selected by the Town determines that an employee is no longer disabled and is able to return to work, said employee shall be required to return to work unless the Industrial Accident Board has issued a contrary order under the provisions of G.L. C. 152.";

Or act on anything relative thereto.

Submitted by the Personnel Board.

Personnel Board Report: (Mr. H. Sorett)

Of all the articles that the Personnel Board is presenting to the town this year, this is the most important and the most significant. The Personnel Board sits on grievances submitted by town employees who are claiming that they are entitled to benefits. In the four and a half years I've been on the Personnel Board we've probably heard about fifty of them. We are hamstrung by an absence of information. Under Chapter 41, section 111F, the town is obligated by statute to pay salary, full salary, to all police and firemen injured in the line of duty. Now there is a statutory matrix that would work with this article. That statute is one of them and the Workmen's Compensation statute is the other. Nothing contained in this article would in any way undercut those statutes. What we're talking about here is providing the town Personnel Board with tools. We now have no way to verify an employee's allegation that he's injured in the line of duty. If an employee says he was injured in the line of duty, we have no way to verify it. In the Personnel Board's opinion, the town lost a contested case and will probably be saddled with a substantial disability pension for a man for the next 30 years as the result of the absence of information. We lacked the authority to compel him to submit to an examination. If anybody has been reading the newspapers lately, one of the most serious problems that government has is verifying whether or not a disability is real or fake. It is the Personnel Board's view that policemen and firemen who legitimately are injured in the course of their employment deserve to be paid. When we ask them to take risks we ought to pay their salaries, if in the course of taking that risk they sustain injury. Nothing contained here departs from that philosophy. What we are saying is that we want to pay for legitimate injuries. We don't want anything that cannot be verified.

I am aware that Murphy, Lamere and Murphy, the town's labor counsel, has taken a position against this article on the basis that it is an alleged violation of the collective bargaining statute. It is not. In so far as it pertains to police and fire injuries in the line of duty, those do not derive from the collective bargaining agreement. Those derive from statute. At this point, if the town decides on its own that it wishes to contest the legitimacy of an injury, the town must refuse payment and the employee has to go into Superior Court to sue us. In those cities and towns I have represented in these situations. You can, through court order, force an examination. However, it is a long and expensive way around the back door to accomplish something that's common sense. In private industry, if someone says they are injured in the line of duty, they are required to report it promptly. This article would require the employee to report it promptly. If the individual is out for an extended period of time and asking the town to pay him money, this article would require that individual to submit to us justification. In the event the individual stays out for a protracted period of time and we are then beginning to look at the question of disability retirement, this article says that at reasonable intervals, not more than four times a year, the Personnel Board would have the right to require the employee, as a condition of being paid, to submit to an examination performed by a doctor selected by the town and paid for by the town. In the obvious case of someone who, for example, sustains a serious fracture, the evidence is clear and there is no question, we would not exercise our discretion to require that the examination be done. But if we see a situation, for example, in which a town employee claims to be injured in the line of duty and is seen driving a heavy duty truck through the town blasting air horns, and there is one such case in the town, the Personnel Board would have the right to tell the employee that we question the legitimacy of your asking this town to pay you \$18,000; go see the doctor to find out if the injury is legitimate or not.

In terms of honesty and integrity in government, this one provides the town with tools to test the legitimacy of requests. In the Police and Fire Departments injury in the line of duty has more of a financial implication than just the money we pay the individual employee. These are small departments. If they are a man short or two men short because of a claim of injury in the line of duty, they have to make up those extra shifts with overtime. Overtime at time and a half, and overtime at double time. So, what initially looks like an \$18,000 a year claim can in fact have the impact of double that amount. Someone who is out on an injury-line-of-duty status for a period of time, tends to cause legitimacy to adhere to that claim whether or not it's true. When that individual applies for a disability pension, the town not only is stuck by having the admission of having paid this for a period of time, but lacks the tools in terms of regular medical evaluation to determine whether or not it should oppose or support a claim for disability retirement.

A claim for disability retirement income is 72% of salary for life, and there is now no provision in the statute for repealing a disability pension once granted. We could have a situation where we paid for injury in the line of duty to an individual for six months or a year, that individual then obtains a disability pension, at let's say the age of thirty, and that goes into the town's financial burden for the next fifty years. It seems to the Personnel Board the height of foolhardiness not to provide the people charged with administering personnel policy with some basic tools to go out and check and to exercise discretion soundly. Nothing contained here interferes with existing rights under law. If an employee has rights, those rights will be protected. The Personnel Board asks that you approve this article.

Finance Committee Report: Recommends approval

Board of Selectmen Position: (Mr. J. E. Murray)

The Selectmen oppose this article based on the written advice of the town's labor counsel, Murphy, Lamere and Murphy. It reads as follows: "This article presents significant legal ramifications for the Board of Selectmen. Undoubtedly, it is well intentioned, and designed to cure certain abuses arising under Massachusetts General Law, Chapter 41, section 111F, as well as Massachusetts General Law Chapter 152. The problem is that it is subject to attack as constituting an unfair labor practice in violation of Massachusetts General Laws, Chapter 150 since it seeks to unilaterally change terms and conditions of employment, i.e. an employee's injured leave as authorized by the state statute. The town of Sudbury cannot unilaterally require repeated physical examinations not authorized by law which have not been incorporated into an collective bargaining agreement after good faith negotiations. Furthermore, the town has constitutional restrictions arising under the employees' rights to privacy which must be considered when repeated physical examinations are required. Therefore, we recommend the Board oppose this article in this form since it undoubtedly must be addressed in the negotiation process before it can be established across the board by the caveat of town meeting."

Town Counsel Opinion: It is the opinion of Town Counsel that, if the Bylaw amendment proposed in Article 4F in the Warrant for the 1983 Annual Town Meeting is properly moved, seconded and adopted by a majority vote in favor of the motion, it will become a valid amendment to the Sudbury Bylaws.

Mr. Joseph Klein of the Board of Appeals remarked that he was under the impression that the proposed bylaw applied to all town employees, and that the letter from the labor counsel was addressed to union employees.

Town Counsel, Paul Kenny, pointed out that collective bargaining laws provide that no local bylaw will prevail over a collective bargaining agreement. The terms of any collective bargaining agreement will prevail. Collective bargaining agreements apply only to union employees and anything that would change those, as set forth in the letter, if it's a change in condition of employment, can't be done without bargaining with the union.

Mr. Sorett then noted that this subject had been addressed and discussed by the Personnel Board, at some length, with a former member of the Personnel Board who is an active labor lawyer. It was their view that it clearly is enforceable as regards non-union employees and might be tested if we attempted to apply it with regard to union employees. It was their considered view that in so far as it pertains to benefits under the statute and not conditions of employment, it would be enforceable on Union employees. In an appropriate situation, the Personnel Board feels that if the town had reason to believe that a union employee was not legitimately injured, it ought to be tested.

In answer to a question as to the validity of the bylaw, Town Counsel stated that the bylaw as amended would be a legal amendment to the town bylaws. The labor counsel did not say it would be illegal. He simply said that it would not apply to union employees who are under a contract where it conflicts with that contract.

Following additional comments by Fire Chief Michael Dunne and Policeman Ronald Nix, who spoke in opposition, the motion was *VOTED IN THE WORDS OF THE ARTICLE*.

<p>ARTICLE 4G Personnel Admin. Plan Art. XI, 11 Summer Hiring</p>	<p>To see if the Town will vote to amend Article XI of the Sudbury Bylaws, referred to as the "Personnel Administration Plan", by adding a new Section 11, "Summer Hiring", as follows:</p> <p>"Any department of the town which hires temporary summer employees shall on or before May 1 of each year advertise each position to be filled by posting a comprehensive list of said positions at the Lincoln-Sudbury Regional High School, Minuteman Regional Vocational School and the Town Clerk's Office as well as advertising them in a newspaper of general circulation in the town setting forth the qualifications required and salary range available.";</p> <p>And by amending Sections 10 and 11 to be Section 12, Severability, and Section 13, Amendments;</p> <p>Or act on anything relative thereto.</p> <p>Submitted by the Personnel Board.</p>
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Personnel Board Report: (Mr. H. Sorett)

Article 4G is really very simple. What it says is if we are going to hire people for summer jobs, we must advertise the jobs. We put them in newspapers, post them at the high schools and give every student a fair and equal opportunity to compete. There's nothing here that would prevent a town supervisor from hiring someone back for a successive summer, if that was the best candidate. We don't have a lot of summer jobs. All this does is give everybody a fair shot.

Finance Committee Report:

Recommends approval.

Town Counsel Opinion: It is the opinion of the Town Counsel that, if the Bylaw amendment proposed in Article 4G in the Warrant for the 1983 Annual Town Meeting is properly moved, seconded and adopted by a majority vote in favor of the motion, it will become a valid amendment to the Sudbury Bylaws.

UNANIMOUSLY VOTED: TO AMEND ARTICLE XI OF THE SUDBURY BYLAWS, REFERRED TO AS THE "PERSONNEL ADMINISTRATION PLAN", BY ADDING A NEW SECTION 11, "SUMMER HIRING".

ARTICLE 5Budget

To see if the Town will vote to raise and appropriate, or appropriate from available funds, the following sums, or any other sum or sums, for any or all town expenses and purposes, including debt and interest and out-of-state travel, to fix the salaries of all elected officials and to provide for a reserve fund, all for the fiscal year July 1, 1983 through June 30, 1984, inclusive, in accordance with the following schedule, which is incorporated herein by reference; or act on anything related thereto.

Submitted by the Finance Committee.

NOTE: FY83 appropriated salary line items do not show additions from Salary Adjustment Account 950-101.

NOTATIONS USED THROUGHOUT BUDGET ARTICLE (EXCEPT SCHOOLS):

- * Transfer from Reserve Fund included in this figure.
- ** Transfer from Reserve Fund not included in this figure.
- + Inter-account transfer.

Prior to deliberation on the Budget, a hearing will be conducted to receive public comment on the use of Revenue Sharing Funds as offsets to the total Fiscal Year 1983-84 Budget.

100 EDUCATION: 110 SUDBURY PUBLIC SCHOOLS

<u>BUDGET SUMMARY:</u>	<u>1982-83</u> <u>Budget</u>	<u>1983-84</u> <u>Budget</u>	<u>1983-84</u> <u>Recommended</u>
A Account - Salaries	\$ 4,222,388	\$ 4,525,365	\$ 4,525,365
B Account - Supplies & Service	644,538	610,590	585,590
B'Account - Energy Related	589,074	564,867	564,867
C Account - Equipment	18,860	18,626	18,626
TOTAL	\$ 5,474,860	\$ 5,719,448	\$ 5,694,448
OFFSETS:			
METCO	36,575	36,575	36,575
METCO	30,000	20,000	20,000
PL 94-142	54,735	47,040	47,040
PL 89-313	4,500	1,875	1,875
NET BUDGET	\$ 5,349,050	\$ 5,613,958	\$ 5,588,958
(Pupils)	(2,069)	(1,919)	

<u>STAFF/PUPIL SUMMARY</u>	<u>1981/82</u>	<u>1982/83</u>	<u>1983/84</u>
Number of Pupils	2,229	2,069*	1,919
Teaching Staff	133.0	128.7	125.8
Other Staff	51.4	53.4	52.1
Ratio of Teaching to Other Staff	2.6/1	2.4/1	2.4/1
Cost per Pupil	\$2,352	\$2,585	\$2,925

* As of 10/1/82

A ACCOUNT - SALARIES

<u>Program</u>	<u>Adm.</u>	<u>1982-1983 Staffing</u>			<u>Adm.</u>	<u>1983-84 Staffing</u>			<u>Proposed & Recommended</u>
		<u>Tchrs.</u>	<u>Support</u>	<u>Budget</u>		<u>Tchrs.</u>	<u>Support</u>	<u>Budget</u>	
K-5:									
Elem.	-	48.0	-	\$1,259,426	-	46.0	-	\$1,334,615	
Middle School:									
6-8	-	33.6	2.0	942,950	-	32.0	2.0	927,995	
Typing	-	1.4	-	32,827	-	1.4	-	37,755	
For. Lang.	-	1.8	-	50,256	-	2.0	-	54,781	
Home Ec.	-	1.7	-	41,312	-	1.7	-	45,579	
Ind. Arts	-	2.0	-	49,327	-	2.0	-	59,692	

A ACCOUNT Continued

Program	1982-1983 Staffing				1983-84 Staffing				Proposed &
	Adm.	Tchrs.	Support	Budget	Adm.	Tchrs.	Support	Budget	Recommended
System:	-	-	-	-	-	-	-	-	-
Art	-	2.8	-	72,035	-	2.8	-	78,505	-
Music	-	4.4	-	110,012	-	4.4	-	112,680	-
Phys. Ed.	-	6.0	-	154,394	-	6.0	-	168,294	-
Reading	-	4.5	1.0	109,924	-	4.5	1.0	134,279	-
Lib/Media	-	2.0	7.0	98,957	-	2.0	7.0	112,075	-
Guidance	-	4.0	1.0	121,740	-	4.0	1.0	135,960	-
Sp. Ed.	.5*	14.5	5.24	388,819*	.5*	14.0	3.9	417,248*	-
Cent. Mgmt.	2.5*	-	5.18	136,504*	2.5*	-	5.18	163,952*	-
Sch. Mgmt.	5.0	-	7.71	250,344	5.0	-	7.71	283,720	-
Catalyst	-	2.0	-	43,920	-	3.0	-	77,240	-
Custodians	-	-	11.1	152,342	-	-	11.1	167,855	-
Maintenance	-	-	3.0	59,521	-	-	3.0	64,305	-
Sch. Lunch	-	-	1.0	10,613	-	-	1.0	0	-

Contractual provisions,
substitute teacher,
crossing guards, and
miscellaneous

miscellaneous	-	-	1.2	137,165	-	-	1.2	148,835
TOTALS	8.0	128.7	45.43	\$4,222,388	8.0	125.8	44.09	\$4,525,365

TOTAL STAFF

1982-83 =

182.13 for \$4,222,388

TOTAL STAFF

1983-84

177.89 for \$4,525,365

*Money for two shared positions, Dir/PPS&SpED and Dir/Adm. Services, budgeted in B Acct.

B ACCOUNTS - SUPPLIES, CONTRACTED SERVICES, TEXTS, ENERGY

	1982-83 BUDGET	PROPOSED 1983-84 BUDGET	RECOMMENDED 1983-84 BUDGET
Textbooks	\$ 44,553	\$ 57,636	\$ 57,636
School Supplies	114,285	120,519	120,519
School Contracted Services	5,300	5,400	5,400
Library Supplies and Contr'd Services	32,200	37,400	37,400
Special Education Contr'd Services	56,304	29,750	29,750
Pupil Personnel	13,997	13,990	13,990
Pupil Tuition	93,797	104,386	104,386
School Equip. - Maint. & Repair	16,689	18,100	18,100
Sudbury Public Health Nursing Assoc.	48,309	55,972	30,972
Regular Transportation	273,670'	261,798'	261,798'
School Lunch	5,280	0	0
Central Offc. & School Mgmt.	70,688**	70,165	70,165
Custodial Supplies & Services	22,956	21,922	21,922
Roof Maintenance	30,515	2,500	2,500
Bldg. & Equip. - Repairs & Maint.	34,150	45,800	45,800
Heat	189,290'	150,000'	150,000'
Electricity	91,945'	96,759'	96,759'
Gas	3,769'	4,170'	4,170'
Water	1,400'	2,040'	2,040'
Telephone	29,000'	32,000'	32,000'
Tuition Reimbursement	24,000	15,000	15,000
Other	5,850	2,950	2,950
School Comm., Staff & Legal	25,665	27,200	27,200
TOTAL	\$1,233,612	\$1,175,457	\$1,050,457

** \$40,000 contained in account for Shared Services

' Indicates B-prime Account - Energy Related

C ACCOUNT - EQUIPMENT

	1982-83 BUDGET	PROPOSED 1983-84 BUDGET	RECOMMENDED 1983-84 BUDGET
New & Replacement Equipment	\$ 18,860	\$ 18,626	\$ 18,626

	1982-82 BUDGET	1983-84 BUDGET	1983-84 RECOMMENDED
120 Community Use of Schools	\$ 12,000	\$ 12,000	\$ 12,000
125 Summer School	5,980	5,075	5,075*

(*To be raised by transfer from the Summer School Reserved for Appropriation Acct.)

Finance Committee Report: (Mr. Bernard Hennessy)

Recommends approval.

Sudbury School Committee Report: (Mr. Edward L. Glazer)

Sudbury Public Schools
Four-Year Budget Comparison

Listed below is a four-year budget comparison for the Sudbury Public Schools, using the fiscal years 1981, 1982, 1983 and an estimate for 1984:

Year	Budget	% Change
1980-81	\$5,427,166	
1981-82	5,242,000	-3.4%
1982-83	5,349,050	+2 %
1983-84	5,578,626	+4.3%

The difference between the estimated 1983-84 budget and the 1980-81 budget is \$151,460, which represents a 2.8% increase during this period of time (or 0.93% per year).

The Sudbury School Committee is requesting a budget of \$5,578,626 which is \$10,332 less than the Finance Committee amount as printed in the Warrant. Before getting into specifics of the budget, I would like to review briefly where we have been as a school system and where we hope to go in 1983/84. Since the 1980/81 school year, we have had less than a 1% average increase in the school committee budget. During this same period of time, we have had a 19% reduction in student population, a 19% reduction in staff, a 50% reduction in the number of buildings used by the school department and a 19% decrease in the number of square feet used by the school department.

At the same time, we have restructured the grade organization to a K-5 and 6-8 system using three buildings. We have introduced a computer program and a catalyst gifted and talented program. We have reorganized the science and social studies curriculum. We have also implemented shared administrative services with Lincoln-Sudbury and we are now sharing the Director of Administrative Services and a Director of Pupil Personnel and Special Needs. We have also developed a more efficient joint transportation contract with Lincoln-Sudbury and have improved communications with Lincoln-Sudbury at all levels. Our goals for 1983/84 include the following:

- To expand computers into seventh and eighth grade.
- To expand the catalyst program into the sixth grade at Curtis Middle School.
- To continue curriculum review in social studies and language arts.
- To provide system-wide workshops for improvement of written composition skills.
- To continue to work with Lincoln-Sudbury to improve communications.
- To continue to combine areas of administrative services, such as business office, building and grounds.
- To maintain and hopefully improve the quality of the education we provide by most effectively using our financial and people resources.

With this background let us look at the budget.

SUDBURY PUBLIC SCHOOLS

	1982-83 Budget	1983-84 Budget
"A" Account - Salaries	\$4,222,388	\$4,495,999
"B" Account - Supplies and Services	644,538	622,724
"B'" Account - Energy Related	589,074	546,767
"C" Account - Equipment	18,860	18,626
TOTAL	\$5,474,860	\$5,684,116
OFFSETS:		
METCO	36,575	36,575
METCO	30,000	20,000
PL 94-142	54,735	47,040
PL 89-313	4,500	1,875
	\$5,349,050	\$5,578,626

4.3% Increase

This viewgraph breaks down our budget into its various components, what we call this "A" Account: salaries, the "B" Account: supplies, contracted services, text books, the "B'" Account: energy related items and the "C" Account: equipment. The changes from the Finance Committee recommendations in the Warrant are due to number one, a reduction in the "A" Account to reflect the elimination of our contractual obligation to fund for sabbaticals because none were requested for 1983/84 and second to increase the "B" account to reflect increases in the amount for nursing services to be provided by Sudbury Public Health Nursing Association. This represents an agreement reached among the Sudbury Public Health Nursing Association, the Finance Committee and the Sudbury School Committee.

SALARIES "A" ACCOUNT

Program	1982-83 Staffing				1983-84 Staffing			
	Adm.	Tchrs.	Support	Budgeted Amt.	Adm.	Tchrs.	Support	Proposed Amt.
<u>K-5</u>								
Elem.	-	48.0	-	\$1,259,426	-	46.0	-	\$1,334,615
<u>MIDDLE SCHOOL:</u>								
6-8	-	33.6	2.0	942,950	-	32.0	2.0	927,995
Typing	-	1.4	-	32,827	-	1.4	-	37,755
For. Lang.	-	1.8	-	50,256	-	2.0	-	54,781
Home Ec.	-	1.7	-	41,312	-	1.7	-	45,579
Ind. Arts.	-	2.0	-	49,327	-	2.0	-	59,692
<u>SYSTEM:</u>								
Art	-	2.8	-	72,035	-	2.8	-	78,505
Music	-	4.4	-	110,012	-	4.4	-	112,680
Phys. Ed.	-	6.0	-	154,394	-	6.0	-	168,294
Reading	-	1.0	-	109,924	-	4.5	1.0	134,279
Lib/Media	-	2.0	7.0	98,957	-	2.0	7.0	112,075
Guidance	-	4.0	1.0	121,740	-	4.0	1.0	135,960
Sp. Ed.	.5*	14.5	5.24	388,819*	.5*	14.0	3.9	417,248*
Cent. Mgmt.	2.5*	-	5.18	136,504*	2.5*	-	5.18	163,952*
Sch. Mgmt.	5.0	-	7.71	250,344	5.0	-	7.71	283,720
Catalyst	-	2.0	-	43,920	-	3.0	-	77,240
Custodians	-	-	11.1	152,342	-	-	11.1	167,855
Maintenance	-	-	3.0	59,521	-	-	3.0	64,305
Sch. Lunch	-	-	1.0	10,613	-	-	1.0	0
Contractual provisions, Substitute teacher, crossing guards, and miscellaneous	-	-	1.2	137,165	-	-	.2	119,469
TOTALS	8.0	128.7	45.43	\$4,222,388	8.0	125.8	43.09	\$4,495,999
TOTAL STAFF								
1982-83 =		182.13	for	\$4,222,388	1983-84 =	176.89	for	\$4,495,999

*Money for two shared positions - Director/
PPS & SpEd and Director/Administrative
Services--budgeted in "B" Account.

*Money for two shared positions -
Director/PPS & SpEd and Director/
Administrative services--budgeted
in "B" Account.

This viewgraph of the "A" Account shows a breakdown of the salaries by numbers of employees and dollars. Salaries represent almost 80% of our total budget. You should note the reduction of three teaching positions to reflect declining enrollment and a reduction of almost 2½ support positions.

"B" & "B'" ACCOUNTS SUPPLIES, CONTRACTED SERVICES, TEXTS, ENERGY

	1981-82	1982-83	1983-84
Textbooks	\$ 48,812	44,553	57,636
School Supplies	117,832	114,285	120,519
School Contracted Services	12,748	5,300	5,400
Library Supplies and Contr'd Services	32,500	32,200	37,400
Special Education Contracted Services	42,268	56,304	29,750
Pupil Personnel	9,520	13,997	13,990
Pupil Tuition	122,207	93,797	104,386
School Equip.- Maintenance and Repair	25,700	16,689	18,100
SPHNA	48,309	48,309	50,006

"B" & "B'" ACCOUNTS - Continued

	<u>1981-82</u>	<u>1982-83</u>	<u>1983-84</u>
Regular Transportation	\$301,928'	273,670'	261,798'
School Lunch	7,280	5,280	0
Central Office & School Management	36,805	70,688**	70,165**
Relocation	20,000		
Custodial Supplies & Services	22,522	22,956	21,922
Roof Maintenance		30,515	2,500
Building & Equipment - Repairs and Maint.	37,350	34,150	45,800
Heat	205,750'	189,290'	150,000'
Electricity	96,954'	91,945'	96,759'
Gas	3,509'	3,769'	4,170'
Water	1,836'	1,400'	2,040'
Telephone	32,292'	29,000'	32,000'
Tuition Reimbursement	24,000	24,000	15,000
Other	7,500	5,850	2,950
School Comm., Staff & Legal	25,665	25,665	27,200
TOTAL "B" ACCOUNT	\$1,283,287	1,233,612	1,169,491

Includes Shared Services Salaries **

' Indicates B-prime Account

This viewgraph breaks down the "B" account into its various components over a three year period. Note the continual decrease in the "B Account".

BUDGET SUMMARY FY 83-84

<u>PROGRAM</u>	<u>SALARIES</u>	<u>SERVICES</u>	<u>SUPPLIES</u>	<u>TEXTS</u>	<u>OTHER</u>	<u>EQUIP</u>	<u>TOTAL</u>
00 Contr & Admin	119,469	14,600	54,800		13,800		202,669
18 Middle School	290,457					18,626	39,083
35 Elem. Schools	1,218,508						1,218,508
56 Kindergarten	116,107						116,107
57 Art	78,505		8,240	100			86,845
58 Music	112,680	1,900	2,800				117,380
59 Physical Ed.	168,294		2,800	100	200		171,394
60 English	148,642		9,125	5,370			163,137
61 Reading	134,279		9,741	11,340			155,360
62 Science	170,375	800	9,815	9,850			190,840
63 Health Ed.			3,292				3,292
64 Mathematics	162,483		9,341	2,032			173,856
65 Social Studies	156,038		9,540	9,540			175,118
66 Typing	37,755	1,700	1,500				40,955
67 Foreign Lang.	54,781		700				55,481
68 Home Ec.	45,579	600	3,125				49,304
69 Indust. Arts	59,692	400	6,320				66,412
71 Library	112,075	13,900	23,500	17,604	950		168,029
72 Guidance	135,960		300				136,260
73 Health Serv(SPHNA)		50,006					50,006
76 Special Ed.	417,248	39,750	2,500	1,700			461,198
77 Tuition/Pupil		104,386					104,386
78 Pupil Pers.		16,770	7,200				23,970
80'Transportation		261,798'					261,798'
84 School Lunch							0
85 School Mgmt.	283,720	5,026	5,739				294,485
86 Central Mgmt	163,952	25,000	6,000		8,800		203,752
87 Catalyst	77,240						77,240
89 Roof Maint.		2,500					2,500
10 Custodial	167,855	6,700	15,222				189,777
20 Maint/Plant	64,305	29,150	16,650		1,800		111,905
21'Heat			150,000'				150,000'
30 Maint/Equip.		8,200	9,900				18,100
31'Gas			4,170'				4,170'
32'Water			2,040'				2,040'
33'Telephone			32,000'				32,000'
34'Electricity			96,759'				96,759'
TOTALS	4,495,999	583,186	503,119	57,636	25,550	18,626	\$5,684,116
3/30/83							

This final graph is what we call our spread sheet by account number which breaks the account number down into the categories of salaries, services, supplies, texts and other equipment.

Upon a motion made by Mr. Bernard Hennessy of the Finance Committee, it was

UNANIMOUSLY VOTED: THAT THE TOWN APPROPRIATE THE SUM OF \$5,578,626 FOR SUPPORT OF THE SUDBURY PUBLIC SCHOOLS, TO BE EXPENDED UNDER THE DIRECTION AND CONTROL OF THE SUDBURY SCHOOL COMMITTEE, SAID SUM TO BE RAISED BY TAXATION; AND APPROPRIATE THE SUM OF \$12,000 FOR ACCOUNT 120, COMMUNITY USE OF SCHOOLS, SAID SUM TO BE RAISED BY TAXATION; AND APPROPRIATE THE SUM OF \$5075 FOR ACCOUNT 125, SUMMER SCHOOL, SAID SUM TO BE RAISED BY TRANSFER FROM THE SUMMER SCHOOL RESERVE FOR APPROPRIATION ACCOUNT.

100 EDUCATION: 130 LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT

	1981-82 Actual Expenditures	1982-83 Budget	1983-84 Budget
(Pupils)	(1,431)	(1,403)	(1,350)
I. INSTRUCTION			
English	\$ 435,665	\$ 483,927	\$ 475,573
History	316,162	340,770	364,947
Mathematics	287,123	341,518	336,369
Science	414,393	429,592	443,715
Physical Education	271,964	286,976	278,746
Foreign Language	241,591	275,938	288,484
Art	90,068	97,655	90,176
Business	97,436	103,544	119,342
Computer	100,065	60,475	92,965
Home Economics	66,770	72,853	76,977
Miscellaneous	52,778	36,975	32,725
Music	56,204	60,747	63,561
Technology	164,010	161,919	158,531
Work Experience	65,289	67,508	61,444
Alternative School	142,620	159,935	168,926
Hall Tutors	14,960	18,589	22,864
Substitutes	25,311	30,000	25,000
Increased Degrees	Inc. Above	10,000	10,000
	\$ 2,842,409	\$ 3,038,921	\$ 3,110,345
METCO Offset	111,907	124,295	124,295
PL Offset	46,810	54,100	44,280
	\$ 2,683,692	\$ 2,860,526	\$ 2,941,770
II. EDUCATIONAL SUPPORT			
Hall Services	229,317	246,096	276,013
Student Services	78,033	95,924	86,352
Special Needs	450,424	454,624	544,765
Audio-Visual	57,299	56,250	73,330
Library	84,177	82,935	89,714
Student Activities	28,269	20,500	15,500
Athletics	138,034	128,943	140,386
Transportation	189,017	235,893	224,262
Development	67,202	40,000	39,500
	\$ 1,321,772	\$ 1,361,165	\$ 1,489,822
III. BUILDING OPERATIONS			
Custodial	237,054	225,415	219,293
Maintenance	220,808	163,382	162,590
Grounds	50,283	49,314	45,673
Debt Service	394,738	380,313	150,563
Community Use	72	500	100
Utilities	291,260	303,450	315,250
Insurance	28,857	30,650	26,900
	\$ 1,223,072	\$ 1,153,024	\$ 920,369

April 4, 1983

26.

	1981-82 Actual Expenditures	1982-83 Budget	1983-84 Budget
IV. DISTRICT SERVICES			
School Committee	\$ 34,719	\$ 15,664	\$ 32,385
Administration	264,465	229,132	238,607
Business Office	50,723	58,492	65,648
Central Office	22,695	25,248	28,593
Employee Benefits	317,747	325,600	452,806
Contingency	2,221*	40,149	50,000
	\$ 692,570	\$ 694,285	\$ 868,039
TOTAL EXPENDITURES	\$ 5,921,106		
TOTAL BUDGET		\$ 6,069,000	\$ 6,220,000
OFFSETS:			
Chapter 70	707,774	707,774	707,774
Chapter 71	301,900	292,225	305,000
Transportation	125,000	158,000	170,000
Residential Tuition	51,193	55,000	55,000
Construction Aid	285,798	285,798	85,064
STATE AID Sub Total	1,471,665	1,498,797	1,322,838
Special Addition. Rev.	68,838	--	--
Adj. for Prior Yrs.	137,554	196,657	241,875
TOTAL OFFSETS:	\$ 1,678,057**	\$ 1,695,454	\$ 1,564,713
TOTAL ASSESSMENT	\$ 4,267,937	\$ 4,373,546	\$ 4,655,287
SUDBURY ASSESSMENT	\$ 3,692,287.13	\$ 3,765,723.87	\$ 3,912,966.20
FINANCE COMMITTEE RECOMMENDED ASSESSMENT			\$ 3,859,867

* \$69,463 transferred to and expended in other line items.

** When actual expenditures are shown, the expenditures minus budgeted offsets will not equal the total assessment. The difference will be a credit in the FY 1984 assessment.

Finance Committee Report: (Ms. Lindalee Lawrence)

The objective of the Finance Committee's presentation tonight is to describe why we believe a budget of \$6,220,000 is a fair and reasonable number to be voted for the Lincoln-Sudbury Regional High School. While cooperation between the School Committee and the Finance Committee has improved greatly, we still disagree on a budget number. Let me walk you first through the numbers appearing in your warrant and the numbers now requested and recommended.

LINCOLN-SUDBURY REGIONAL HIGH SCHOOL

1983 - 84

TOTAL BUDGET

School Committee Request	Finance Committee Recommendation
Warrant \$6,220,000	\$6,156,000
Request (+2.5%)	(+1.4%)
+57,000 Blue Cross	+64,000
+71,000 Special Needs	
-71,000	
Updated \$6,277,000	\$6,220,000
Request (+3.4%)	(+2.5%)

\$57,000

As you can see the School Committee requests are on the left hand side. In the warrant the School Committee's request is \$6,220,000, for which the Finance Committee recommended \$6,156,000. The increases under the School Committee's request are 2.5%, while under the Finance Committee's request the increases are 1.4%. Subsequently, the high school realized that the Blue Cross increases were going to be \$57,000 higher than they had projected. Also, they realized that the Special Needs budget was going to be \$71,000 higher than projected. The high school agreed to absorb the \$71,000 bringing their request to \$6,277,000 an

increase of 3.4%. The Finance Committee has increased its budget recommendation, understanding that these costs were not fully recognized in the initial discussions. Our recommendation now is a budget of \$6,220,000, an increase of 2.5% over last year.

The budget numbers are the total amount that are paid for through assessments by the towns of Lincoln and Sudbury and through state aid. Why did the Finance Committee choose \$6,200,000? That figure equates to 2½ percent over last year's Sudbury assessment, with the adjustment for the unforeseen costs that we have mentioned. Now, what impact does this have on the Sudbury assessment?

LINCOLN-SUDBURY REGIONAL HIGH SCHOOL

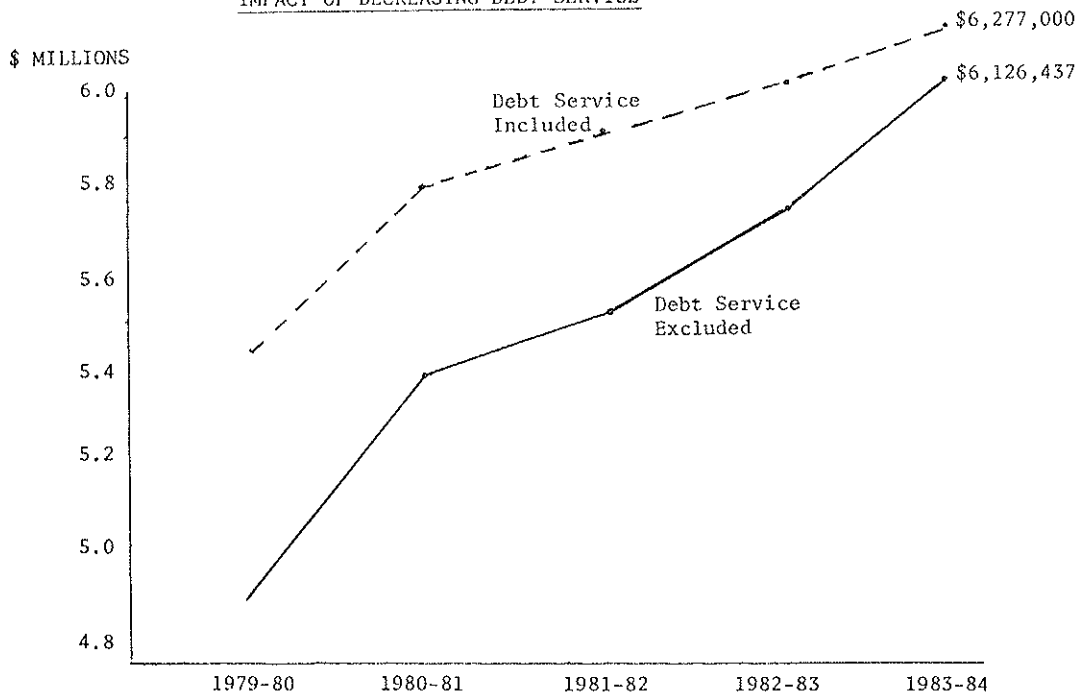
1983 - 84

SUDBURY ASSESSMENT

School Committee Request		Finance Committee Recommendation
Warrant Request	\$3,912,966 (+3.9%)	\$3,859,867 (2.5%)
Updated Request	\$3,961,262 (+5.2%)	\$3,912,966 (+3.9%)
		\$48,296

This chart shows what the assessment is under each of these budget scenarios. The Warrant request, initially, by the School Committee was approximately \$3,912,000. The Finance Committee recommended 2.5% of last year's assessment, or \$3,859,000. The current assessments increased under the School Committee's request. Sudbury's assessment increased to \$3,961,262, an increase of 5.2%. The Finance Committee's recommendation is \$3,912,966, an increase of 3.9%. The difference between the School Committee and the Finance Committee on the assessment number is about \$48,000. The difference in the total budget number is \$57,000. The total assessment to the town of Sudbury by the high school represents approximately 25% of the town's budget. The Finance Committee believes that a budget of \$6,220,000 is a reasonably tight budget under the constraints of Proposition 2½. We are concerned that the educational quality of the high school be preserved. Our proposals are aimed at constraining the high school spending by increasing efficiency without sacrificing education.

IMPACT OF DECREASING DEBT SERVICE



April 4, 1983

28.

Speaking for the Regional School Committee, Mr. Alan Grathwohl supported this motion to amend. He noted that the regional school committee was fully aware of its precedent and its implications. He continued, we cannot absorb \$130,000 of Blue Cross and special needs tuition and rate increases without additional funding. We have no disagreement with the Finance Committee on their view of town finances. We commend their wisdom of looking beyond this warrant at further financial needs. In our deliberations and discussions, we have appreciated their advice and counsel.

LINCOLN-SUDBURY REGIONAL

1983-84 BUDGET

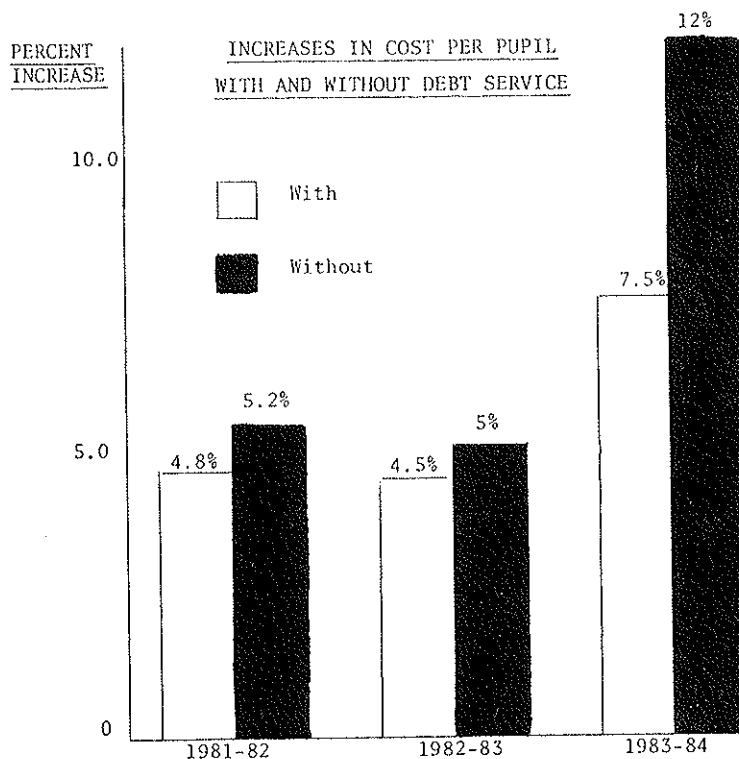
PROGRAMS & FACILITIES	\$ 287,075
MINIMUM ESSENTIAL COSTS	\$ 1,537,679
FIXED COSTS	\$ 4,244,683
DEBT SERVICE	\$ 150,563
	<u>\$ 6,220,000</u>

The budget on this chart is in a different format than what appears in your warrant. We have used a building block approach to our 1983/84 budget. This approach places all line items into four categories: Debt Service, which is relatively self-explanatory; Fixed Costs, items required by either the law or collective bargaining; Essential Costs, items required to keep the building open or minimal operating expenses; Adjustable Costs, this includes programs, staff, and facilities that the School Committee can change or eliminate by vote. Simply stated, this budget at the time it was voted was educationally sound and fiscally responsible.

FIXED COSTS

Collective Bargaining Agreement	\$3,396,520
Transportation Contract	220,162
County Retirement	85,000
Supt./Principal and Treasurer	53,300
Workers' Compensation, Unemployment, Treasurer's Bond	72,800
Chapter 766	416,901
TOTAL FIXED COSTS	<u>\$4,244,683</u>
Debt Service	150,563
	<u>\$4,395,246</u>

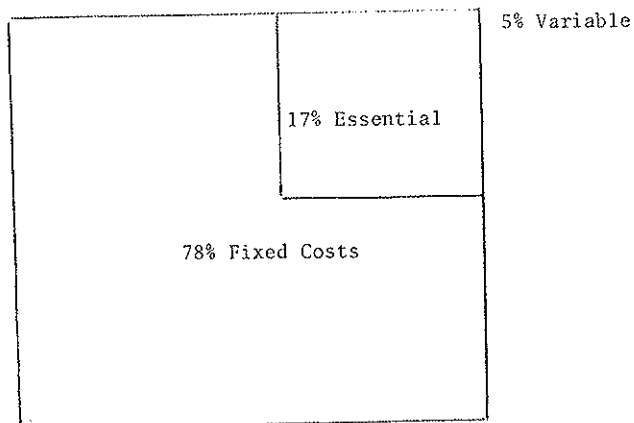
First I'll talk about the actual increases in spending incurred by the high school, then I'll discuss the short and long range recommendations. As you see the 1983/84 budget goes up 3.4% under the school committee's recommendation, but you did not see that during that same period, the line item of debt service dropped from \$475,000 to \$150,000, a drop of \$230,000. As the chart shows, the spending is adjusted for decreases in debt service which is the bottom line. Spending rises rapidly in 1983/84. The top line shows spending without recognizing the reduction in debt service. The increase in 1983/84 is 7.7%, removing the debt service.



Another statistic that we typically look at is the cost per pupil. The cost per pupil adjusts the spending figures to reflect the high school's declining enrollment. From 1979 to the current year the number of students has dropped from almost 1,600 to 1,312. During the next three years the number rises slightly then drops to 1,200 students. The cost per student during this past two-year period was about 5%. The bar graph indicates the amount of the increase in the cost per student without debt service. The black bar indicates the increase with debt service. The cost in the past two years rose approximately 5%, but in the current year, with the change in debt service and including debt service, the cost per student rose 7½%, but with debt service removed, the cost rose 12%, a significantly different amount. The current cost per student is about \$4,650.

LINCOLN-SUDBURY REGIONAL HIGH SCHOOL

1983 - 84 BUDGET



One of our major cautions to you in reviewing the budget is that you examine the high school's base costs as opposed to debating the Blue Cross and Special Needs adjustment, as presented to the Finance Committee. Seventy-eight percent (78%) of the School Committee's costs are fixed by contract or by law. The large block shows approximately three quarters of the costs being fixed. Additionally, we were presented with 17% of costs which were considered essential, the remaining 5% were the costs that were considered variable, for our review. We believe, that the base budget must be reviewed. Some of our suggestions are short term and can be applied to the 1983/84 costs, the 17% and the 5%, but many of our suggestions are long term, aimed at the 78% of the high school's costs.

LINCOLN-SUDBURY REGIONAL HIGH SCHOOL

1983 - 84 BUDGET

1983-84 Reductions in Areas of Minimal Educational Impact

\$47,000	Application of Contingency to Special Needs
\$50,000	Use of Revolving Account Surpluses
\$5-20,000	Reduction in Historical Underspending and Increase in Receipt Estimates
\$25 - 30,000	

In 1983, we believe savings can be garnered in the following areas: we believe that some savings can be garnered through reduction in spending in areas of minimal educational impact. Some of these areas, and these are suggestions only, taken from the School Committee's list developed earlier, comprise reduction in public relations funds, administrative support, sundry supplies, and personnel whose functions might be assumed by existing staff. In addition, the high school has some revolving funds which it has used in the past. The high school has agreed to the use of the contingency fund to apply to special needs. Historically, the high school has underspent its budget by \$25-50,000 in prior years. Our recommendations are not intended to reduce classes, to cut the educational budget or to reduce some of the more sensitive items like athletics. Under Proposition 2½, we believe that services, that may be nice, but not necessary, may need to be cut. We feel that many of the town budgets have responded to that request.

LONG-RANGE ISSUES

Internal Controls

- o Curriculum Reorganization
- o Space Planning
- o Contract Negotiations
- o Program Costs

There are several long range issues that the committee believes should be addressed at this time. These issues concern internal controls, which we feel should be tightened. Curriculum reorganization is an area that the high school is now working on. We are pleased to see that they are now planning for the reduction in student body. Many of these long range suggestions are aimed at reducing the fixed costs for a school that will be down to 1,100 people in a few years. Space planning is another area which we have talked about with the School Committee each year. You heard the Sudbury Public School's comment on their square footage usage. This is an area that we believe the high school should look at, to encourage better utilization of the building. Contract negotiations is an area that we feel is of particular importance. Contract negotiations will be coming up and we suggest looking at the areas of the costs of paid leave, professional leaves, sabbaticals, replacements, review of fringe benefits, reduction in force, and negotiated salary increases. The 1983/84 salary increases in your budget this year were 9½%. Although these costs were negotiated, this rate compares unfavorably with industry, which is typically advocating 6%, and with increases for other town employees. Finally we suggest that the high school take a hard look at program costs in several areas. Two of the areas we would point out are the METCO program and the Sudbury Public Health Nursing contract. In both instances we believe that the School Committee should present the town with a view of what the true costs are for these programs. If, in fact, these programs are being subsidized by the town, then those issues should be brought before town meeting.

Following this presentation, Mr. Edward Ross of Barton Drive *moved to amend the motion to appropriate \$3,912,966.20 for the Sudbury portion of the Lincoln-Sudbury Regional School District assessment for the fiscal year beginning July 1, 1983, by increasing that amount by Sudbury's share of increased health care costs, so that the appropriation is increased to \$3,961,292.30.*

MINIMUM ESSENTIAL COSTS

Administration	\$ 111,011
Support Services	341,546
Buildings/Grounds/Maintenance	374,266
Athletics (minimal)	50,000
Health Services	28,000
Educational Supplies and Services (minimal)	134,500
Transition Leaves	90,306
Utilities	315,250
Insurance and Legal Services	42,800
Contingency	50,000

TOTAL	\$1,537,679
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PROGRAMS AND FACILITIES

Support Personnel (presently employed)	\$ 98,765
Educational Supplies and Equipment	84,633
Athletics	30,877
Buildings/Grounds/Maintenance	52,000
Principal's Discretion (educational programs)	8,800
Supplies for Support Services	12,000

TOTAL	\$ 287,075
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	<u>CERTIFIED BUDGET</u>	<u>CURRENT ADJUSTED</u>	<u>PROPOSED AMENDED</u>	<u>REVISED CERTIFIED</u>
<u>ADJUSTABLE COSTS</u>	287,075	302,840	290,462	268,214
<u>ESSENTIAL COSTS</u>	1,537,679	1,522,999	1,478,955	1,466,955
<u>FIXED COSTS</u>	4,244,683	4,365,020	4,357,020	4,334,268
<u>DEBT</u>	150,563	150,563	150,563	150,563
	6,220,000	6,341,422	6,277,000	6,220,000

The budget entitled "Current Adjusted" contains all increases and decreases known to date. The changes include:

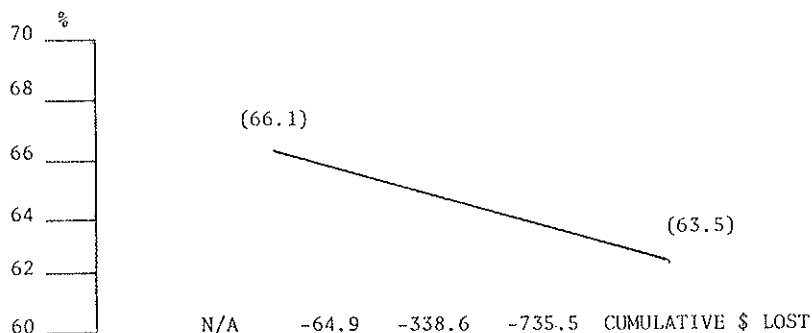
Special Needs - tuition and rate increases	+71,000
Blue Cross Increases	+57,000
Fuel Oil Price Reductions	-21,200
Miscellaneous Adjustments (8 line items ±)	+35,622
	<u>+141,422</u>

If we add all of these to the budget right now, we would be showing you a budget of \$6,341,422. While such a budget would be educationally fine, it would be fiscally a disaster to both Lincoln and Sudbury.

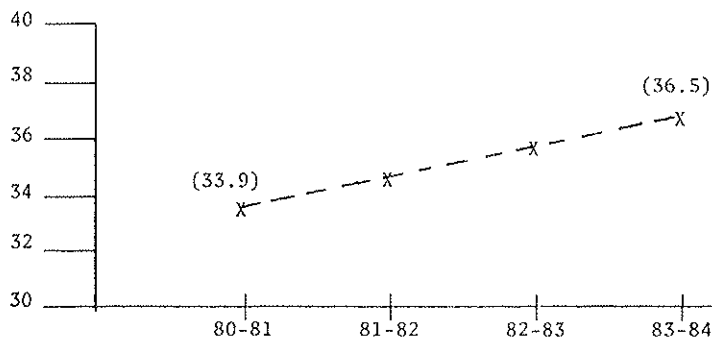
The "Proposed Amended" budget of \$6,277,000 while not ideal, is a budget that the superintendent and the school committee feel they can live with, and not bankrupt the educational process. To reduce the budget back to \$6,277,000, the school committee will transfer from contingency to special needs some \$44,000. This will leave us, for the entire year, with contingency funds of around \$6,000. We have done this for the past two years as special needs have increased and gone out of sight. We will transfer cafeteria employees Blue Cross/Blue Shield to the Cafeteria Revolving Account and that will reduce it another \$8,000. We will transfer, absorb or reduce a half a secretary somewhere for \$8,000 and finally we will reduce certain school committee expenditures by \$4,400.

The final budget is the "Revised Certified Budget". As you can see we are back to the \$6,220,000. If the amendment to increase does not pass, it is this budget that the school committee will use in some form next year. We have hesitated to show this budget and its impact since any reduction in program will be viewed by some as scare tactics. There are many options open to us. Since school committees have bottom line authority, we could select individual line items, and by reducing them by 40% more save approximately \$57,000. We could institute a partial reclassification of administration and possibly, with impact in math and language, realize a savings of about \$30,000. Each will have program implications and each will affect education. The school committee is adamant in its position that it will not list cuts before you for debate. Lists will begat lists, and we will divide out staff, our students and our community. This is the first time the school committee has had to come to town meeting with program reductions. We believe, in short, that the well has run dry.

EDUCATION COMBINED



TOWN GOVERNMENT



This graph shows the impact of Proposition 2½ on your three educational systems. For the past three years, we have seen the orderly transfer of some \$735,500 from education to town government. Until now, while we have watched with concern, that transfer has made sense. Your schools serving this community have been blessed with the ability to cope with this transfer because of increased member towns by Minuteman, closed schools by Sudbury, shared services by Sudbury and Lincoln-Sudbury, declining enrollment for the town in all three, and transferred costs from the taxpayer to the parent in Lincoln-Sudbury. Speaking only for Lincoln-Sudbury, it is apparent that this orderly transfer will cease in 1985. We face increasing not declining enrollment. We face decreasing not level state aid. The Finance Committee and the Board of Selectmen have to hear that 63.5% is a reasonable amount of our budget to spend on education. Support of this amended budget will help. Since we have certified the lower figure, we must abide by your vote. If that is your choice, we will accept it. We urge your support of the amended budget.

Mr. Ross's motion to amend was VOTED by a vote of 131 in favor and 88 opposed.

There being no further discussion, it was

VOTED: THAT THE TOWN APPROPRIATE THE SUM OF \$3,961,292.30 FOR THE SUPPORT OF THE LINCOLN-SUDBURY REGIONAL HIGH SCHOOL TO BE EXPENDED UNDER THE DIRECTION AND CONTROL OF THE LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT SCHOOL COMMITTEE, SAID SUM TO BE RAISED BY TAXATION.

100 EDUCATION: 140 MINUTEMAN REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL

	Program Amount 1982-83	Proposed 1983-84	Difference	%
(Pupils)	(1413)	(1467)		
<u>VOCATIONAL PROGRAMS</u>				
01 Building Trades	\$ 63,825	\$ 50,300	-	13,525
02 Commercial Services w/D.E.	34,044	28,973	-	5,071
03 Electronics	39,808	34,838	-	4,970
04 Graphics	99,186	96,625	-	2,561
05 Health Instruction w/Child Care	16,524	22,371	+	5,847
06 Metal Fabrication	51,811	42,459	-	9,352
07 Power Mechanics	46,720	35,897	-	10,823
32 Continuing Education	0	0		0
08 Technology	30,015	18,210	-	11,805
09 Afternoon Program/Summer Prog.	15,801	15,801		0
10 Regional Occupational Program	29,835	14,918	-	14,917
<u>ACADEMIC PROGRAMS</u>				
20 Reserve Officer (ROTC)	3,590	2,990	-	600
21 Communications	9,200	9,000	-	200
22 Human Relations	2,400	2,300	-	100
28 Foreign Language	550	400	-	150
29 Art	11,761	11,115	-	646
30 Music	1,625	1,025	-	600
23 Mathematics	13,476	10,575	-	2,901
24 Science	19,870	17,910	-	1,960
25 Physical Education	18,770	10,525	-	8,245
26 Athletics w/o Coach Salaries	64,795	59,945	-	4,850
27 Business Instruction	5,590	3,432	-	2,158
31 Driver Education	850	0	-	850
<u>SUPPORT PROGRAMS</u>				
51 Instructional Resources	44,210	40,275	-	3,935
52 Pupil Support	45,091	43,841	-	1,250
71 Principal	56,162	56,162		0
79 Transportation	567,189	667,000	+	99,811
72 Vocational Coord.	9,525	7,875	-	1,650
73 Computer Services	71,566	74,995	+	3,429
74 Dean	3,130	2,230	-	900
75 School Committee	19,040	31,624	+	12,584
76 Superintendent	5,150	5,150		0
77 Planning & Academics	7,860	7,360	-	500
78 Business Office	398,023	491,150	+	93,127
80 Cafeteria	7,540	7,360	-	180

April 4, 1983

34.

	Program Amount 1982-83	Proposed 1983-84	Difference	%
OTHER				
82 Debt Management & Capital	\$ 1,359,700	\$ 84,246	\$ -1,275,454	
81 Operations/Maintenance	625,558	609,492	- 16,066	
N/A Salaries	3,960,110	4,207,716	+ 247,606	
FINAL TOTAL, operating, bonds, construction	\$ 7,759,900	\$ 6,826,085	- 933,815	-12.0%
REVENUE AID, and/or BALANCES to be used to reduce assessments (estimated)	\$ 4,627,020	\$ 3,373,614	\$ -1,253,406	-27.1%
TOTAL TO ALL MEMBER TOWNS	\$ 3,132,880(16)	\$ 3,452,471	+ 319,591	+10.2%
TO ORIGINAL 12 TOWNS	\$ 2,663,298	\$ 2,908,870	+ 245,572	+ 9.2%
SUDBURY ASSESSMENT	\$ 276,540	\$ 254,928*	- 21,612	- 7.8%
FINANCE COMMITTEE RECOMMENDED ASSESSMENT		\$ 254,928		

DISTRICT APPORTIONMENT - 1983-1984

I. OPERATING BUDGET:

Total Operating Budget	\$ 6,713,855	
Aid/Revenue	-3,288,614	
Operating Budget Apportionment		\$ 3,425,241

II. SPECIAL OPERATING:

Special Operating Costs	112,230	
Credits	- 85,000	
Special Costs Apportionment		27,230

III. CAPITAL BUDGET:

Capital Payments - New Towns' Surcharges	58,800	
- Original Towns' Credits	- 58,800	
Apportionment, Net	0	0

TOTAL APPORTIONMENT		\$ 3,452,471
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Finance Committee Report: The proposed assessment to Sudbury* represents a 7.8% decrease from 1982/83. Sudbury's assessment has decreased due to a decline in Sudbury Student enrollment by 13.

While Sudbury's assessment has decreased, the total assessment for the 16 member towns has increased by \$319,591, or 10.2%. Total student enrollment has increased by 3.8% for all programs. Recommend approval of \$254,928.

* Apportionment formula:

% of Students + Operating + Special Operating + Capital = Apportionment	
Sudbury: .0755 \$ 258,434 \$ 1,655 - \$5,161 = \$254,928	

Minuteman Regional Vocational Technical High School Committee Report:

(Mr. Martin F. Craine, Jr.)

Minuteman Regional Vocational Technical High School, located in Lexington, consists of 16 towns. Initially, 12 towns formed Minuteman. They were Acton, Arlington, Belmont, Boxboro, Carlisle, Concord, Lexington, Lincoln, Stow, Sudbury, Wayland, and Weston. The first classes started in 1974. Over the years, the same thing has happened with Minuteman as has happened in other schools - our enrollment started dropping. When enrollment starts dropping in a pure technical, vocational school, you see programs starting to go out the window. As programs are dropped, interest in the vocational school starts to drop also, and students start going to other schools where programs are available. Because of this, we made a concerted effort to poll additional towns that were around us. Two years ago, we attracted three more towns - Bolton, Needham and Lancaster. This kept our enrollment pretty constant. Last year, Dover joined us. We are presently negotiating with several other towns to try to maintain our standard at Minuteman Tech., and keep our enrollment up. This year we have gone from enrollment of 1,413 to 1,467, approximately a 4% increase, which is unusual. Normally we have discussed big dropoffs in enrollment. We're still discussing increases at Minuteman.

Our budget is basically in three (3) parts - Vocational, Academic, and Support Programs. Under our Support Services is where we will see some increases in our budget. One of the main increases will be the transportation cost. We are going into a new three year contract, which will be approximately \$99,000 more. This reflects increases in gasoline costs since we negotiated the previous contract. The next big increase is the health insurance program in our business office. Blue Cross/Blue Shield will cost us about an additional \$47,000; Unemployment Compensation approximately \$31,000. Then we have a Retirement Fund of about \$15,000. The other increase you may see is a large decrease that we have had in debt service. This year, we have paid off Minuteman School. There was a ten year payoff period through the Vocational Training Act. We've dropped approximately \$2,000,000 here. That puts our overall budget down around \$933,000.

Sudbury has gone from 92 pupils last year to 79 this year. We now have a given total assessment of \$258,000. We have a credit coming to the Town of Sudbury from the four new towns that have been added. They are surcharged \$400 for every pupil they send and that's to help make up for the cost of the building that they were not involved with initially. So the twelve (12) initial towns who have been paying the building off for the last ten years will receive, over a period of time, a \$400 credit for each student who is sent from the towns that have just joined. Therefore, the overall budget this year is \$254,928, a decrease of \$21,000.

PROPOSED 83-84 ASSESSMENTS					
TOWN	STUDENTS	OPERATING ASSESSMENT	CAPITAL ASSESSMENT	ROP & AFT. ASSESSMENT	TOTAL & CHANGE
CONCORD	56 (was 59) 5.349%	\$ 183,216	\$ - 3,660	A=11, R=3 903	\$ 180,459 += 2,557
LEXINGTON	115 (106) 10.984%	376,228	- 7,513	A=45, R=25 5,191	373,906 +=52,215
LINCOLN	13 (12) 1.242%	42,542	- 849	A=8, R=3 753	42,446 += 5,562
STOW	69 (66) 6.590%	225,723	- 4,508	A=27, R=3 1,706	222,921 +=24,225
SUDBURY	79 (92) 7.545%	258,434	- 5,161	A=26, R=3 1,655	254,928 =-21,612
WAYLAND	43 (37) 4.107%	140,675	- 2,809	A= 7, R=3 703	138,569 +=26,797
WESTON	14 (5) 1.337%	45,796	- 915	A= 3, R=5 738	45,619 +=29,798
TOTAL	O = 900 N = 147 1047	\$3,425,241	0	27,230	\$3,452,471 +=319,591

After some brief discussion, upon a motion made by Mrs. Bettie Crawford of the Finance Committee, it was

UNANIMOUSLY VOTED: THAT THE TOWN APPROPRIATE THE SUM OF \$254,928 FOR THE SUPPORT OF THE MINUTEMAN REGIONAL VOCATIONAL HIGH SCHOOL DISTRICT, TO BE EXPENDED UNDER THE DIRECTION AND CONTROL OF THE MINUTEMAN REGIONAL VOCATIONAL SCHOOL DISTRICT SCHOOL COMMITTEE, SAID SUM TO BE RAISED BY TAXATION.

In accordance with the Town Bylaws, the meeting was adjourned to tomorrow night at 8 o'clock.

The meeting adjourned at 10:51 P.M.

(Attendance: 351)

PROCEEDINGS

ADJOURNED ANNUAL TOWN MEETING

April 5, 1983

The Moderator, J. Owen Todd, called the meeting to order at 8:19 P.M. at the Lincoln-Sudbury Regional High School Auditorium and announced that a quorum was present.

ARTICLE 5 200 DEBT SERVICE

	EXPENDITURES 7/1/81- 6/30/82	APPROPRIATED 7/1/82- 6/30/83	EXPENDITURES 7/1/82- 12/31/82	FISCAL YEAR 1984 7/1/83-6/30/84	
				REQUESTED	RECOMMENDED
201 Loan Int., Temp	93,099	80,000	27,733	60,000	60,000
202 School Bond Int.	5,070	2,175	1,087	--	--
203 Other Bond Int.	24,937	76,887	24,937	69,563	69,563
204 Principal, Schools	115,000	75,000	--	--	--
205 Principal, Others	--	105,000	105,000	195,000	195,000
200 TOTAL	238,106	339,062	158,757	324,563	324,563

Finance Committee Report: The recommended budget is \$14,500 less than the 82/83 appropriation. The decrease is due to the following: final interest and principal payment on an outstanding Curtis Junior High School bond, a reduction in interest payments for the Police Station Bond, and decrease in interest on temporary loans. Recommend approval.

Upon a motion made by Mr. James A. Pitts, Chairman of the Finance Committee, it was

UNANIMOUSLY VOTED: THAT THE TOWN APPROPRIATE THE SUMS OF MONEY SET FORTH IN THE RECOMMENDED COLUMN FOR ALL ITEMS IN ACCOUNT 200, DEBT SERVICE, AS PRINTED IN ARTICLE 5 OF THE WARRANT FOR THIS MEETING, EXCEPT 201, AND THAT THE EXCEPTED ITEM BE CONSIDERED INDIVIDUALLY, SAID SUMS TO BE RAISED BY TAXATION.

Mr. Pitts then *moved to postpone action on line item 201, Temporary Loan Interest until after action was taken on Articles 23 and 24 of this town meeting.*

In explanation of this motion, Mr. Pitts noted that line item 201 was being held because articles 23 and 24 deal with reconstruction on two roads which may involve borrowing, which would then change the interest rates.

The motion to postpone was unanimously passed.

UNANIMOUSLY VOTED: THE TOWN APPROPRIATE \$65,500 FOR ACCOUNT 201, TEMPORARY LOAN INTEREST, SAID SUM TO BE RAISED BY TAXATION.

(See Article 23 on page 77 and Article 24 on page 78 for \$5,500 additional funds appropriated for line item 201.)

300 PROTECTION OF PERSONS AND PROPERTY310 FIRE DEPARTMENT

310-10 Chief's Salary	32,148	32,148 ¹	17,681	31,518	31,518
310-11 Salaries	578,627	606,846 ²	318,282	680,062	680,062
310-12 Overtime	42,590	78,593 ²	40,516	78,182	78,182
310-13 Clerical	9,789	10,920	5,458	11,794	12,738
310-14 Dispatchers	--	--	--	24,000	25,920
310-21 General Expense	9,850	9,880	5,301	10,280	10,080
310-31 Maintenance	35,152*	41,700	18,549	41,700	35,750
310-42 Out-of-State-Travel	--	--	--	600	600
310-51 Equipment	5,836	5,850	1,309	16,150	16,150
310-62 Fire Alarm Maint.	2,458	2,500	125	2,500	2,500
310-71 Uniforms	8,983	7,615	3,539	8,905	8,905
310-81 Tuition Reimb.	1,808	2,500	64	2,500	2,500
310 TOTAL	727,241	798,552	410,824	908,191	904,905
Federal Revenue Sharing	-80,000	-100,000	--	-90,000	-90,000
NET BUDGET	647,241	698,552	410,824	818,191	814,905

¹ Includes \$16,000 increase to 310-11 at 10/7/82 Special Town Meeting.

² Includes \$15,000 increase to 310-12 at 10/7/82 Special Town Meeting.

Finance Committee Report: The total budget request is 9% higher than this year's appropriation--personal services which are contracted items account for 8% of the increase. There are no new positions since the Special Town Meeting voted to fund two Civilian Dispatchers as a means of providing an acceptable minimal level of protection throughout the Town.

A new vehicle is being recommended for the Captains, which is a replacement for a 1977 vehicle. In addition to being used as a first-line vehicle for fire response, the Captains will use the vehicle for various inspections for which the Town will receive revenue from the fees collected.

The Finance Committee has made Fire and Police protection a very high priority in a year when fiscal restraint has become more important than ever before in reviewing budgets, prioritizing the Town's needs in relation to Proposition 2½, and making its recommendations to the Town Meeting. Recommend approval.

320 POLICE DEPARTMENT

	EXPENDITURES 7/1/81- 6/30/82	APPROPRIATED 7/1/82- 6/30/83	EXPENDITURES 7/1/82- 12/31/82	FISCAL YEAR 1984 7/1/83-6/30/84	
				REQUESTED	RECOMMENDED
320-10 Chief's Salary	32,340	32,340	16,792	36,086	36,086
320-11 Salaries	531,928	537,372	291,922	632,218	632,218
320-12 Overtime	76,095*	93,049	37,330	125,876	105,876
320-13 Clerical	12,758	12,758	7,154	14,916	14,916
320-21 General Expense	14,850	14,850	5,730	16,850	16,450
320-31 Maintenance	37,992*	29,995	13,572	42,195	11,995
320-41 Travel	11	500	15	500	500
320-51 Equipment	9,630*	21,028	--	41,204	39,424
320-71 Uniforms	6,694	7,250**	6,646	10,150	10,150
320-81 Tuition Reimb.	569*	500	234	5,000	5,000
320 TOTAL	722,867	749,642	379,395	924,995	872,615
Federal Revenue Sharing	-80,000	-100,000	--	-90,000	-90,000
NET BUDGET	642,867	649,642	379,395	834,995	782,615

Finance Committee Report: The original request for personal services represented a 12.3% increase over fiscal 1983; the Finance Committee has placed a very high priority on protection for the Town but feels that the Overtime account can be reduced by \$20,000 without severely impacting that protection. The reduction recommended reduced the increase in personal services to 9.2%. Salaries and benefits are all negotiated contractual items; there are no new positions in the Police Department budget. The largest increase in the general expense account (-21) is for training fees and supplies as required by statute. Most of the items in the maintenance account (-31) are for contracts for equipment.

In the equipment account (-51), the monies requested for vehicles are consistent with the vehicle replacement program which the Town adopted several years ago as the most cost effective means for maintaining the police cruisers. In the equipment account, the Finance Committee is recommending \$1,200 for lights and flashers on the vehicles to replace equipment which is 15 years old, obsolete and non-repairable. A two-year program to purchase cage dividers for the vehicles is being recommended at an annual cost of \$480 and \$4,500 is being requested and recommended for a new breathalyzer to enable the Police Department to enforce the new drunk driving laws. To reduce this budget to a 2½% increase over the current budget would significantly affect the protection the Town would receive. The Finance Committee recommends maintaining the current level of protection as the minimum acceptable level and therefore recommends approval of the budget as indicated.

340 BUILDING INSPECTOR

340-10 Inspector's Salary	24,502	24,500	13,437	29,481	29,481
340-12 Overtime	6,062*	2,000	948	2,000	2,000
340-13 Clerical	13,099	13,907	6,262	13,387	13,387
340-14 Deputy Inspector	1,010	1,200	725	1,200	1,200
340-15 Custodial	37,025	42,159	22,674	45,542	45,542
340-16 Plumbing	2,988	3,000	1,886	3,000	3,000
340-17 Retainer	2,000	2,000	1,000	2,000	2,000
340-18 Sealer	321	1,000	250	1,000	1,000
340-19 Wiring Inspector	5,200	5,200	2,600	5,200	5,200
340-21 General Expense	587	670	373	1,020	1,020
340-31 Vehicle Maintenance	1,404	1,200	736	1,400	475
340-32 Town Bldg. Maint.	90,886	96,530	33,169	57,970	57,970
340-33 Excess Bldgs.	--	--	--	35,000	35,000
340-41 Travel	384	400	100	400	400
340 TOTAL	185,468	193,766	84,160	198,600	197,675

Finance Committee Report: Recommend Approval

	EXPENDITURES 7/1/81- 6/30/82	APPROPRIATED 7/1/82- 6/30/83	EXPENDITURES 7/1/82- 12/31/82	FISCAL YEAR 1984 7/1/83-6/30/84	
				REQUESTED	RECOMMENDED
350 DOG OFFICER					
350-10 Dog Officer Sal.	12,227	12,347	6,600	14,402	14,402
350-12 Overtime & Ex. Hi.	900	843	129	966	966
350-21 General Expense	3,204*	2,850	1,194	2,934	2,934
350-31 Vehicle Maint.	601*	500	167	500	250
350 TOTAL	16,932	16,540	8,090	18,802	18,552

Finance Committee Report: Recommend Approval

360 CONSERVATION					
360-13 Clerical	4,100	4,198	2,307	4,685	4,685
360-21 General Expense	889	3,000	230	2,000	2,000
360-31 Maintenance	2,487+	1,265	--	2,000	2,000
360-41 Travel	59	100	--	100	100
360-51 Conservation Fund	215,085	65,000	65,000	65,000	12,500
360 TOTAL	222,620	73,563	67,537	73,785	21,285

Finance Committee Report: The Finance Committee has reduced the requested amount for the Conservation Fund (line item 360-51) from \$65,000 to \$12,500. This figure was derived by calculating how much was needed to bring this fund to \$100,000. It is felt that this amount would provide the Commission with resources sufficient to continue its program of land conservation which the Finance Committee endorses. Recommend approval of \$21,285.

370 BOARD OF APPEALS					
370-13 Clerical	3,533*	3,306	1,346	3,822	3,822
370-21 General Expense	774*	800	178	800	800
370 TOTAL	4,307	4,106	1,524	4,622	4,622

Finance Committee Report: The recommended budget is \$251 higher than the 82/83 appropriation. The increase is due to more anticipated secretarial time and slight increases in the secretary's hourly rate of pay. Recommend approval.

385 SIGN REVIEW BOARD					
385-13 Clerical	183	300	--	--	--
385-21 Gen. Expense	29	100	--	300	300
385 TOTAL	212	400	--	300	300

Finance Committee Report: Recommend Approval.

300 GROSS BUDGET	1,879,647	1,836,569	951,530	2,129,295	2,019,954
Offsets	160,000	200,000		180,000	180,000
300 NET BUDGET	1,719,647	1,636,569	951,530	1,949,295	1,839,954

Upon motions made by Marjorie R. Wallace of the Finance Committee, it was

VOTED: THAT THE TOWN APPROPRIATE THE SUMS OF MONEY SET FORTH IN THE RECOMMENDED COLUMN FOR ALL ITEMS IN ACCOUNT 300, PROTECTION OF PERSONS AND PROPERTY, AS PRINTED IN ARTICLE 5 OF THE WARRANT FOR THIS MEETING, EXCEPT 310-11, 320-12, 320-11 AND 340-33, AND THAT THE EXCEPTED ITEMS BE CONSIDERED INDIVIDUALLY SAID SUMS TO BE RAISED BY TAXATION.

VOTED: THAT THE TOWN APPROPRIATE THE SUM OF \$680,062 FOR ACCOUNT 310-11, FIRE SALARIES, SAID SUM TO BE RAISED BY TRANSFER OF \$90,000 FROM PUBLIC LAW 92-512, FEDERAL REVENUE SHARING ACCOUNT, AND THE BALANCE TO BE RAISED BY TAXATION.

Line item 320-11 was recommended to be held until action was taken on Article 12, which is a petition article dealing with Police Career Incentive. If Article 12 is voted favorably, then line item 320-11 would have to be adjusted upward by \$25,000.

VOTED: TO POSTPONE ACTION ON LINE ITEM 320-11, POLICE SALARIES UNTIL AFTER ACTION IS TAKEN ON ARTICLE 12, CAREER INCENTIVE.

(see page 59 for vote appropriating \$657,218 for line item 320-11, Police Salaries)

VOTED: THAT THE TOWN APPROPRIATE THE SUM OF \$105,876, POLICE OVERTIME FOR 320-12 TO BE RAISED BY TAXATION.

A motion was offered to hold action on line item 340-33, Excess Buildings, until after the vote on Article 18. Selectman Myron Fox explained that depending on how the town votes on Article 18, Disposition of Loring School, this line item may possibly be reduced. Through demolition of the school or lease arrangement, there could be a reduction of \$15,000.

VOTED: TO POSTPONE ACTION UNDER LINE ITEM 340-33, EXCESS BUILDINGS, UNTIL ACTION IS TAKEN ON ARTICLE 18.

(see page 69 for vote appropriating \$35,000 for line item 340-33, Excess Buildings)

	EXPENDITURES 7/1/81- 6/30/82	APPROPRIATED 7/1/82- 6/30/83	EXPENDITURES 7/1/82- 12/31/82	FISCAL YEAR 1984 7/1/83-6/30/84 REQUESTED	RECOMMENDED
400 HIGHWAY DEPARTMENT					
410-10 Surveyor's Salary	29,104	31,723	16,161	33,944	34,261
410-11 Asst. Surv. Sal.	23,595	24,536	13,356	27,829	27,829
410-12 Oper. Asst. Sal.	15,647	16,425	9,402	19,820	19,820
410-13 Clerical	10,017	10,412	5,777	12,590	12,590
410-14 Tree Warden	600	600	--	651	651
410-21 General Expense	4,489	4,500	2,227	4,500	4,500
410-31 Maintenance	3,093	4,040	1,296	4,500	4,500
410-32 Utilities	17,169+	14,650	3,276	17,500	17,500
410-41 Travel	98	100	58	100	100
410-42 Out-of-State Travel	--	--	--	500	500
410-71 Uniforms	5,198	5,200	3,877	5,000	5,000
410 Sum	109,010	112,186	55,430	126,934	127,251
420-11 Operating Salary	256,108	269,448	133,913	314,196	314,196
420-12 Extra Hire	12,221	13,289+	11,221	14,352	14,352
420-13 Overtime	5,415+	4,700	3,361	5,100	5,100
420-10 Sum	273,744	287,437	148,495	333,648	333,648
420-20 Road Work					
420-21 Oper. Materials	15,998	16,000	5,107	18,000	16,000
420-23 Hired Equipment	4,998	9,000	3,887	9,000	9,000
420-24 Street Seal	60,000	60,000	55,685	60,000	60,000
420-25 Signs & Markings	7,996	8,000	2,151	10,000	10,000
420-26 Street Maint.	34,498	34,500	27,340	34,500	34,500
420-28 Sweeping	13,987	14,000	--	20,000	20,000
420-20 Sum	137,477	141,500	94,170	151,500	149,500
420-30 Trees					
420-31 Tree Materials	2,499	3,000	2,714	3,000	3,000
420-34 Contractors	4,911	6,000	6,000	7,000	7,000
420-30 Sum	7,410	9,000	8,714	10,000	10,000
420-40 Landfill					
420-41 Materials	--	--	--	1,000	1,000
420-43 Hired Equipment	999	1,000	250	1,000	1,000
420-44 Utilities	328	500	97	1,000	1,000
420-45 Maintenance	397	500	199	500	500
420-40 Sum	1,724	2,000	546	3,500	3,500
420-50 Cemeteries					
420-51 Materials	1,619	2,620	1,807	2,920	2,920
420-53 Hired Equipment	--	--	--	2,000	2,000
420-50 Sum	1,619	2,620	1,807	4,920	4,920
420-62 Chap. 90 Maint	6,000	6,000	--	6,000	6,000
420-60 Sum	6,000	6,000	--	6,000	6,000
430 Machinery					
430-20 Fuels & Lubr.	55,000+	51,000	19,684	51,000	51,000
430-30 Parts & Repairs	63,757*	55,000+	33,714	70,000	70,000
430-41 Equipment	37,125	25,765	35,765	94,800	94,800
430 Sum	155,882	141,765	89,163	215,800	215,800

April 5, 1983

40.

		EXPENDITURES 7/1/81- 6/30/82	APPROPRIATED 7/1/82- 6/30/83	EXPENDITURES 7/1/82- 12/31/82	FISCAL YEAR 1984 7/1/83-6/30/84	
					REQUESTED	RECOMMENDED
460	Snow & Ice					
460-12	Overtime	25,170 ⁺	23,699	3,432	25,713	25,713
460-30	Materials	36,937	44,415	1,860	44,415	44,415
460-40	Equipment	5,392	7,696	223	7,696	7,696
460-50	Contractors	13,951	18,000	00	18,000	18,000
460	Sum	91,990	93,810	4,515	95,824	95,824
470	Street Lighting					
470-20	Street Lighting	50,843 ⁺	47,650	20,375	53,000	53,000
470	Sum	50,843	47,650	20,375	53,000	53,000
400	TOTAL	835,699	843,968	423,215	1,001,126	999,443

OFFSETS:-

Cemeteries:

Sale of Lots		15,000		5,000	5,000
Mt. Wadsworth	2,000	3,000		2,000	2,000
North Sudbury	1,000	2,000		3,000	3,000
Mt. Pleasant	1,000	2,000		2,500	2,500
New Town	3,500	5,000		4,000	4,000
Old Town		600		1,000	1,000
Landham Rd. Reimbursement		20,502		--	--
So. Annex Sale				30,000	30,000
Horse Pond Rental				20,000	20,000

400	NET BUDGET	828,199	795,866	423,215	933,626	931,943
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FINANCE COMMITTEE REPORT: The Finance Committee recommends approval of \$999,443. Most of the difference between the requested and recommended budgets represents the cost of some roadwork the need for which is still questionable. As it is, the recommended amount is 14.6% higher than Fiscal 1983's anticipated expenditures. Approximately 3.6 of the 14.6% is a direct result of contractual wage increases, and 6.8% consists of an essential increase in the Capital Equipment account. Annual capital expenditures of \$102,496 are low for a department whose total capital equipment is valued in excess of \$1.5 million.

The Moderator explained that there had been a misprint in the Warrant. Line item 430-41, Equipment, should be line item 430-40.

Upon a motion made by Mr. William H. Maurhoff of the Finance Committee, it was

VOTED: THAT THE TOWN APPROPRIATE THE SUMS OF MONEY SET FORTH IN THE RECOMMENDED COLUMN FOR ALL ITEMS IN ACCOUNT 400, HIGHWAY, AS PRINTED IN ARTICLE 5 OF THE WARRANT FOR THIS MEETING, EXCEPT 410-42, 420-11, AND 430-40, AND THAT THE EXCEPTED ITEMS BE CONSIDERED INDIVIDUALLY, SAID SUMS TO BE RAISED BY TAXATION.

A motion by Elizabeth Bozler to amend line item 410-25, Out-of-State-Travel by reducing it from \$550 to \$0 was defeated.

VOTED: THAT ITEM 410-42, OUT-OF-STATE TRAVEL BE APPROVED AT \$500 SAID SUM TO BE RAISED BY TAXATION.

VOTED: TO APPROPRIATE THE SUM OF \$314,196 FOR ACCOUNT 420-11, HIGHWAY OPERATING SALARY, SAID SUM TO BE RAISED BY TRANSFER OF
\$5,000 FROM SALE OF CEMETERY LOTS
\$2,000 FROM MT. WADSWORTH CEMETERY PERPETUAL CARE ACCOUNT
\$2,500 FROM MT. PLEASANT CEMETERY PERPETUAL CARE ACCOUNT
\$3,000 FROM THE NORTH SUDBURY CEMETERY PERPETUAL CARE ACCOUNT
\$4,000 FROM THE NEW TOWN CEMETERY PERPETUAL CARE ACCOUNT
\$1,000 FROM THE OLD TOWN CEMETERY PERPETUAL CARE ACCOUNT
AND THE BALANCE TO BE RAISED BY TAXATION.

VOTED: TO APPROPRIATE THE SUM OF \$145,000 FOR ACCOUNT 430-40 TO PURCHASE ADDITIONAL DEPARTMENTAL EQUIPMENT FOR THE HIGHWAY DEPARTMENT BEING LANDFILL COMPACTION EQUIPMENT, TO BE RAISED BY TRANSFER OF \$30,000 FROM THE SALE OF THE SOUTH ANNEX RESERVE FOR APPROPRIATION ACCOUNT, BY TRANSFER OF \$20,000 FROM THE HORSE POND SCHOOL RESERVE FOR APPROPRIATION ACCOUNT, AND THE BALANCE TO BE RAISED BY TAXATION: AND TO APPROPRIATE THE ADDITIONAL SUM OF \$42,800 FOR ACCOUNT 430-40, HIGHWAY MACHINERY EQUIPMENT, OF WHICH SUM \$27,800 WILL BE FOR THE THIRD YEAR LEASE/PURCHASE PAYMENT OF A FRONT-END LOADER AND \$15,000 WILL BE FOR THE PURCHASE OF A DUMP TRUCK, SAID SUM TO BE RAISED BY TAXATION.

April 5, 1983

41.

	EXPENDITURES 7/1/81- 6/30/82	APPROPRIATED 7/1/82- 6/30/83	EXPENDITURES 7/1/82- 12/31/82	FISCAL YEAR 1984 7/1/83-6/30/84 REQUESTED	RECOMMENDED
<u>500 GENERAL GOVERNMENT</u>					
<u>501 SELECTMEN</u>					
501-10 Exec. Sec. Salary	38,311	38,311	20,688	42,617	42,617
501-12 Overtime	542	550	297	2,600	600
501-13 Clerical Salary	44,418*	44,458	24,006	52,358	52,358
501-14 Selectmen's Salary	1,600	3,200	1,600	3,200	3,200
501-21 General Expense	7,547*	4,000	2,719	4,000	4,000
501-31 Maintenance	218	400	247	400	400
501-41 Travel	1,625*	1,200	552	1,500	1,500
501-42 Out-of-State Travel	--	600	--	600	600
501-51 Equipment Purchase	--	--	--	900	--
501-81 Surveys & Studies	974*	400	--	400	400
<u>501 TOTAL</u>	<u>95,235</u>	<u>93,119</u>	<u>50,109</u>	<u>108,575</u>	<u>105,675</u>
<u>502 ENGINEERING</u>					
502-10 Town Engineer Sal.	30,943	30,943	16,971	36,149	36,149
502-11 Salaries	85,998	90,029	48,817	107,375	107,375
502-12 Overtime	35	1,000	141	1,000	1,000
502-13 Clerical Salary	12,633	12,886	9,162	12,925	12,925
502-21 General Expense	7,978	5,590	3,462	5,700	5,700
502-31 Maint. & Repair Veh.	3,063	3,040	1,366	3,200	1,400
502-51 Equipment Purchase	--	15,000	13,142	8,000	8,000
<u>502 TOTAL</u>	<u>140,650</u>	<u>158,488</u>	<u>93,061</u>	<u>174,349</u>	<u>172,549</u>
Offset		11,811.88			
<u>502 NET BUDGET</u>	<u>140,650</u>	<u>146,676.12</u>	<u>93,061</u>	<u>174,349</u>	<u>172,549</u>
<u>503 LAW</u>					
503-10 Retainer	14,980	14,980	8,089	16,178	16,178
503-11 Asst. Counsel Sal.	11,482	11,482	6,315	12,630	12,630
503-21 General Expense	10,635	18,250	6,697	18,250	18,250
<u>503 TOTAL</u>	<u>37,097</u>	<u>44,712</u>	<u>21,101</u>	<u>47,058</u>	<u>47,058</u>
<u>504 ASSESSORS</u>					
504-10 Asst. Assessor Sal.	--	--	--	26,000	26,000
504-12 Overtime	2,213	2,300	755	2,300	2,300
504-13 Clerical Salary	31,319	32,132	17,326	37,484	37,484
504-14 Assessors' Salary	2,500	2,500	1,117	2,500	2,500
504-21 General Expense	16,918	20,660	576	20,300	20,300
504-31 Maintenance	--	175	--	175	175
504-41 Travel	117	100	30	100	100
504-51 Equipment Purchase	--	--	--	225	225
<u>504 TOTAL</u>	<u>53,067</u>	<u>57,867</u>	<u>19,804</u>	<u>89,084</u>	<u>89,084</u>
<u>505 TAX COLLECTOR</u>					
505-10 Collector's Salary	14,285	15,285	7,642	16,600	16,508
505-12 Overtime	899	900	433	2,000	2,000
505-13 Clerical Salary	21,664	22,214	11,853	25,911	25,911
505-14 Attorney's Salary	--	1,500	--	3,000	--
505-21 General Expense	1,160	2,615	614	2,615	1,915
505-31 Maintenance	--	100	48	100	100
505-41 Travel	84	100	100	150	150
505-45 Petty Cash	--	--	--	10	10
505-51 Equipment Purchase	140+	500	335	--	--
<u>505 TOTAL</u>	<u>38,232</u>	<u>43,214</u>	<u>21,025</u>	<u>50,386</u>	<u>46,594</u>
<u>506 TOWN CLERK & REGISTRARS</u>					
506-10 Town Clerk's Sal.	16,400	17,876	8,938	17,876	19,306
506-13 Clerical Salary	36,473	37,198	19,766	44,115	44,115
506-14 Registrars	600	600	600	600	600
506-21 General Expense	5,372	6,560	2,174	6,225	6,225
506-31 Maintenance	217	346	191	355	355
506-41 Travel	450	450	76	450	450
506-51 Equipment Purchase	435	--	--	--	--
506-61 Elections	2,455	8,071	5,461	3,855	3,855
<u>506 TOTAL</u>	<u>62,402</u>	<u>71,101</u>	<u>37,206</u>	<u>73,476</u>	<u>74,906</u>

	EXPENDITURES 7/1/81- 6/30/82	APPROPRIATED 7/1/82- 6/30/83	EXPENDITURES 7/1/82- 12/31/82	FISCAL YEAR 1984 7/1/83-6/30/84	
				REQUESTED	RECOMMENDED
<u>507 TREASURER</u>					
507-10 Treasurer's Salary	9,000	9,900	4,950	9,900	10,692
507-13 Clerical Salary	11,866	12,262	6,483	14,461	14,461
507-21 General Expense	749	1,000	556	1,100	1,100
507-31 Maintenance	--	100	--	100	100
507-41 Travel	686	800	229	900	900
507-61 Tax Title Expense	270	4,000	2,270	3,000	3,000
507-71 Bond & Note Issue	6,009	8,000	6,220	1,000	1,000
507-81 Tuitions	--	225	--	250	250
<u>507 TOTAL</u>	<u>28,580</u>	<u>36,287</u>	<u>20,708</u>	<u>30,711</u>	<u>31,503</u>
<u>508 FINANCE COMMITTEE</u>					
508-13 Clerical Salary	2,273	2,700	720	2,993	3,202
508-21 General Expense	179	180	109	180	180
<u>508 TOTAL</u>	<u>2,452</u>	<u>2,880</u>	<u>829</u>	<u>3,173</u>	<u>3,382</u>
<u>509 MODERATOR</u>					
509-10 Salary	50	100	10	160	160
509-21 General Expense	23	60	33	--	--
<u>509 TOTAL</u>	<u>73</u>	<u>160</u>	<u>43</u>	<u>160</u>	<u>160</u>
<u>510 PERMANENT BUILDING COMMITTEE</u>					
510-13 Clerical Salary	511	700	107	755	755
510-21 General Expense	33	110	--	110	110
<u>510 TOTAL</u>	<u>544</u>	<u>810</u>	<u>107</u>	<u>865</u>	<u>865</u>
<u>511 PERSONNEL BOARD</u>					
511-13 Clerical Salary	1,333	2,000	657	2,000	2,000
511-21 General Expense	101	200	--	200	200
<u>511 TOTAL</u>	<u>1,434</u>	<u>2,200</u>	<u>657</u>	<u>2,200</u>	<u>2,200</u>
<u>512 PLANNING BOARD</u>					
512-13 Clerical Salary	2,799	3,400	1,788	3,800	3,800
512-21 General Expense	385	650	117	650	650
512-31 Maintenance	60	60	--	75	75
512-41 Travel	--	50	--	50	50
512-51 Equipment Purchase	35	--	--	--	--
512-61 Special Studies	--	--	--	4,500	4,500
<u>512 TOTAL</u>	<u>3,279</u>	<u>4,160</u>	<u>1,905</u>	<u>9,075</u>	<u>9,075</u>
<u>513 ANCIENT DOCUMENTS COMMITTEE</u>					
513-21 General Expense	1,567	1,600	157	1,600	1,600
<u>514 HISTORIC DISTRICTS COMMISSION</u>					
514-13 Clerical Salary	111	120	--	120	120
514-21 General Expense	74	75	--	80	80
<u>514 TOTAL</u>	<u>185</u>	<u>195</u>	<u>--</u>	<u>200</u>	<u>200</u>
<u>515 HISTORICAL COMMISSION</u>					
515-13 Clerical Salary	--	70	--	76	76
515-21 General Expense	323	800	--	800	800
<u>515 TOTAL</u>	<u>323</u>	<u>870</u>	<u>--</u>	<u>876</u>	<u>876</u>

April 5, 1983

43.

		EXPENDITURES	APPROPRIATED	EXPENDITURES	FISCAL YEAR 1984	
		7/1/81- 6/30/82	7/1/82- 6/30/83	7/1/82- 12/31/82	7/1/83-6/30/84 REQUESTED	RECOMMENDED
518	COUNCIL ON AGING					
518-10	Director's Salary	5,564	5,564	3,004	6,490	6,490
518-11	Driver's Salary	--	3,812	2,060	4,450	4,450
518-21	General Expense	3,652	3,380	1,679	3,240	3,240
518-31	Utilities/Maint.	2,670	3,090	556	3,800	3,800
518-51	Equipment Purchase	40	50	50	50	50
518-61	Sr. Citizen Program	250	250	--	250	250
518-62	Transportation Prog.	2,908	600	380	1,050	1,050
518	TOTAL	15,084	16,748	7,729	19,330	19,330
519	TALENT SEARCH COMMITTEE					
519-21	General Expense	--	89	46	89	89
520	COMMITTEE ON TOWN ADMINISTRATION		--	--	--	--
521	ACCOUNTING					
521-10	Acct./DFA Salary	23,336	26,000	14,040	28,080	28,080
521-12	Overtime	1,035	500	376	500	500
521-13	Clerical Salary	22,846	25,321	13,504	31,352	31,352
521-21	General Expense	936+	1,100	322	1,000	1,000
521-22	Computer	--	--	--	3,050	2,490
521-31	Maintenance	4,109	4,257	3,577	245	245
521-41	Travel	324	350	56	350	350
521-42	Out-of-State Travel	--	200	--	200	200
521-51	Equipment Purchase	7,925	1,500	--	700	700
521	TOTAL	60,511	59,228	31,875	65,477	64,917
500	GROSS BUDGET	540,715	593,728	306,362	676,684	670,063
	Offsets		11,811.88			
500	NET BUDGET	540,715	581,916.12	306,362	676,684	670,063

Finance Committee Reports:

501 Selectmen: Recommend approval.

502 Engineering: Recommend approval.

503 Law: Recommend approval.

504 Assessors: The 1983/84 budget reflects an increase over 82/83 of \$28,642--a 47% growth. While the Finance Committee guidelines generally restrict all boards and departments to increases of no more than 2½%, a necessary exception was made in this case. The new position of a full-time professional assistant assessor has been proposed with a concomitant salary of \$26,000. The Finance Committee believes that the creation of this position is necessary to alleviate the tremendous work load borne by the Board caused by the proliferation of rules and regulations created by Proposition 2½. Recommend approval.

505 Tax Collector: Recommend approval.

506 Town Clerk & Registrars: Recommend approval.

507 Treasurer: The recommended budget is \$5,772 less than the 82/83 appropriation. The decrease is due to a reduction in bond and note issue expense and tax title expense. Recommend approval.

508 Finance Committee: Recommend approval.

509 Moderator: Recommend approval.

510 Permanent Building Committee: Recommend approval.

511 Personnel Board: Recommend approval.

512 Planning Board: Recommend approval.

513 Ancient Documents Committee: Recommend approval.

514 Historic Districts Commission: Recommend approval.

515 Historical Commission: Recommend approval.

Finance Committee Reports (500) cont.

518 Council on Aging: Recommend approval.

519 Talent Search Committee: Recommend approval.

521 Accounting: The recommended budget is \$1,583 higher than the 82/83 appropriation, which increase is exactly 2½--the limit requested by the Finance Committee. Recommend approval.

VOTED: THAT THE TOWN APPROPRIATE THE SUMS OF MONEY SET FORTH IN THE RECOMMENDED COLUMN FOR ALL ITEMS IN ACCOUNT 500, GENERAL GOVERNMENT, AS PRINTED IN ARTICLE 5 OF THE WARRANT FOR THIS MEETING, EXCEPT 504-10 AND 504-21, AND THAT THE EXCEPTED ITEMS BE CONSIDERED INDIVIDUALLY, SAID SUMS TO BE RAISED BY TAXATION.

Mr. Donald P. Peirce, former member and chairman of the Board of Assessors spoke in opposition to line item 504-10, the proposed appropriation of \$26,000 for the salary of an Assistant Assessor. Since 1976 your Board of Assessors has consisted of a farmer, an undertaker, a mathematician, a high tech engineer, a safety engineer, an accountant, a banker and a real estate salesperson. I think I can say for each of them that they learned a great deal from their experience. They learned assessment law, met many fine people and know more about the town than would have been possible otherwise. The diversity of the board is indicative of town government and, I believe, should be continued without dilution of work or responsibility. I can not believe that in this town, heavily weighted with college trained people, that we need another layer of bureaucracy and with resulting costs over and above the \$26,000, such as health insurance, retirement benefits, transportation costs and probably eventually additional staff. I feel your part-time board has served your town well these past years and will continue, if given adequate tools to work with. I do not include as a tool the creation of a fulltime, paid assistant assessor.

I urge you to defeat this \$26,000 expenditure and instead of the philosophy that the town can afford to pay someone else to do what has been our work since the 1600's, think of what you or we can do to help ourselves. That was the purpose of "2½" and this town's voters carried "2½" by approximately 60%.

The record of the office of the Board of Assessors is good. We have prevailed in the Appellate Court against all claims including even the Department of Revenue, itself, as it relates to the methodology used to maintain full and fair value and also to the language of revaluation contracts. That's what the assessors' oath is all about. I don't believe that any changes have been proposed in the law that are beyond the capacity of a reasonably prudent man or woman who really loves and believes in town government, such as ours, and is willing to work for the pleasure of a job well done.

Sudbury's suit of 1974 was a direct result of a manipulation of values. Rich towns can pay more of state's investments and charges than poor towns. The definition of rich or poor is the total value based on market sales of any given community or the equalized value. Assessors in this and many communities are elected and are responsible directly to you the taxpayers. Assistant assessors are not! Who knows to whom or what they are responsible?

A consultant can be replaced for failure to perform under the terms of his contract. A consultant must be certified and his methodology and his contract with a town must be approved, not only by the town but also by the state. I won't say that I've never known a lazy assessor, or one that hasn't attended some meetings, but I don't think you're going to change that in any way, shape or manner by hiring a fulltime paid assistant assessor. Again I urge you to vote against this article.

Mr. David Collins, present member of the Board of Assessors, spoke in support of line item 504-10 for a salaried assistant assessor. Frankly, I don't think it's reasonable with the extent of the changes in the law that we've had in the past several years and the changes in the law which I see proposed, to expect a part time board to keep track of everything and do everything. Many communities have taken the route of an assistant assessor or having one of the elected members a full time person. We've discussed this and felt that it was more practical to have an assistant assessor on a full time basis.

Assessors should be policymakers. They should be knowledgeable about the town. Today, we're inundated with tons of paperwork. We've been handling it. I question whether we've been handling it in the best manner. I question whether we can continue to handle it in the future. We're currently seeking certification of the value of the property in Sudbury at \$509,000,000. That's a lot of property, and I think the town would be well advised to give serious consideration to having a full time professional in this position.

April 5, 1983

A correlary issue is expenses. I wouldn't be surprised that if we adopt a full time assistant assessor, we will come back before town meeting in a year or two to seek further monies to install a computer terminal to link us to our consultant. We can save money in the long run by doing this. We are doing some forward thinking. Classification, revaluation, Proposition 2½ - you see them every day mentioned in the newspapers, mentioned by our elected leaders. I hope you will give serious consideration to the amount of work that this involves.

VOTED: THAT THE TOWN APPROPRIATE THE SUM OF MONEY \$26,000 FOR LINE 504-10, ASSISTANT ASSESSOR SALARY, AND THAT SAID SUM TO BE RAISED BY TAXATION.

VOTED: \$20,300 FOR ACCOUNT 504-21, GENERAL EXPENSE, SAID AMOUNT TO BE RAISED BY TAXATION.

		EXPENDITURES	APPROPRIATED	EXPENDITURES	FISCAL YEAR 1984	
		7/1/81- 6/30/82	7/1/82- 6/30/83	7/1/82 12/31/82	7/1/83-6/30/84 REQUESTED	RECOMMENDED
600	GOODNOW LIBRARY					
600-10	Library Dir. Sal.	20,996	21,879	11,771	25,825	25,825
600-12	Overtime & Extra Hire	1,500	1,600	904	1,730	1,730
600-11	Salaries	110,074	110,527	59,323	131,894	121,662
600-15	Custodial	5,518	5,811	3,126	7,021	7,021
600-21	General Expense	5,955	5,102	2,070	5,280	5,280
600-31	Maintenance	18,934*	15,270	4,239	15,650	13,222
600-41	Travel	100	75	--	75	75
600-51	Equipment Purchase	--	1,100	1,100	--	--
600-52	Books	35,120	33,716	19,046	39,162	36,388
600	TOTAL	198,197	195,080	101,579	226,637	211,203
	OFFSETS:					
	State Aid	7,475	7,013		1,400	1,400
	Dog Licenses	3,722	3,490		2,274	2,274
600	NET BUDGET	187,000	184,577		222,963	207,529

Finance Committee Report: In an effort to illustrate the number of hours' reduction that would be necessitated by various budget levels lower than its requested \$226,637 (a 10% increase), the Library reported at the Fin Com budget hearing on a number of alternative budgets lower than the \$226,637 requested (some of which could have been adhered to without closing on Sundays). The Fin Com was informed by the representatives of the Library Trustees that they would elect to close on Sundays regardless what alternative budget was chosen. Recommend approval of \$211,203.

The Finance Committee also reported at the meeting that there had been a difference of opinion between the Library and the Finance Committee on the recommended amounts for this account, however, this had been resolved.

Following lengthy discussions in support of the library's original budget requests, the Finance Committee agreed that they were only talking about a \$7,000 difference and yet with a lot of other budgets they were talking in the tens, twenties and thirties of thousands and even more. We gave this a great deal of thought at the beginning of the budgeting process, this past fall. We asked all boards to come in with a budget of not more than 2½% over and above last year's budget. We recognize there were often certain circumstances, where that was absolutely impossible. Our feeling was that most boards and departments, without any unanticipated emergency circumstances, should try their best to adhere to our recommendation of 2½%. We have to do this or we're not going to be certified with the state. Now the library came in initially with a budget that was 10% over what they had requested last year. They have done a very good job of showing us the variations in services that would be necessitated by a cut from what they originally requested. We feel that they have met a reasonable compromise. We've gone up to a 6.6% raise. They are not completely satisfied or happy with it, but they feel they can live within it. We feel this compromise ought to be honored. If we do not do this, we're going to find in future years, particularly next year, that precedents are going to be set where it can be said that you gave this board 10%, 12% of whatever without any emergency situations in the past, why can't we have it? We feel this is a fair compromise.

Mr. Pitts original motion for line item 600-10 was withdrawn at the Moderator's suggestion. He then made a new motion for line item 600-10 which was

UNANIMOUSLY VOTED: THAT THE TOWN APPROPRIATE THE SUMS OF MONEY SET FORTH IN THE RECOMMENDED COLUMN FOR ALL ITEMS IN ACCOUNT 600, GOODNOW LIBRARY, AS PRINTED IN ARTICLE 5 OF THE WARRANT FOR THIS MEETING, EXCEPT 600-11, 600-31 AND 600-52 AND THAT THE EXCEPTED ITEMS BE CONSIDERED INDIVIDUALLY, SAID SUMS TO BE RAISED BY TAXATION.

The Finance Committee then moved to appropriate the sum of \$14,690 for line item 600-11, Salaries, said sum to be raised by taxation.

Mr. Mike Weiss moved to amend that amount to \$131,894. Mr. Weiss's amendment was voted.

VOTED: TO APPROPRIATE THE SUM OF \$131,894 FOR LINE ITEM 600-11 SAID SUM TO BE RAISED BY TAXATION.

The Finance Committee moved to appropriate the sum of \$14,690 for line item 600-31, Maintenance, said sum to be raised by taxation.

Mr. Joseph Klein moved to amend the motion to read to appropriate the sum of \$15,650 as in the requested column. The motion to amend was voted.

VOTED: TO APPROPRIATE THE SUM OF \$15,650 FOR LINE ITEM 600-13, SAID SUM TO BE RAISED BY TAXATION.

Following this vote, Mr. Pitts of the Finance Committee gave the following explanation as to why line item 600-52 should not be amended from the figure printed in the requested column of the warrant. State aid formula requires an amount of money be spent on books and periodicals equal to sixteen percent of the remainder of the library budget, and to recommend or vote a lower amount would cut the state reimbursement to the Library.

Upon a motion by Mr. Pitts, it was

VOTED: TO APPROPRIATE THE SUM OF \$39,162 FOR ACCOUNT 660-52, LIBRARY BOOKS, SAID SUM TO BE RAISED BY TRANSFER OF \$2,274, FROM THE COUNTY DOG LICENSE REFUND ACCOUNT, TRANSFER OF \$1,400 FROM THE LIBRARY STATE AID ACCOUNT, AND THE BALANCE TO BE RAISED BY TAXATION.

	EXPENDITURES 7/1/81- 6/30/82	APPROPRIATED 7/1/82- 6/30/83	EXPENDITURES 7/1/82- 12/31/82	FISCAL YEAR 1984 7/1/83-6/30/84 REQUESTED	RECOMMENDED
700 PARK & RECREATION					
700-10 Supervisor of Parks' Salary	19,574	19,513	10,703	23,481	23,481
700-12 Overtime	370	700	474	700	700
700-13 Clerical Salary	2,225	2,290	1,384	2,500	2,500
700-15 Salaries	63,099	66,252	49,218	68,274	68,274
700-21 General Expense	962	1,050	319	1,600	1,600
700-31 Maintenance	20,872+	25,894	10,771	31,400	27,525
700-41 Travel	659	660	394	660	660
700-51 Equipment Purchase	4,416+	2,600	--	4,150	4,150
700-61 Special Programs	12,490	12,400	3,980	9,450	9,450
700-62 Teen Center	--	--	--	3,000	3,000
700-71 Uniforms	387	450	43	450	450
700 TOTAL	125,054	131,809	77,286	145,665	141,790

Finance Committee Report: The Finance Committee recommends approval of \$141,790 which includes the funding and operation of the new Teen Center, and also maintains the present level of programs and maintenance with an increase of only 1.9% over anticipated 1983 expenditures.

Upon a motion by Mr. William H. Maurhoff of the Finance Committee, it was

VOTED: THAT THE TOWN APPROPRIATE THE SUMS OF MONEY SET FORTH IN THE RECOMMENDED COLUMN FOR ALL ITEMS IN ACCOUNT 700, PARK AND RECREATION, AS PRINTED IN ARTICLE 5 OF THE WARRANT FOR THIS MEETING, SAID SUMS TO BE RAISED BY TAXATION.

	EXPENDITURES		APPROPRIATED		EXPENDITURES		FISCAL YEAR 1984	
	7/1/81-		7/1/82-		7/1/82-		7/1/83-6/30-84	
	6/30/82		6/30/83		12/31/82		REQUESTED	RECOMMENDED
800 BOARD OF HEALTH								
800-10 Director's Salary	26,536		27,266		14,513		30,914	30,914
800-13 Clerical Salary	10,322		10,500		5,553		13,313	13,313
800-15 Animal Inspector	850		1,000		500		1,000	1,000
800-21 General Expense	938		1,400		311		1,000	1,000
800-31 Maintenance	711		1,225		564		975	310
800-32 Lab Expense	3,945		3,700		494		3,700	3,700
800-51 Equipment Purchase	--		150		150		800	800
800-61 SPHNA	26,923		27,750		13,875		28,444	28,444
800-71 Mosquito Control	17,000		16,000		16,000		15,000	15,000
800-75 Septage Disposal, Capital Exp.	2,565		15,000		7,871		5,000	5,000
800-76 Septage Disposal, Oper. Exp.	--		50,000		4,893		100,000	100,000
800-91 Mental Health	5,818		5,000		1,664		5,000	5,000
800 TOTAL	95,608		158,991		66,388		205,146	204,481
OFFSETS:								
Septage Disposal			65,000				--	--
800 NET BUDGET	95,608		93,991				205,146	204,481

Finance Committee Report: The Finance Committee recommends approval of \$204,481. This includes \$105,000 which is directly related to the new septage facility (\$100,000 of which costs are, by contractual agreement, recoverable through user fees in future years). When septage expenses are excluded, the remaining departmental budget has increased approximately 2.1% per year over the past two years. Recommend approval.

Upon motions presented by the Finance Committee, it was

VOTED: THAT THE TOWN APPROPRIATE THE SUMS OF MONEY SET FORTH IN THE RECOMMENDED COLUMN FOR ALL ITEMS IN ACCOUNT 800 HEALTH, AS PRINTED IN ARTICLE 5 OF THE WARRANT FOR THIS MEETING, EXCEPT 800-61 AND 800-76 AND THAT THE EXCEPTED ITEMS BE CONSIDERED INDIVIDUALLY, SAID SUMS TO BE RAISED BY TAXATION.

VOTED: THAT FOR LINE ITEM 800-61, SUDBURY PUBLIC HEALTH NURSING ASSOCIATION, IN THE AMOUNT OF \$29,924.

Dr. William Cooper presented the following chart as a breakdown on the line item 800-76, Septage Disposal Operating Expense. This represents the total estimated 1983-1984 budget for both towns of Wayland and Sudbury.

SEPTAGE FACILITY OPERATING BUDGET ESTIMATE

1983 - 1984

Process Maintenance	\$ 15,600
Energy	56,740
Chemicals	45,000
Labor	61,300
Non-reimbursable Engineering	14,350
Administrative/Contingency	7,010
	<u>\$200,000</u>

Dr. Cooper explained that the labor item figure represented the charges that the engineer has estimated will be required to maintain various pieces of equipment during the year.

Upon a motion presented by the Finance Committee, it was

VOTED: THE LINE ITEM 800-76, SEPTAGE DISPOSAL, OPERATING EXPENSE, IN THE AMOUNT OF \$100,000, SAID SUM TO BE RAISED BY TAXATION.

	EXPENDITURES 7/1/81- 6/30/82	APPROPRIATED 7/1/82- 6/30/83	EXPENDITURES 7/1/82- 12/31/82	FISCAL YEAR 1984 7/1/83-6/30/84	
				REQUESTED	RECOMMENDED
900 VETERANS					
900-10 Agent's Salary	2,067	2,067	1,116	2,411	2,411
900-21 General Expense	222	750	127	750	750
900-61 Benefits	2,308	7,400*	5,050	12,000	12,000
900 TOTAL	4,597	10,217	6,293	15,161	15,161

Finance Committee Report: Recommend approval.

Upon a motion presented by Bernard Hennessy of the Finance Committee, it was

VOTED: THAT THE TOWN APPROPRIATE THE SUMS OF MONEY SET FORTH IN THE RECOMMENDED COLUMN FOR ALL ITEMS IN ACCOUNT 900, VETERANS, AS PRINTED IN ARTICLE 5 OF THE WARRANT FOR THIS MEETING, SAID SUMS TO BE RAISED BY TAXATION.

950 UNCLASSIFIED					
950-11 Blue Cross/Shield	271,860	302,500	146,499	310,000	310,000
950-12 Life Insurance	3,757	3,800	1,741	3,800	3,800
950-21 Fidelity Bonds	970	1,200	--	1,200	1,200
950-31 Casualty Insurance	108,845	110,000	109,914	135,000	110,000
950-41 Print Town Report	4,882	5,000	10	5,500	5,500
950-51 Memorial Day	868	850	--	950	950
950-61 Veterans' Graves	229*	--	--	--	--
950-71 Fire Pension	1,500	1,500	750	1,500	1,500
950-81 Reserve Fund	76,690	100,000	23,900	100,000	100,000
950-89 School Tuition	--	4,000	--	2,000	2,000
950-92 Communications	3,801*	3,500	1,552	3,500	3,500
950-93 Hydrant Rental	22,295	22,470	11,235	22,715	22,715
950-94 Copying Service	6,762	8,000	2,436	8,800	8,800
950-95 Word Processor	--	--	--	6,200	7,200
950-96 Retirement Fund	303,265	351,000	326,148	351,000	351,000
950-97 Town Meetings	4,898	9,500	1,980	9,500	9,500
950-98 Postage	11,500	11,500	4,089	12,100	12,100
950-99 Telephone	15,988*	13,000	5,060	15,000	15,000
950-100 Unemployment				10,000	-- ²
950-101 Salary Adjustment	50,666	187,000 ¹	77,773	15,000	15,000 ²
950-102 Gasoline	--	--	--	46,825	46,825
950 TOTAL	888,776	1,134,820	713,087	1,060,590	1,026,590
Overlay Surplus	50,000	100,000	--	100,000	100,000
950 NET BUDGET	838,776	1,034,820	713,087	960,590	926,590

¹ Includes \$32,000 increase to 950-101 Salary Adjustment account at 10/7/82 Special Town Meeting.

² This amount will be allocated to the individually-rated positions which are not covered by collective bargaining contracts for FY84.

Finance Committee Report: Recommend approval

VOTED: THAT THE TOWN APPROPRIATE THE SUMS OF MONEY SET FORTH IN THE RECOMMENDED COLUMN FOR ALL ITEMS IN ACCOUNT 950, UNCLASSIFIED, AS PRINTED IN ARTICLE 5 OF THE WARRANT FOR THIS MEETING EXCEPT 950-11, 950-81, 950-94, 950-96, AND 950-102, AND THAT THE EXCEPTED ITEMS BE CONSIDERED INDIVIDUALLY, SAID SUMS TO BE RAISED BY TAXATION.

In explanation for the substantial increase in line item 950-11, Blue Cross/Blue Shield, Ed Thompson, the Town's Executive Secretary noted that just prior to Town Meeting the Town was informed that the Blue Cross/Blue Shield charges would increase by 48%. He also indicated that the high school's has increased by 52%. The main reason the Town's had increased is because we had two large claims. The Town Blue Cross/Blue Shield is group rated within our own group as is true in all other communities.

Upon a motion presented by the Finance Committee, it was

VOTED: TO APPROPRIATE THE SUM OF \$419,167 FOR LINE ITEM 950-11, BLUE CROSS/BLUE SHIELD, SAID SUM TO BE RAISED BY TAXATION.

April 5, 1983

49.

Upon a motion presented by Mr. William Wallace of the Finance Committee,
it was

*VOTED: TO APPROPRIATE THE SUM OF \$100,000 FOR ACCOUNT 950-81, RESERVE FUND,
SAID SUM TO BE RAISED BY TRANSFER OF \$100,000 FROM THE OVERLAY SURPLUS
ACCOUNT.*

Following this vote, there was discussion on line item 950-94, but due to
the hour of the evening, a motion to adjourn was entertained.

VOTED: TO ADJOURN UNTIL TOMORROW AT 8 O'CLOCK

(Attendance: 297)

PROCEEDINGS

ADJOURNED ANNUAL TOWN MEETING

April 6 1983

The Moderator called the meeting to order at 8:09 P.M. at the Lincoln-Sudbury Regional High School Auditorium as a quorum was present.

ARTICLE 5 950 UNCLASSIFIED (continued)

Upon a motion of Mr. James A. Pitts, Chairman of the Finance Committee is was

VOTED: TO APPROPRIATE ZERO DOLLARS FOR ACCOUNT 950-94, COPYING SERVICE.

Upon a motion of Mr. William H. Maurhoff of the Finance Committee it was

UNANIMOUSLY VOTED: TO APPROPRIATE THE SUM OF \$369,100 FOR ACCOUNT 950-96, RETIREMENT FUND, SAID SUM TO BE RAISED BY TAXATION.

Upon a motion of Mr. William H. Maurhoff of the Finance Committee, it was

VOTED: TO APPROPRIATE THE SUM OF \$46,825 FOR ACCOUNT 950-102, GASOLINE, SAID SUM TO BE RAISED BY TAXATION.

Upon a motion by Mr. James A. Pitts, Chairman of the Finance Committee, it was

UNANIMOUSLY VOTED:

- A. THAT APPROPRIATIONS WITHIN DEPARTMENT BUDGETS ARE FUNDED HEREUNDER AS INTEGRATED LINE ITEMS, PROVIDED, HOWEVER, THAT THE DEPARTMENTAL APPROPRIATION FOR ONE SUCH LINE ITEM CANNOT BE USED FOR ANOTHER LINE ITEM WITHOUT THE PRIOR APPROVAL, IN EACH INSTANCE, BY THE FINANCE COMMITTEE;*
- B. THAT, WITH THE EXCEPTION OF ACCOUNT 100 EDUCATION AND THE INTEGRATED LINE ITEMS PROVIDED BY THIS MOTION, ALL THE LINE ITEMS IN ALL OTHER ACCOUNTS HAVE BEEN VOTED IN SEGREGATED LINE ITEMS FOR ACCOUNTING AND EXPENDITURE PURPOSES;*
- C. THAT ALL AUTOMOBILE MILEAGE SHALL BE PAID AT THE RATE OF 18.5¢ PER MILE UPON SUBMISSION OF A PROPER VOUCHER;*
- D. THAT ALL APPROPRIATIONS UNDER ARTICLE 5 ARE FOR THE FISCAL YEAR JULY 1, 1983 to JUNE 30, 1984;*
- E. THAT ANY STATE OR FEDERAL FUNDS RECEIVED BY THE TOWN WHICH MUST BE OBLIGATED OR EXPENDED PRIOR TO THE NEXT ANNUAL TOWN MEETING MAY BE USED TO OFFSET THE COST OF AN APPROPRIATE LINE ITEM IN THE BUDGET UPON THE ACCEPTANCE OF THE FINANCE COMMITTEE AND CERTIFICATION OF THE TOWN ACCOUNTANT;*
- F. THAT FUNDS APPROPRIATED FOR THE SALARY ADJUSTMENTS LINE ITEM, 950-101, ARE TO BE USED FOR SALARY INCREASES; SUCH SALARY INCREASES MAY BE TRANSFERRED TO ANOTHER LINE ITEM WITH PRIOR APPROVAL, IN EACH INSTANCE, BY THE FINANCE COMMITTEE;*
- G. TO POSTPONE ACTION TO USE FREE CASH AS AN OFFSET TO BUDGETS AND THE TAX RATE UNTIL ACTION IS TAKEN ON ARTICLE 27 OF THIS TOWN MEETING.*

(see page 81 for final action under paragraph G. the use of free cash)

1981-82 TRANSFERS

Reserve Fund Appropriation \$125,000.00

ACCOUNT NUMBER/NAME	TRANSFER NO.	AMOUNT
310-31 Fire Department, Maintenance	1061	1,634.74
320-12 Police Department, Overtime	1034	19,000.00
320-31 Police Department, Maintenance	1035	4,000.00
320-31 Police Department, Maintenance	1052	4,000.00
320-51 Police Department, Equipment	1022	550.00
320-51 Police Department, Equipment	1042	6,453.55
320-81 Police Department, Tuition Reimbursement	1050	69.70
340-12 Building Department, Overtime	1024	1,700.00
340-12 Building Department, Overtime	1026	3,000.00

1981-82 TRANSFERS (continued)

ACCOUNT NUMBER/NAME	TRANSFER NO.	AMOUNT
350-21 Dog Officer, General Expense	1044	600.00
350-31 Dog Officer, Vehicle Maintenance	1045	150.00
370-13 Board of Appeals, Clerical	1040	463.50
370-21 Board of Appeals, General Expense	1051	145.00
430-30 Highway, Machinery, Parts & Repairs	1031	15,000.00
501-13 Selectmen, Clerical	1049	460.00
501-21 Selectmen, General Expense	1025	3,650.00
501-41 Selectmen, Travel	1043	425.00
501-51 Selectmen, Equipment Purchase	1057	6,436.00
501-81 Selectmen, Surveys & Studies	1058	474.38
600-31 Library, Maintenance	1021	2,000.00
600-31 Library, Maintenance	1055	1,790.11
950-61 Unclassified, Veterans' Graves	1038	1,000.00
950-92 Unclassified, Communications	1028	1,000.00
950-99 Unclassified, Telephone	1047	1,800.00
950-99 Unclassified, Telephone	1065	888.21
TOTAL		\$ 76,690.19
BALANCE		\$ 48,309.81

Inter-Account Transfers

360-31 Conservation, Maintenance	1048	\$ 1,800.00
410-32 Highway, Utilities	1037	3,000.00
410-32 Highway, Utilities	1056	1,500.00
420-13 Highway, Overtime	1053	1,000.00
430-20 Highway, Fuels & Lubricants	1060	400.39
460-12 Highway, Snow & Ice, Overtime	1027	6,000.00
470-20 Highway, Street Lighting	1036	10,800.00
505-51 Tax Collector, Equipment	1023	150.00
506-12 Town Clerk, Overtime	1054	639.15
521-21 Town Accountant, General Expense	1064	31.72
700-31 Park & Recreation, Maintenance	1059	922.37
700-51 Park & Recreation, Equipment Purchase	1029	2,031.00

1982-83 TRANSFERS

Reserve Fund Appropriation	\$100,000.00
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ACCOUNT NUMBER/NAME	TRANSFER NO.	AMOUNT
320-71 Police Department, Uniforms	1068	\$ 2,900.00
501-32 Selectmen, Emergency Water Lines	1067	15,000.00
900-61 Veterans' Benefits	1069	6,000.00
TOTAL As of December 31, 1982		\$ 23,900.00
BALANCE		\$ 76,100.00

Inter-Account Transfers

420-12 Highway Department, Extra Hire	1070	1,832.00
430-30 Highway Department, Machinery, Parts & Repairs	1070	16,000.00

ARTICLE 6. To see if the Town will vote to raise and appropriate or appropriate from available funds a sum of money to pay for any one or more of the following unpaid bills, incurred in prior fiscal years, totalling \$767.82:

Bills \$ 200.00 to pay Warren J. Courville, M.D., Inc. for medical bills of Vincent J. Patruno (Police);

567.82 to pay Earl Ryder for career incentive pay (Police);

or act on anything relative thereto.

Submitted by the Town Accountant.

Town Accountant Report: Invoices that are submitted for payment after the close of the accounts at the end of a fiscal year or payables for which there are insufficient funds (and which were not submitted for a Reserve Fund Transfer) can only be paid by a vote of Town Meeting, a Special Act of the Legislature, or a court judgement.)

Finance Committee Report: Recommend approval.

Board of Selectmen Position: The Board supports this article.

UNANIMOUSLY VOTED (CONSENT CALENDAR): IN THE WORDS OF THE ARTICLE

Article 7. To see if the Town will vote to accept the layout of any one or more of the following ways:

Street Acceptances	Austin Road	- from Peakham Road to Hobart Road, a distance of 2107 feet, more or less;
	Axdell Road	- from Austin Road to end, a distance of 660 feet, more or less;
	Brewster Road	- from Goodman's Hill Road to end, a distance of 1682 feet, more or less;
	Bulkley Road	- from Austin Road to end, a distance of 560 feet, more or less;
	Chanticleer Road	- from Ford Road to Longfellow Road, a distance of 1836 feet, more or less;
	Ford Road	- from Willis Road to Elaine Road, a distance of 4483 feet, more or less;
	Harvard Drive	- from Ford Road to Longfellow Road, a distance of 1181 feet, more or less;
	Hunt Road	- from Ridge Hill Road to end, a distance of 1545 feet, more or less;
	Longfellow Road	- from Ford Road Elaine Road, a distance of 2594 feet, more or less;
	Ridge Hill Road	- from Morse Road to Hunt Road, a distance of 1760 feet, more or less;
	Powers Road	- from North Road to the Concord town line, a distance of 4329 feet, more or less;
	Powder Mill Road	- from North Road to the Maynard town line, a distance of 4805 feet, more or less;

as laid out by the Board of Selectmen in accordance with the descriptions and plans on file in the Town Clerk's Office; to authorize the acquisition by purchase, by gift or by a taking by eminent domain, in fee simple, of the property shown on said plans; and to raise and appropriate, or appropriate from available funds, \$800, or any other sum therefor and all expenses in connection therewith; or act on anything relative thereto.

Submitted by the Board of Selectmen.

Board of Selectmen Report: This article is the result of the recommendations of the Highway Surveyor and the Town Engineer as to roads which meet legal requirements for acceptance. The Selectmen have, at a previous public hearing, voted the layout of these roads. If the above streets are voted and accepted by the Town Meeting as public ways, all future maintenance and repair will be done by the Town. Recommend approval.

Mrs. Anne W. Donald of the Board of Selectmen moved in the words of the article.

Mr. Michael Guernsey moved to amend Article 7 as printed in the Warrant for this town meeting by deleting Powder Mill Road and its description from the list of streets to be accepted.

In support of this amendment, Mr. Guernsey stated as follows: As you look at the Warrant, under Article 7, we are being asked to accept Powder Mill Road from North Road to the Maynard town line, a distance of 4,805 feet, more or less. Now if you turn to page 52, Article 25 is going to ask the town to authorize construction that will substantially change the configuration of Powder Mill Road. I do not feel that we should be asked to accept a street that may very well become something totally different from what we are being asked to accept. I have lived in Sudbury for nearly 14 years and this street has been there for at least as long. After all this time, I cannot believe there is a great urgency to have Powder Mill Road accepted this year. Until it can be decided exactly how much street there will or will not be, I do not think we should accept it. I urge you to support this amendment to remove Powder Mill Road from the accepted list.

In explanation to Mr. Guernsey's concerns, the Town Engineer, Mr. James Merloni, stated that Article 7 and Article 25 are independent of one another. If the town accepts the layout of Powder Mill Road under Article 7, it would have no bearing on what action is taken under Article 25.

Town Counsel, Mr. Paul Kenny further explained that Powder Mill Road presently exists as a public way. As it exists, it is not capable of definition. It was laid out in the 1800's. The reason for its being accepted now is to clarify for the record its boundaries and where it actually exists. As to the passage of Article 7, Mr. Kenny stated it would have no bearing on Articles 25 and 26 one way or the other. In addition, he remarked that there would be no financial impact to the town from the passage of Article 7. As to the question regarding postponement of this particular street acceptance until next year, Mr. Kenny stated that if Powder Mill Road was not included in Article 7, and later on Article 25 is passed, the town will be faced with a dilemma in that they will have to take an action under Article 25 regarding Powder Mill Road, without the boundaries of the road having been clarified.

Mr. Guernsey's motion to amend was defeated.

VOTED: IN THE WORDS OF THE ARTICLE, WITH THE SUM OF \$800 TO BE RAISED BY TAXATION.

The Moderator declared the motion was carried by 2/3rds, as there was only one opposed.

ARTICLE 8. To see if the Town will vote to accept Chapter 545 of the Acts of 1982 amending Chapter 148 of the General Laws by adding a new section 26G, this being an act further regulating the installation of automatic sprinkler systems; or act on anything relative thereto.
Accept Ch. 545 of the Acts of 1982 - Submitted by the Fire Chief.
Automatic Sprinklers

Fire Chief Report: It is my recommendation that the Town vote to accept this Act which will require every building or addition of more than seven thousand five hundred square feet to install automatic sprinkler protection. Buildings presently existing are exempt.

The acceptance of this law would greatly increase the fire protection capabilities of the Sudbury Fire Department. The sprinkler is a firefighter applying water directly to the fire in the fire's earliest stages without cost to the Town. At a time when buildings seem to be increasing in size, while revenues for fire protection are going down, it is only fair that the structures requiring greater fire protection provide a measure of that protection themselves.

The use of automatic sprinklers, in addition to minimizing fire loss and interruption of business, can be a sound business investment. The savings in insurance costs could in many cases be adequate over a few years to finance the installation. The value of sprinkler protection is undeniable both to the business owner and the Town.

The acceptance of this Act will impose no cost on the Town of Sudbury, rather, it will enable the Town to accept larger properties without having to increase the size of the Fire Department.

Finance Committee Report: The Finance Committee agrees that the Town should accept Ch. 545 of the Acts of 1982 amending Ch. 148 of the General Laws by adding a new Section 26G, which would require automatic sprinklers in all new buildings and construction over 7500 square feet. The article has no negative financial impact on the Town. Recommend approval.

Fire Chief Dunne, responding to questions of Mr. James Kates, explained that this act does include residential construction over 7,500 square feet. Also, where adequate water pressure is not available, the owner does not have to comply with this law.

VOTED: TO SEE IF THE TOWN WILL VOTE TO ACCEPT CHAPTER 545 OF THE ACTS OF 1982 AMENDING CHAPTER 148 OF THE GENERAL LAWS BY ADDING A NEW SECTION 26G, THIS BEING AN ACT FURTHER REGULATING THE INSTALLATION OF AUTOMATIC SPRINKLER SYSTEMS; OR ACT ON ANYTHING RELATIVE THERETO.

ARTICLE 9. To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$13,000, or any other sum, to be expended under the direction of the Fire Chief, for the second year payment of the lease purchase agreement, approved under Article 11 of the 1982 Annual Town Meeting, for the new ambulance and equipment; or act on anything relative thereto.
Ambulance Lease Purchase Submitted by the Fire Chief.

Fire Chief Report: Article 11 of the 1982 Annual Town Meeting authorized the entering into a lease purchase agreement for a new ambulance, using monies from The Ambulance Reserve for Appropriation Account.

The ambulance has been purchased, delivered and now is in service. The first payment has been made and this article authorizes the second payment to be made from this account. Therefore, it is not an appropriation to be dealt with in the tax levy.

Finance Committee Report: The \$13,000 appropriation being requested is for the second year of the lease purchase agreement approved at the 1982 Annual Town Meeting. The monies are not to be raised by taxation, but rather are to be appropriated from the "Ambulance Reserve for Appropriation" account (this is a user fee account). Recommend approval.

Board of Selectmen Position: The Board supports this article.

UNANIMOUSLY VOTED: (CONSENT CALENDAR) MOVED IN THE WORDS OF THE ARTICLE WITH THE SUM OF \$13,000 TO BE TRANSFERRED FROM THE AMBULANCE RESERVE FOR APPROPRIATION ACCOUNT.

ARTICLE 10. To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$20,000, or any other sum, to be placed in a special fund which shall be used from time-to-time, and subject to appropriation, for the purpose of offsetting the anticipated future cost of funding the contributory retirement system, or act on anything relative thereto.

Retirement
Pension
Fund

Submitted by the Board of Selectmen.

Board of Selectmen Report: The purpose of this fund, if voted, is to stabilize the Town's pension appropriation by placing an additional annual appropriation in the special fund. In later years, money may be withdrawn from this fund by Town Meeting to offset increased pension costs. All interest earned by this fund will be added to it. Recommend approval.

Finance Committee Report: Article 25 of the 1981 Annual Town Meeting provided \$3,000 for an actuarial study of the Town's unfunded pension liability. The completed study recommends the fiscal year 1984 appropriation of \$44,025; however, due to the strict limits imposed by Proposition 2½, we recommend that \$20,000 be appropriated to start the program. Without a program for funding, the pension liability will continue to increase as a larger and larger percentage of payroll. After approximately 15 years with a program, we will reach a point where the annual cost becomes a level (and thus predictable) percentage of payroll which remains constant.

VOTED: IN THE WORDS OF THE ARTICLE WITH THE SUM OF \$20,000 TO BE RAISED BY TAXATION.

ARTICLE 11. To see if the Town will vote to amend Article V, Public Safety, of the Town of Sudbury Bylaws, by adding a new section to read as follows:

Amend Bylaws

Public
Safety,
Art. V, s. 26

Handicapped
Parking

"Section 26. Handicapped Parking

(a) Any person or body that has lawful control of a public or private way or of improved or enclosed property used as off-street parking areas for businesses, shopping malls, theaters, auditoriums, sporting or recreational facilities, cultural centers, residential dwellings, or of any other place where the public has a right of access as invitees or licensees, shall reserve parking spaces in said off-street parking areas for any vehicle owned and operated by a disabled veteran or handicapped person whose vehicle bears the distinguishing license plate authorized by section two of Chapter Ninety, according to the following formula:

If the number of parking spaces in any such area is more than fifteen but not more than twenty-five, one parking space; more than twenty-five but not more than forty, five percent of such spaces but not less than two; more than forty but not more than one hundred, four percent of such spaces but not less than three; more than one hundred but not more than two hundred, three percent of such spaces but not less than four; more than two hundred but not more than five hundred, two percent of such spaces but not less than six; more than five hundred but not more than one thousand, one and one-half percent of such spaces but not less than ten; more than one thousand but not more than two thousand, one percent of such spaces but not less than fifteen;

more than two thousand but less than five thousand, three-fourths of one percent of such spaces but not less than twenty; and more than five thousand, one-half percent of one percent of such spaces but not less than thirty.

- (b) Parking spaces designated as reserved under the provisions of paragraph (a) shall be identified by the use of above grade signs with white lettering against a blue background and shall bear the words "HANDICAPPED PARKING: SPECIAL PLATE REQUIRED. UNAUTHORIZED VEHICLES MAY BE REMOVED AT OWNER'S EXPENSE", shall be as near as possible to a building entrance or walkway; shall be adjacent to curb ramps or other unobstructed methods permitting sidewalk access to a handicapped person; and shall be twelve feet wide or two eight-foot wide areas with four feet of cross hatch between them.
- (c) It shall be unlawful to leave any unauthorized vehicle unattended within parking spaces designated and identified by sign as reserved for vehicles owned and operated by disabled veterans or handicapped persons; or to leave any unauthorized vehicle unattended in such a manner as to obstruct a curb ramp designed for use by handicapped persons as a means of egress to a street or public way.
- (d) This bylaw shall be enforced by the Police Department of the Town of Sudbury in accordance with M.G.L. c. 90, S. 20A½ and subsequent amendments thereto. The penalty for violation of paragraph (c) of this bylaw shall be ten dollars for each offense.
- (e) The Board of Selectmen may authorize the issuance of handicapped stickers for temporary or permanent use, which shall have the same effect as the distinguishing license plate, and adopt rules and regulations concerning the issuance and use of such stickers.";

of act on anything relative thereto.

Submitted by the Board of Selectmen:

Mrs. Anne W. Donald of the Board of Selectmen *moved in the words of the article, except that in the first paragraph the words "residential dwellings" be changed to "apartment or housing complexes" and a paragraph (f) be added as follows:*

- (f) *The Board of Selectmen may, upon petition, waive or modify the application of paragraph (a) of this bylaw in a particular case where a strict application would create a hardship or be impractical due to circumstances related to the physical layout of the property. A copy of such waiver or modification shall be filed with the building inspector.*

Board of Selectmen Report: This bylaw, if adopted, would require a certain number of handicapped parking areas in parking lots having 15 or more spaces, clarify the conditions under which they may be used, and authorize the issuance of stickers to those who may not be eligible for a handicapped registration plate (for example, for a temporary handicap). The reference to "residential dwellings" refers to apartment or housing complexes and not private homes. The adoption of this bylaw is recommended so that our handicapped citizens will have proper access to all facilities and stores. Recommend approval.

In explanation of the inclusion of paragraph (f) Mrs. Donald remarked that the state law covers most amputees and there are very limited reasons why you can get a state amputee plate. There are people in this town, as in every town, who for one reason or another, have considerable difficulty moving from a car into a store or doctor's office or whatever. They may have extremely bad emphysema. They may be very lame. They may have a serious heart condition. They may be very old. I remember being in the Selectmen's office one morning when there was an elderly citizen of this town who was asking, "Why can't I get a handicapped plate?" The poor man could hardly walk, but because of the stringency of the state law, he could not get it. What we are asking is that you give use the option to provide for people in this town who have serious problems. This would only affect them in this town. We would give them something that would be displayed on their car. This also could be given temporarily to somebody who had a broken leg. It's not very easy to go to and from a place when you've got a large cast on. We could give that for a limited time to somebody that we knew needed it. The State law will not do that and we ask that you give us that option.

Finance Committee Report: Recommend approval.

Town Counsel Opinion: It is the opinion of Town Counsel that, if the Bylaw amendment proposed in Article 11 in the Warrant for the 1983 Annual Town Meeting is properly moved, seconded and adopted by a majority vote in favor of the motion, it will become a valid amendment to the Sudbury Bylaws.

Mr. James Kates moved to delete paragraph E.

Following a short discussion, the motion of Mr. Kates was defeated.

The main motion was UNANIMOUSLY VOTED.

<u>ARTICLE 12.</u>	To see if the Town will vote to accept the provisions of General Laws Chapter 41, section 108L, as added by Chapter 835 of the Acts of 1970, as amended, which provides a career incentive pay program offering base salary increases to regular full-time members of the Police Department, as a reward for furthering their education in the field of police work, a copy of which is available for inspection at the office of the Board of Selectmen; or act on anything relative thereto.
Accept	
G.L. c. 41,	
s. 108L -	
Career	
Incentive	
<u>Petition</u>	Submitted by Petition.

Petitioner Report: (Officer John Harris of the Sudbury Police Department)

The article in the Town Warrant deals with career incentive pay for police officers who would further their education through higher education. Under Chapter 41, section 108L, anybody with an associates degree or a bachelor of science degree in any type of criminal justice program would receive extra pay. Now, the police department brought this item up for negotiation with the town with Proposition 2½ in mind. This is an article which would cost the town virtually no money. The state picks up the cost of this article. Presently, the town of Sudbury pays its police officers that have an associates degree an extra 7.5% of their base salary. They pay someone with a bachelors degree an extra 10% of their base salary and they pay someone with a masters degree an extra 15%. Now, if the town votes to accept this article that is presented to you tonight, the town will save, we figured, an approximate \$4,361 right off the top of money that has already been budgeted for this year's and next year's salaries. That savings will occur this way. Someone with an associates degree right now will receive 7.5%, the town picks up that entire cost presently and someone with a masters degree gets 15% and the town picks up the entire cost. Under the Quinn Bill, which is Article 12, if the town accepts that, for someone with an associates degree, the town will pick up 5% of that extra cost. The State of Massachusetts will pick up 5%. Right there, as we have 7 men in the department with associates degrees, that's a savings of \$464 per man per year. A total of \$3,248 would be saved by the Town of Sudbury. We have one Sergeant that has a masters degree. He is presently being paid 15% by the town of Sudbury. If the Quinn Bill is accepted by the Town, that police officer will get 20% increase over his base pay which will be a 5% increase over what he gets now but the town of Sudbury will only pick up 10% of that cost and the State of Massachusetts will pick up 10% of that cost. That will be savings of over \$1,000 a year for this one man. We have a total savings of over \$4,000 to the Town of Sudbury. We agree there will be an increased cost in the payment made through the pension fund by the Town of Sudbury for each officer that receives this extra 10% of pay, but that cost will be very minimal considering the \$4,000 savings. We believe that the whole bill will save the Town of Sudbury money in the long run.

The other point that will be brought before you tonight is that this statute, some certain persons believe, cannot be rescinded. Well, that is not true. It is written right into the contract with the Police Department and the police officers that if for any reason this article, or the General Law, Chapter 41, section 108L, is rescinded by the town or State of Massachusetts, or the funding has stopped, the Town of Sudbury and its police officers will revert back to the policy we presently have. That is written into our contract. The Town of Sudbury in no way would be held responsible for this extra 5% in some cases and 10% in other cases.

Finance Committee Report: (Marjorie Wallace)

The Finance Committee has unanimously taken a position of recommending approval for this article. The Finance Committee has felt that this would be a financial savings to the town, as has been explained by Officer Harris. One of the objections at the Special Town Meeting was that if the bill was not funded, the policemen would be in a position to sue the Town. Although it wasn't being funded by the State, the town would then be liable on March 9th. The entire Police Department signed an agreement or a release saying that if at any time the State did not fund the bill, they would take no action against the town. Therefore, I think that we do have to believe that the Police Department and the Police Association are acting in good faith.

Three things would happen if the State no longer funded the bill: 1) the State would be reneging on its contract; 2) they would have to sue the Town of Sudbury as an individual; and 3) some judge would have to say that the agreement was no longer valid.

As far as the retirement is concerned, it is true that the cost that would be paid into the retirement fund would go up as it would be based on the policeman's salaries. However, the money paid into a county retirement system and the retirement paid to each officer comes from the entire county, not just the Town of Sudbury. The Finance Committee does recommend your support of this article.

Selectmen Report: (John E. Murray)

The Selectmen unanimously support this article.

Personnel Board Report: (Mr Henry Sorett)

The Personnel Board has voted unanimously to oppose this article, for a number of reasons. The retirement cost differential to the town, while not significant this year, becomes very large when you go down the road 5, 10 and 15 years. Retirement amounts paid to police officers are done on a statutory formula. An officer who goes out injured in the line of duty, on retirement, is paid 7% of his salary as a retirement. That salary would include the educational incentive. If a man is at 20% incentive as opposed to 10%, under the existing collective bargaining agreement, add 10% to the cost of the Town for that man. Individuals of the department can retire either on disability or on old age, and police officers can retire on old age as early as 45 if they have 20 years of service. The dollar impact mounts up substantially. When we were voting on the pension line item earlier, I called the hall's attention to the fact that that particular line item is climbing. Now, as no one would be particularly surprised, since the police department gets more money as a result of this, all towns all across the county and all across the state are being pressed to pay this - adopt this statute. The effect is to raise the overall cost dramatically.

The Police Department has signed an agreement that they won't be bound and that might work and it might not work. In the town of Dracut case, a copy of which I discussed with Town Counsel before coming to the meeting, the Supreme Judicial Court held that once you're in, you can't get out without the legislature's permission. If the Legislature doesn't fund the Quinn Bill in the future, we can now get out, but it takes us three years to do it. Historically, at least in the four and a half years that I've been on the Personnel Board, and the ten years I've been practicing law, what I've seen with regard to appropriations in this area is erratic. Sometimes the legislature funds it, sometimes the legislature does not fund it. In Governor Dukakis' budget this year, he put in \$1.1 million dollars to fund it. There is no guarantee the legislature will do so this year. There is no guarantee they will continue to do so. We do have an exposure for suit, if in some subsequent year, the legislature does not fund it.

There are a couple of other things that I think are just as significant as those issues. There is no corresponding State funding for the Fire Department. The Fire Department has consistently insisted on parity treatment with the Police Department in matters of collective bargaining. I would be extremely surprised if a collective bargaining objective of the Fire Department wasn't parity with the Police Department on these matters. They now have parity and that would be upset if the hall adopts this article. The effect is that one union gets something and the other says, "Gee whiz, they've got it, so I have to have it". The net impact on the town with that kind of one-upsmanship collective bargaining is to march us down the road to substantially greater costs. We now pay educational incentives to both police and fire. Right now, before a police officer or fireman wants to take a course and get credit for it and have the town pick up the tab, the Chief of the respective department has to approve that cost. We provide for incentives. We think they're sound. If we give up with this article, the power to control, then what happens is that something becomes set in stone and it's no longer something we can bargain with. If they come to us and ask for tradeoffs, we can't trade this one off. We can't ask for this one back as a management prerogative. The Personnel Board believes that as a matter of collective bargaining strategy, it is most unwise to take something which is a valuable bargaining item out of the town's control. As long as we have the Quinn Bill, educational benefits will be non-bargainable. So for the financial reasons, and for the collective bargaining reasons, the Personnel Board believes this would be most unwise. The immediate cost, financially, of this bill is about a wash. It's about nothing for the first year. The second year of costs is what the Fire Department will cause us to have to pay in extra money by their collective bargaining and I'm sure they are going to present it. The five year cost increases as a function of the retirement of police officers. The 20 year cost is to raise everyone by at least 10% because most police officers will now go out immediately and start studying courses. So that 10% to 20% will be the 20 year cost of increase in pension fund contributions from this town. For those reasons, I think the hall should think long and hard before we adopt this article.

John Harris, in response to Mr. Sorett, brought forth a couple of points on behalf of the article. Mr. Sorett kept mentioning that the Fire Department would want to bring this into their collective bargaining. You have to understand that this was part of our collective bargaining agreement this year with the Town of Sudbury. The Police Department accepted its contract this year with the Quinn Bill as part of the stipulation, knowing full well that this had to be brought before Town Meeting for a vote and knowing full well that it might be voted down. On our behalf, to give us our due, the Fire Department, in a sense, had to know that this was part of our contract and we accepted a contract this year knowing that the Quinn Bill was in there. With Proposition 2½ in mind, we did this so that we could save the Town of Sudbury money, as this money does come from the State. As to the point that the Quinn Bill would become a non-bargaining item, we do not believe that to be true. Under Chapter 150E, section 7, which is the Collective Bargaining Agreement in the state statutes, the Quinn Bill or Chapter 140, section 108L, is not underneath that section. Therefore, the Quinn Bill can be brought up by the town or it can be brought up by the town employees at any time in any collective bargaining agreement. It is not kept out by state statute. State statute does precede some articles that cannot be brought up before collective bargaining but the Quinn Bill is not one of them.

One of the other points brought up was that the Town of Sudbury was looking for extra money. We discussed in our collective bargaining this year, with the Town of Sudbury, the fact that all but one of the seven surrounding towns pays their police officers at least \$700 more per year than Sudbury police officers receive. We felt that this was one way of bringing the town's pay to the police officers up again without cost to the Town of Sudbury. The last point brought up is that many of the police officers are going to go out and go to school. As far as we're concerned, that's fine. We think that the more education a police officer has, the better police officer he is going to be, and in a town such as Sudbury, I think that is a very valuable point, to have educated police officers. I would hope that the Town would feel the same way.

For purposes of clarification, Mr. John Taft of Moore Road asked for an explanation as to why the hall was asked to postpone action on line item #320-11, Police Department Salaries, until after Article 12. I believe that was passed last night. There was a statement made at the time that the reason for doing that is that Article 12 could have a \$25,000 impact on that particular line item. I think that it was Mr. Thompson who made that statement at that time. I wish he could tell us what Article 12 has to do with line item #320-11, the Police Salary account. How would it impact it?

Mr. Thompson made the following explanation. We did recommend that line item #320-11 be held until after this article because if this article passes we will be recommending that we adjust that line item 320-11 up by \$25,000.

In my conversation with the State Department of Education, officers must apply each year on September 1st. It's a retro payment based upon the credits that are approved by the State Department of Education. The money that is presently under line item 320-11, Police Salaries, is not sufficient to fund this program if it is approved under Article 12, because the first year we would have to fund it. The second year, and third and fourth years and all subsequent years, we would be reimbursed by the state.

When asked by the Moderator if this article, if passed, will be an extra cost to the town of \$25,000, Mr. Thompson replied yes, for the first year only. In subsequent years, when the money comes through from the state as reimbursement, it may be voted as a reserve for appropriation.

Mr. Taft thanked Mr. Thompson for his explanation then made the following statement. For what it's worth, and I know it won't make me very popular, but I was sitting on the Board in 1970 when the Quinn Bill was passed. At that time, the Board of Selectmen had a negotiating committee, who negotiated with both the fire and police unions at that time, to provide the present career incentive programs, that I guess are the same in their contract. I don't remember the exact numbers, but they look about the same. We intentionally did not accept the Quinn Bill which the town could have done at the time. It has been in existence since 1970. We did not accept it for several reasons. First of all we felt that there was a question which has been brought up here tonight, as to whether the state would really fund it. Now, I know that's been a "sometime thing" and I guess from what was said here tonight, maybe it's a little more of a thing than it used to be. I know in the early years, the Quinn Bill definitely did not get funded properly, and I think we were wise not to have signed up with it. We also were concerned with perhaps the total amount that the Quinn Bill provided at 20%. On the other hand we were very much interested in encouraging the police and firemen to secure additional education and we were willing to recompense them for it, as well as for the education itself.

We were behind the idea of upgrading the department, improving the capability of the staff and providing them with somewhat of a bonus for doing it, but maybe not as much as was provided for in the Quinn Bill. Maybe, the members of the town meeting don't realize that the Quinn Bill was passed after extensive lobbying by the Police Associations of the Commonwealth of Massachusetts. It was a sort of a "sweetheart deal" for them. I think the intention was good. I think the amounts that the town has provided over the last 13 years have been very good. The town has done it directly out of its own pocket. We're all state taxpayers, as well as town taxpayers, and I think what we're looking for is a good arrangement, not necessarily where the money comes from.

It was VOTED: TO MOVE IN THE WORDS OF THE ARTICLE THAT THE TOWN ACCEPT
ARTICLE 12 AS PRESENTED IN THE TOWN WARRANT.

Mrs. Marjorie Wallace of the Finance Committee moved that the Town appropriate the sum of \$657,218 for account 320-11, Police Salaries, said sum to be raised by transfer of \$90,000 from Public Law 92-512, Federal Revenue Sharing Account and the balance be raised by taxation.

The motion was VOTED.

ARTICLE 13. To see if the Town will vote to amend the Sudbury Zoning Bylaw:

Amend Bylaws, Art. IX, I Basic Requirements Environmental Impact	A. Article IX, I, B - Basic Requirements, by deleting the words "municipal purposes or"; B. Article IX, I, by adding the following paragraph: "H. Environmental Impact Statement All uses of land or buildings in any district, or any alterations thereof, shall be consistent with accepted safe, long term practices and policies regarding effect and impact on the overall environment. Environmental impact statements showing the effect of any industrial or business development may be required by the Board of Selectmen. Such environmental impact statements (EIS) may be required to establish the effect upon the ecology, environmental quality, aesthetics, human interests of the community, general property value, and preservation of local character. Guidelines for preparation and establishing the environmental impact are on file with the Board of Selectmen.";
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or act on anything relative thereto.

Submitted by the Planning Board.

Planning Board Report: (Mr. Theodore Theodores, Chairman)

Article 13 proposes to amend the Zoning Bylaw in two distinct ways. It is one article but we are going to discuss it in two elements because there are two specific proposals being made. Amendments would be made to the introductory section of the Zoning Bylaw. The introductory section consists of seven paragraphs which are, in some cases, very general in nature and serve to set the framework for specific requirements that are outlined later on in the bylaw. Some examples of that are that Paragraph A which is obviously the purpose of the bylaw, and Paragraph B some of the basic requirements and so on. It is a very short section, two pages long. I'm not suggesting that it is insignificant. I think that these changes are very significant. I think they are substantive. I think that they are problem preventive rather than problem solving, and from the point of view of planning, I would suggest that it is better to be problem preventive rather than problem solving. So, we'll discuss them from that point of view rather than from some current issue point of view.

The two elements that we propose changing have to do with (1) the removal of the term "municipal exemption" from one section of the introductory paragraph; (2) establishing an environmental impact statement requirement for industrial and commercial development in town.

A section of Paragraph B in the introductory paragraph would be changed by the removal of the three words "municipal purposes or." In effect, this says that no parcel of land in any district will be used for any purpose other than that for which the district was established by this bylaw, and usage shall be subject to other restrictions required by this bylaw, except for any municipal purposes or exemption from other restrictions when and as authorized by a vote of the town. The rest of the paragraph goes on to say the use, construction, alteration, heights and area of buildings and the use of premises in the aforementioned districts shall be regulated and restricted as hereinafter provided, and that refers to specifics later on in the bylaw. No lot nor

the building or structure shall be changed in size or use, so as to violate the provisions of this law. Under the existing bylaw, the town can use town owned property for any purpose. It is exempt from the bylaw. The use need not be consistent with uses allowed in a district and a vote of the town or even a hearing is not necessary to invoke a prohibited use. Just to remind you, these are some examples of the kinds of land the town owns: landfill, highway department area, water districts, police and fire stations, municipal office buildings, and of course schools. If you vote yes on Article 13, you will eliminate municipal exemption. The town will have the same rights as any other property owner with regard to the use or alteration of its property and you are assured of a vote of the town, or at least a public hearing, before the use of town property can change.

The second part of Article 13 deals with the environmental impact statement. It is self-explanatory. The wording comes from the Environmental Protection Agency Law, federal and state level and it comes from the Massachusetts Environmental Policy Act in more detail. It was not invented in Sudbury, and it's not new. It goes back to about 1970. Keep in mind that it applies to industrial and commercial development in town. Just as a comparison, the current rules and regulations that govern the subdivisions, residential subdivisions, contain a similar provision. The wording is almost exactly the same. The environmental impact statement showing the effect of the subdivision on the ecology, environment, etc., may be required by the Planning Board. Now this has been in effect since 1973. In other words, under the existing bylaw, an applicant for a residential subdivision, a local builder who wants to put up some houses, may be asked to perform the environmental impact statement by the Planning Board but an industrial or commercial site plan may be approved by the Board of Selectmen without considering environmental impact. That's a little hard to believe, but it's true.

If you vote yes on Article 13, you will allow the Board of Selectmen to ask commercial and industrial developers to study and make a statement of the impact of intended development upon the environment. I think that it is significant that we be asking them to study and make a statement to be considered in the approval process with that site plan. You would also make it consistent with the environmental impact statement requirements for residential development. I think that the Planning Board agrees and probably most everyone here agrees that it is a serious and important long term factor. With that, I would suggest and urge that you vote yes on Article 13.

Finance Committee Report: (Thomas G. Dignan, Jr.)

The Finance Committee has a split decision with respect to this article as it is set forth in the Warrant. The difficulty being the fact that the article contains two very distinct parts. The Finance Committee supports Part A of the article. It was the view of the Finance Committee, unanimously, that it was a good idea to amend the bylaw so that citizens would have an opportunity to be heard before a municipal use variance was granted in a district that was otherwise restricted.

The Finance Committee, however, opposes Part B of the article. Our reasons are not so much philosophical, as they are concerned with the vagueness of the article itself. There are no criteria set out as to when these environmental impact statements will be required and in what kind of cases. It is unclear what kind of penalties will be exacted from a landowner who did not follow the dictate to produce an environmental impact statement. We fear, that it would, depending upon the regulations that were finally adopted, put an unbearable burden on a very small businessman, were one to be required.

I think that it is important to realize that the concept of an environmental impact statement comes, as was stated to you, from the federal law known as the National Environmental Policy Act. However, in the federal law, it is a much different concept, when you look at the procedure. Under the federal law, the environmental impact statement is written by the federal agency which is making the decision on whether some major project should go forward. Customarily these agencies have rules whereby they ask the private developer who wants to build the project or the private or local interest that wants to go forward with the project, to produce what is known as an environmental report. The agency then takes this report and goes over it very carefully and writes what its position is, and presumably, in an unbiased fashion. The environmental report, is really an advocate's document to persuade the agency to give a favorable environmental impact report.

Our state law does it a little differently. The environmental impact report is produced by the private developer who wishes to go forward, but there then is a very rigid review procedure that is set up, and finally an agency position is taken.

We question the usefulness of this because if the Selectmen dictate the environmental impact statement in a given case, this statement, as we understand the law, will be written by the person who wishes to go forward. It will, by its nature, become an advocate's document. The article does not go on and provide for a review procedure. We think that this is an article that simply has not been thought out fully enough and could create a great deal of mischief if passed into law.

Town Counsel Opinion: It is the opinion of Town Counsel that, if the Zoning Bylaw change set forth in Article 13 in the Warrant for the 1983 Annual Town Meeting is properly moved and seconded, report is given by the Planning Board as required by law, and the motion adopted by a two-thirds vote in favor of the motion, the proposed change will become a valid amendment to the Sudbury Zoning Bylaw after approval by the Attorney General.

In line with the Finance Committee's report, Mr. Dignan moved for separate consideration of paragraph A and paragraph B of Article 13. The motion was VOTED.

Board of Selectmen Report: The Board of Selectmen opposes paragraph A and paragraph B of Article 13.

John Powers of Peakham Road speaking in opposition to paragraph A said before you quickly wipe out municipal exemption, think for a moment about what you're doing. Most of the functions of town government are not those that could be carried on in most of the zoned districts of this town. I would find it extremely difficult, under almost any circumstances, to see how for example, you could build a new school. I believe it would be almost impossible to run a sanitary landfill. I can't conceive where you would build a septic system. You would have difficulties with even police stations if they were located, for example, in a residential zone where the multiple use and the multiple dwelling does not fit. It sounds, off hand, very good to say well the government ought to be in the same state of affairs as the folks that live on the street, but the reason for municipal exemption, which was recognized and has been recognized ever since beginning of zoning, is that it is absolutely necessary to be able to carry on the functions of government somewhere. Unless there's an exemption given, any good capable lawyer, with a set of the General Laws, could tie it up almost forever. In the meantime, the services which are supposed to be distributed to the people involved, simply would not arise. We would have waves of litigation instead. I would hope that you would not pass the elimination of municipal exemption. If you do, I respectfully submit you are laying up a load of trouble down the road for whatever the next project or the next activity is that the town wishes to engage in. It is not as simple as it looks. It is very difficult.

After further discussion, the motion under Article 13 for paragraph A was defeated.

Before the vote was taken on paragraph B of Article 13, Selectman Anne W. Donald noted that the Board of Selectmen had only that night received from the Planning Board a packet of approximately 15 pages on paragraph B of Article 13, so that they had not had time to study it.

Following Mrs. Donald's comment, the motion under Article 13 for paragraph B was defeated.

ARTICLE 14. To see if the Town will vote to amend the Sudbury Zoning Bylaw Article IX, II, C

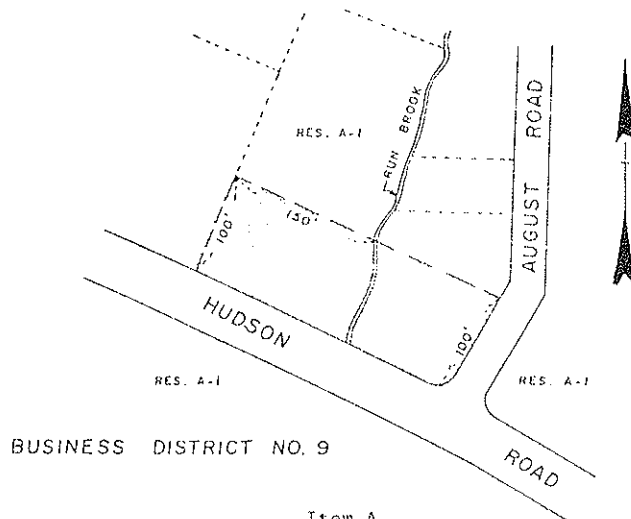
- | | |
|-----------------------------|--|
| Amend | A. By deleting Business District #7 in its entirety; |
| Bylaw | B. By deleting Business District #9 in its entirety; <u>def</u> |
| Art. IX, | C. By deleting Business District #10 in its entirety; |
| II, C | D. By deleting Business District #12 in its entirety; |
| Rezone areas to Residential | E. By deleting the portion of Limited Business District #5 which lies west of the easterly side of railroad right-of-way; <u>def</u> |
| | F. By deleting the portion of Industrial Park #1 which lies north of Codjer Lane; |

or act on anything relative thereto.

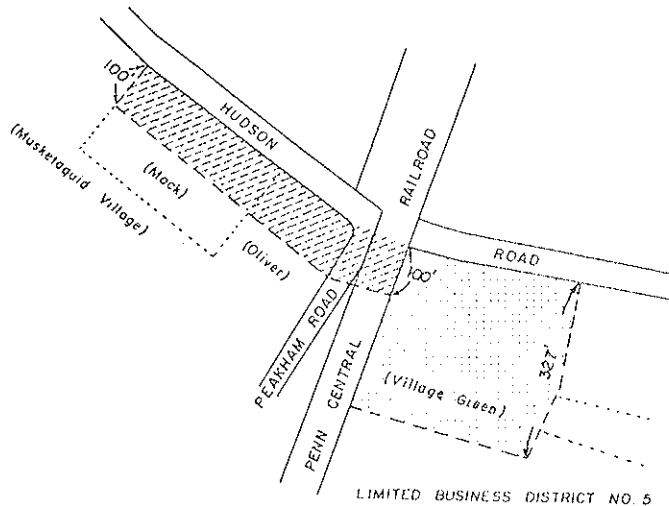
Submitted by the Planning Board.

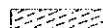
Planning Board Report: (Mr. Ralph Hawes)

For clarification purposes, Mr. Hawes explained that the motion as printed in the Warrant under Article 14 had been substantially changed. What is item "B" in the Warrant is now item "A", Deleting Business District #9 in its entirety; what is item "E" in the Warrant is now item "B", Deleting a portion of Limited Business District #5, which lies west of the easterly side of railroad right-of-way.



Item A
(Warrant Item #B)



 AREA TO BE REZONED "RESIDENTIAL"

Item B
(Warrant Item #E)

Our basic position is that as zoning is promulgated for the town and put in place, one assumes that zoning is in place for a purpose and is used at some point for that purpose, and continues to be used for that purpose. We believe that the town is a very dynamic organization and operation. It is appropriate, from time to time, to review the zoning which has been assigned and to ask yourself this question - "If zoning that was applied 20 or 30 years ago or some extensive time ago to a piece of property, and the piece of property has not been used for that particular use for a substantial number of years, and there are no current plans for the use of that property for that particular zoning, should it be reviewed as perhaps it is no longer appropriate?" It is sort of like sitting out there as a ticking bomb because the neighbors in that area tend to forget that perhaps that was a zoned industrial piece of property and treat it as residential. Then to everyone's surprise, something happens to it and it suddenly becomes changed.

I think that the exercise that we went through gave us the advantage and opportunity to talk to the ownership, to review the plans and to understand what the plan was that the owners had in mind for the piece of property in question. When we found out that there was an active plan or strong feelings on the part of the owners, we withdrew that portion of the article and said "Let's leave it the way it is." We don't want to change it against the wishes of the owners.

There are no current plans to use these two pieces of property which we're proposing. The ownership was contacted. We did not receive a strong indication or even a particularly meaningful indication that there was a plan for the use of that piece of property. Therefore, we recommend to the town that the property be changed from the zoning which it currently has, industrial in those two disparate pieces, and be returned to residential. This part of Business District #9, August Road and Hudson Road was formerly a store. It hasn't been a store for a number of years. We recommend that that particular piece of property be rezoned for residential. The next piece is probably more familiar to you. Back when the town had a coal company, this was a coal weighing station. It is unlikely that we'll have a coal company back again and the owners of that property said that they had no objections to zoning it to residential. Therefore, this is the purpose of our motion.

Finance Committee Report: (Mr. James A. Pitts, Chairman)

Once again, the Finance Committee has a split view on an article. The Finance Committee does not support that part of this article that would delete that portion of Limited Business District #5, which lies west of the easterly side of the railroad right-of-way. The reason for the opposition to the change of Business District #9 is that we weren't given any input on this until last night. As we understand it, from the Planning Board, there are two land owners, one of whom favors the change and one who does not. It was our view that where a land owner does not favor such a change, it is not advisable to vote it through, because while it may be that the land owner is not using the property presently for a business purpose, there is no doubt there is inherent value to having that business zoned. It was the Finance Committee's view that in the absence of the assent essentially of all the land owners whose property values would be lowered by the change, that it would not be advisable to pass the change.

Mr. Pitts *moved for separate consideration of the two portions of Article 14.*

The motion was *UNANIMOUSLY VOTED.*

Town Counsel Opinion: It is the opinion of Town Counsel that, if the Zoning Bylaw change set forth in Article 14 in the Warrant for the 1983 Annual Town Meeting is properly moved and seconded, report is given by the Planning Board as required by law, and the motion adopted by a two-thirds vote in favor of the motion, the proposed change will become a valid amendment to the Sudbury Zoning Bylaw after approval of the Attorney General.

Board of Selectmen Position: No opinion as a Board.

Mr. Joseph Klein of Stone Road spoke to the article as presented. I originally intended to get up here and urge defeat of this article as it was printed in the Warrant. Since it has been amended so drastically, I now support it. Perhaps what I am going to say may be a little out of bounds of the four corners of the article. Basically, I was opposed to it because of what it did not say. The one area of this town that needs relief from commercial development is not Hudson Road, and it is not North Sudbury, but it is South Sudbury, and in particular Route 20. Every time we pass an article like this, that removes some commercial zone, we guarantee that any future commercial development will be put on Route 20, and frankly as a resident of South Sudbury, I am getting sick and tired of this. The Planning Board in its article talks about removing these particular parcels because of the detrimental effect on safety, health, welfare and so on. No one ever seems to worry about the health, safety and welfare of the people of South Sudbury. In particular, a large part of our problem comes from the people in the rest of Sudbury, who rush to Route 20 to do their shopping.

At one time there was a Master Plan in this town. I presume the Master Plan still exists. One of the basic tenets of that Master Plan was there should be a roughly equal distribution of such non-favorable zones as commercial and industrial. The Planning Board apparently now takes the attitude, if I read their explanation in the Warrant correctly, in which they say that all future business development should be directed towards the Route 20 area, that it should be confined only to South Sudbury and it will be South Sudbury, not just Route 20. These zones have a way of growing and extending into the side streets, like Raymond Road, Horse Pond Road or Nobscot Road. Just look and see what happened in Framingham when Route 9 got saturated. Now it's Route 30, Speen Street and some of the other streets. A few years ago, when Mr. Cossart was on our Board of Selectmen, he voiced grave consideration of what he termed the Route 9ing of the Boston Post Road. I think that situation has arrived. We no longer have traffic congestion just during the business hours, Monday through Friday. Try to get on to Route 20 on a Saturday. What is the solution that is proposed by the Town Fathers -- widen Route 20. Just like the solution to Route 9 was to widen Route 9. This article has been amended so that there is nothing really to object to here, but in the future, I would hope that this hall would consider when we pass articles removing commercial and industrial zones from the rest of Sudbury, that all it does is put the entire burden on South Sudbury.

Mr. John Powers of Peakham Road stated that he was in agreement with the Finance Committee. Where the owners of property involved do not wish to have it changed, their wishes should be followed unless there is some extreme reason not to. After all, they've been carrying the tax burden on this for many years, an added tax burden because of the nature of the zoning.

With the exception of Ti-Sales, which was the other part of the coal yard, all these little zones were pretty much like Bowker's store. These were neighborhood convenience stores. When the supermarkets came along, the neighborhood convenience stores died. In case you haven't noticed, Cumberland is thriving and now there's a growing demand for neighborhood convenience stores. We have locations for most of those already zoned and sitting there. So before you throw them away, just remember for the people who live in that area, maybe downstream they're going to be able to save themselves all that gas and effort of running down to Mr. Klein's Route 20 to get a newspaper or bottle of milk or whatever it may be. I think these are important. I think zones have to be looked at not just in terms of if anything has happened on them, but their utility. I heard the Planning Board say in regard to the property across the street from the Village Green, that the owners in that case positively wished to have it deleted and I think the town should respect those wishes. I cannot help but look at it and be reminded, however, that the rather tragic tangle of inadequate parking that has been generated by the Village Green could only get an outlet by using part of that land for employee parking. I think the wishes of the owners, who wish to turn it back to residence, certainly should overcome that. I think we have to have a view in looking at these things as to what is the purpose of these zones, in terms of the entire town of Sudbury, not just the neighborhood, not necessarily just the owners. I think the reason they were zoned in the first place was because they worked. Many of them were pre-existing. They functioned. We've got to start thinking about this town as a whole, about getting balance in it. I'm sure that the Planning Board is considering those matters and I am sure the hall will.

In response to the Moderator's question as to whether the present owners of section 9 oppose the rezoning, or if they were in favor of it, Mr. Hawes gave the following information. The Planning Board is not attempting to cheat anyone out of a piece of property I'd like to make that very clear. I spoke to both owners. In fact I spoke to the owners of every piece of property and there are two owners as was indicated of Business District #9. I'll not name the names but I will reflect to you the positions of the owners. One of them was delighted and felt that this would be a great relief to have that portion of Business District #9 rezoned to residential, in fact the whole of Business District #9 rezoned. The other party said "Well, it would be nice. I know we haven't used it in seven or nine years, but it would be nice to keep it the way it is, so at some point in the future, if we wanted to open a store or something, we might think about doing that." That's what I'm reflecting so the word was it was "nice". There was no strong feeling implied. We did have a public hearing, neither of the owners chose to attend the public hearing. They were duly notified and there's been no further communication and that's as much as I know about that ownership. I cannot tell you if the ownership is 100% for it, but you know there is a shade of grey here and I'd like to pass that on to you. The larger half of the property, incidentally, is the one that would like to see it rezoned to residential.

Mr. Walter Eastman of 336 Hudson Road, one of the owners of the property in section 9 stated that no one had contacted him regarding this land. Under no circumstances had anyone spoken to him, and he would not like to have the land rezoned.

Mr. Russell Kirby of 244 Boston Post Road commented that he has spoken out against most rezoning articles that have come before this town meeting, particularly those down in South Sudbury. The Planning Board, on the previous article, was asking an environmental impact study be made before somebody could develop a piece of commercial property. I would like to suggest to the Planning Board that before they bring another article before town meeting to rezone a piece of property, they present to this town meeting a financial impact study stating exactly what it is going to cost the owners of the property, the abutters of that property and to the tax base of the town. When there is a change and someone benefits, there has to be a corresponding loser. I think that is the aspect of rezoning that's totally ignored. I submit to the Planning Board that they ought to do their homework before they come in here. I think they should get signed statements from current owners of a piece of property before they come in here to speak for the owners. I think the statement made on the basis of a telephone call is rather poor evidence of the opinion of the owner of the property.

The main motion, Part A, to amend the Sudbury Zoning Bylaw Article IX, II, C by deleting Business District #9 in its entirety was defeated.

The main motion, Part B, to amend the Sudbury Zoning Bylaw Article IX, II, C by deleting the portion of Limited Business District #5 which lies west of the easterly side of railroad right-of-way was defeated.

ARTICLE 15. Withdrawn by Planning Board.

Concord Rd.
and Rt. 20
Historic
District

ARTICLE 16. To see if the Town will vote to amend the Sudbury Zoning Bylaw:

- Amend Bylaw
Art. IX, IV
Intensity
Regulations
- A. Article IX, Section IV, A - by adding the following:
- "5. Surface Coverage
- The total non-percolating coverage of any lot in any district shall not exceed sixty percent (60%) of the total lot area. Non-percolating coverage is defined as buildings, pavement and any other surface treatment which will contain surface water. The use of cobble, brick, and cored block is encouraged. (See Landscape Bylaw for open space requirements).";
- B. Article IX, Section IV, B. Schedule of Intensity Regulations, by changing maximum building coverage in Business Districts (BD-), Limited Business Districts (LBD-) and Industrial Districts (ID-) from "sixty percent (60%)" to read "forty percent (40%);
- C. Article IX, Section IV, C. Modification and Exceptions 1. a., by adding the words "and lot coverage by non-percolating surfaces" after the word "structures" and change "seventy-five percent (75%)" to "sixty percent (60%)", so that Article IX, Section IV, C, I, a. will read:
- "In Business (BD-) and Limited Business (LBD-) Districts buildings and structures and lot coverage by non-percolating surfaces may not cover more than sixty percent (60%) of any corner lot.";
- or act on anything relative thereto.

Submitted by the Planning Board.

Planning Board Report: (Mrs. Hammond Reed)

This article consists of three paragraphs. The first one is a new addition to the Zoning Bylaw. It involves surface coverage of a lot. The total non-percolating coverage means a surface which a liquid cannot go through - paving, buildings, concrete, swimming pools, that kind of thing. We are recommending that non-percolating coverage of any lot in any district may not exceed 60% of the lot. This covers every zone that we have in town - residential, business, limited business, industrial, limited industrial, and research. This will decrease the density of any lot in the commercial areas.

RESIDENTIAL LOT	40,000 sq. ft.
MAXIMUM COVERAGE	X .60
	24,000.00 sq. ft. ALLOWED
1. HOUSE 30' X 70'	2,100 sq. ft.
2. DRIVE 100' X 20'	2,000
3. WALKS 100' X 5'	500
4. SHED 8' X 12'	96
5. SWIMMING POOL 20' X 40'	800
6. POOL PATIO 20' X 40'	400
5' X 40'	200
5' X 40'	200
5' X 20'	100
7. POOL BUILDING 10' X 20'	200
8. TENNIS COURT 60' X 120'	7,200
9. HORSE BARN 20' X 40'	800
	14,596 sq. ft.

$$\frac{14,596}{40,000} = 36\%$$

On a residential lot which is 40,000 sq. feet, 60% of that would be 24,000 sq. feet and could be covered with non-percolating surfaces. If you build on a lot of that type, you could have a house, a driveway, walks, a shed, a swimming pool, a tennis court, a barn and that comes to only 14,596 feet which is 36% of the lot area. No residential lot is going to be adversely affected with this 60% coverage. When you get to the commercial areas, it means that if a lot is developed, it has a building and it needs a certain area for parking. Part of it could be paved but we recommend that perhaps the other necessary part be surfaced with cobble, brick or a porous pavement that can be used these days, all of which would allow ground water to go back into our ground water system where Sudbury gets its water.

Section B is a change in the Intensity Regulations. This is changing the maximum building coverage in business districts, limited business districts and industrial districts.

B. SCHEDULE OF INTENSITY REGULATIONS

	MINIMUM LOT SIZE	MAXIMUM BUILDING COVERAGE % OF LOT	
SINGLE RES. "A"	40,000 SQ.FT.	40	
SINGLE RES. "B"	60,000 SQ.FT.	40	
			PROPOSED
BUSINESS BD-	NONE	60*	40
LIM. BUSINESS LBD-	NONE	60*	40
INDUSTRY ID-	NONE	60	40
LIM. IND. LID-	110,000 SQ.FT.	25	
RESEARCH RD-	25 ACRES	15	
IND. PARK			
DIST. IDP-	100,000 SQ.FT.	25	

* Subject to special qualifications in IV,C.

"Modifications and Exceptions"

This chart is an excerpt from the Intensity Regulations Chart which is in the Zoning Bylaw. At present, 60% of a lot can be covered by a building. The other one was total lot coverage. This is maximum building coverage and we are proposing that the amount be reduced to 40% of the lot.

Paragraph C is an addition and a change. In the modification and exception part of the bylaw, we specify lot coverage different on a corner lot. In those specifications, we want to change that to read "in business districts and limited business districts buildings, structures and lot coverage by non-percolating surfaces may not cover more than 60% of any corner lot."

Finance Committee Report: (Mr. Thomas G. Dignan, Jr.)

The Finance Committee has no position on this article. We could not reach an agreement on it.

Board of Selectmen Position: No position.

Town Counsel Opinion: It is the opinion of Town Counsel that, if the Zoning Bylaw change set forth in Article 16 in the Warrant for the 1983 Annual Town Meeting is properly moved and seconded, report is given by the Planning Board as required by law, and the motion adopted by a two-thirds vote in favor of the motion, the proposed change will become a valid amendment to the Sudbury Zoning Bylaw after approval by the Attorney General.

When asked by Mr. Ronald Riggert of Moore Road for an example of existing business or residential facilities that would not meet this article that were previously in effect, Mrs. Reed of the Planning Board stated that there was no proposal to change anything that is in existence. This would be all new development. We have received site plans on small lots where the area was so overdeveloped with the building and paving that the entire lot was covered. The landscaping bylaw, which was passed last year, requires that 15% of the lot be open space. This was in effect since last year, let's say two years ago. Colonial Spirits has purchased Cumberland Farms and the restaurant which are on Route 20 at the moment. The building they have designed is very large and they are using every inch of space to meet their parking requirements. This bylaw amendment would require them to construct a smaller building which would leave more of the lot for open space. Some other site plans come in and the buildings are very large and cover most of the lots. There is no minimum lot size in those districts. What we are going to do is keep the lots from being completely covered thereby decreasing the density in those areas.

In answer to a question from Mr. Burt Mullen of Woodside Road as to the number of businesses, by district, in town that would become non-conforming with this bylaw, Mrs. Reed replied that she didn't believe it would make them all non-conforming. All it means is that if it becomes effective in the future, they will have to be complied with in development. Changing the requirements does not make them non-conforming. New construction will all have to conform to the new specifications - the new intensity regulations. If I am wrong, I'd be happy to be corrected. As to the number of buildings involved, that was something the Planning Board had not counted.

Paul Kenny, Town Counsel rendered the following opinion. Certain existing buildings might become non-conforming if they did not comply with these regulation, pre-existing non-conforming, once this bylaw passes.

Mr. Henry Sorret of Longfellow Street stated his legal opinion that prior non-conforming use is not an illegal use so that if someone has a building right now and this changes it, it doesn't make it illegal because it doesn't conform. All this would do is prevent someone from doing something different on another lot in the future.

Mr. John Powers of Peakham Road spoke to the meaning of the term "pre-existing, non-conforming". I took a look at the Annotated Zoning Bylaw this afternoon. Most of the business districts except the very newest ones and even some of the newest ones, are in zones that were created a long time ago as strip zones, as most of them are rather narrow. For an old one, the quick example is all of Business District #5, running all the way from opposite Friendly's to the Kaffee Stuga. To take a more recent one, take the area where Bulfinch's is and you'll see the only land available on which to conduct these businesses, starts out being extremely limited in the first place. If you then take that and start imposing restrictions on it as to the amount of surface of that land you can use, you come into a problem. I would just hazard a guess, without looking at it with a microscope and a ruler, that probably something like 90% of the existing businesses in those zones would fall, should this pass under the cloud of being what is called the pre-existing, non-conforming use. If you think that doesn't make any difference, it certainly does every time you come up for a site plan. It comes up every time you come up for a special permit. Any time you want to do anything that changes the items by one millimeter, you're automatically in a non-conforming situation and you're out of luck and the rules, which would be imposed tonight, can be added to them. You roll right back into a problem. If we agree, and I think most people in town do, then one of the aims, certainly a long-range aim of the Planning Board is to improve the appearance of the Boston Post Road. In fact, this article suggests you are going to improve aesthetics and so forth with it. I suggest that just the opposite is going to happen. The minute you start to truncate those properties, in terms of what you can really use them for, or the amount of space that is available to use, when you take into consideration the parking requirements and all the other things you begin to make, and put the taxes on them where you are, what you do is drive away the more substantial businesses and invite lower and lower rents for less substantial businesses. In fact, you start a blight, which is the very thing that you are trying not to do. You create the opposite effect and that's pretty much been the history of the Post Road for a long time. When it was stable and the economy allowed it to happen, we got a series of businesses back in the fifties, but the lots weren't deep enough with enough room in them, so that you could get the substantial ones. We got second to third tier businesses in terms of the money and the job opportunities that they offered.

Because it has been fairly stable, we've begun to develop some. If you look up and down the road, improvement, building by building is coming along the way, which I think is good. But I submit you're going to reverse this economic trend dramatically with this bylaw, because nobody in business is going to put up that kind of money particularly in pre-existing non-conforming buildings. They just don't command the money. Without the capital, you can't get the aesthetic benefits and the tax benefits that the town is looking for. I hope you will understand that if you pass this bylaw, you are placing a cloud over a substantial portion of the business community in this town. It will have an effect.

Mr. Klein of Stone Road and Mr. Richard Brooks of Russet Lane both spoke in favor of the article.

The Moderator announced that a 2/3rds vote was required for approval.

Mrs. Reed moved in the words of the article as printed in the Warrant.

The motion was VOTED. 122 in favor. 32 opposed.

(For Reconsideration of Article 16, see page 82).

Article 20 was taken out of order and voted on in order to comply with the law, which requires town meeting action within 30 days of a regional committee's vote to borrow.

The motion by Mr. Alan Grathwohl of the Lincoln-Sudbury Regional High School Committee to take Article 20 out of order was UNANIMOUSLY VOTED.

ARTICLE 20. To see if the Town will vote to approve the amount of additional indebtedness of \$300,000 authorized by the vote of the Lincoln-Sudbury Regional District School Committee on February 24, 1983, for the purpose of repairing several remaining sections of the regional school building roof, or act on anything relative thereto.

LSRHS Roof
Repair

Submitted by the Lincoln-Sudbury Regional District School Committee.

Lincoln-Sudbury Regional District School Committee Report: (Mr. Alan Grathwohl)

We are planning the completion of the remaining increments of the roof repair program. Sections remaining to be resurfaced at this time include approximately 85,000 square feet. With the completion of the project we will have repaired approximately 54% of the entire roof surface.

It had been our intention to complete these sections in three separate installments. However, because of deteriorating roofs, the present favorable financial climate, and the knowledge that it will cost less per square foot to undertake the remaining area as one project, we are requesting approval to increase our indebtedness. We believe that favorable action on this article will enable the towns of Lincoln and Sudbury, as well as the Regional School Committee to more realistically approach long range capital outlay projects under the constraints of Proposition 2½.

Finance Committee Report: (Mrs. Lindalee Lawrence)

The Finance Committee recommends that roof repairs anticipated in 1983-84, 1984-85, 1985-86, and 1987-88 be covered by notes or bonds over five years. The total cost of roof repairs of about \$350,000 at an interest rate of 6 3/4% would produce non-level payments of which Sudbury's share would be \$72,000 in 1983-84. The completion of roof repairs as one package will reduce overall costs of the project and will assure the project's completion as budgets become tighter. The Finance Committee recommends approval of \$72,000 for this article with the conditions as described above.

Mr. Grathwohl moved in the words of the Article except that the date of February 24, 1983 shall be changed to March 8, 1983.

The motion was *UNANIMOUSLY VOTED*.

ARTICLE 17. To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$20,000, or any other sum, to be expended under the direction of the Board of Selectmen, for a study of town government office space needs, including local schools' administrative and supportive staff needs, and for preparation of plans and specifications by a qualified firm to meet those needs; or act on anything relative thereto.

Town Office
Facilities
Study/Plans

Submitted by the Board of Selectmen.

Board of Selectmen Report: The October 7, 1982 Special Town Meeting appropriated \$10,000 to accomplish some short-term temporary solutions to the overcrowding in the Town Hall. This work has begun and is expected to be completed in the spring of 1983.

The current plans adopted by the Board of Selectmen will relocate the Accounting and Treasurer's offices to the Flynn Building and expand others into the lower Town Hall, thus providing additional facilities for the Fire Department. In addition, under the current temporary space plans, the Flynn Building will be further utilized by the expansion of officers presently within the building (Building Office, Board of Health, SPHNA). These plans allow the continued use of the upper Town Hall for community purposes, and improve working conditions for Town employees temporarily.

The purpose of this article is to address permanent plans for the administrative offices of the Town and schools, excluding Lincoln-Sudbury Regional High School. Neither the Town nor the schools presently have a "long-range" or "master" plan.

The current forecast of future Town revenues, i.e., Proposition 2½, and the current projected shrinkage of school population, and possibly the administrative staff as well, necessitates that we do such a study now.

The Town has a surplus of space, but its use for Town Government purposes is questionable because of location. This study will enable us to look at the whole Town, schools and non-schools, and develop specific proposals, recommendations and options with estimated costs to be evaluated and implemented by the Board of Selectmen and School Committee subject to Town Meeting votes. There has been much discussion between the Town and School staff, Town Facilities Committee, Long Range Capital Expenditures Committee, Permanent Building Committee and Finance Committee and the Selectmen. Many ideas but no consensus, have resulted.

It is our belief that, sometime in the near future, economics may make it necessary for the Town and Schools, including the Regional, to consider joining offices and personnel. It would be difficult to disprove the economics in view of the tightening fiscal situation we will soon be facing. The advantages of studying that possibility are great: improved public access; a central (single structure) Town/School administration complex which solves accessibility problems for the handicapped and elderly; reduction of Town government costs in areas such as utilities (electricity and heat), maintenance, telephones, personnel (payroll custodial, for example) and also enabling the sharing of equipment, such as computers and word processing systems; improvement of the quality of life for both the public and Town employees.

The Selectmen urge your support of this article.

Finance Committee Report: Recommend approval.

Mr. John Powers of Peakham Road asked the following questions: 1. What happened to the appropriation that was made at the October Town Meeting for a plan which was part of the vote for the relocation of offices in the Town Hall? 2. When is it going to be done? 3. Who is going to go where? 4. Why now do we need \$20,000 more on top of that to study something else?

Richard E. Thompson, Executive Secretary for the Board of Selectmen gave an up-to-date report on the current plan for the town hall offices. Following that presentation, Dr. Donald Oasis of Willis Road spoke in opposition to this article. I sat here tonight and I got a feeling of deja vue. I've lived in town and gone to town meetings for almost 20 years and it does seem as though the same articles come back, perhaps not year after year, but certainly every three or four years and this is one. The zoning was another. This article bothers me more than most because there were three or four town meetings spent here back in the early 70's regarding town office facilities. We got through the planning stage. We got to the actual building stage. Were we going to build or not? The comments were made: well you've already paid money for the plans; you've already paid for this; you've already paid for that; all you have to do now is put up the building. The town meeting decided not to put up the building. I was at the Special Town Meeting in October. I was one of a fairly small minority, I believe, who spoke against the article for \$10,000 - the \$10,000 article for the temporary renovation to the Town Hall. Now we have a \$20,000 article for plans and study. Can you imagine what the final article for the new facility is going to be?

Mr. Murray, Chairman of the Board of Selectmen *moved in the words of the article with the sum of \$20,000 to be transferred from the sale of the South Annex Reserve for Appropriation Account.*

The motion was defeated 61 in favor 63 opposed.

<p>ARTICLE 18. Disposition of Loring School</p>	<p>To see if the Town will vote to authorize the Selectmen, acting in the name of the Town, to execute a deed or deeds conveying the land, or a portion of the land, with building thereon known as the Loring School, upon such terms and conditions as the Selectmen shall consider proper and to determine the minimum price therefor; or to see what sum the Town will vote to contract for the demolition of said building or a portion thereof and/or to authorize the Selectmen, acting in the name of the Town, to execute a deed or deeds conveying the land or a portion thereof without the building thereon, and to determine the minimum price for the sale of said land, or to retain the land after demolition of the building; or act on anything relative thereto.</p>
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Submitted by the Board of Selectmen.

Board of Selectmen Report: (Mr. Myron Fox)

Originally, this article was inserted in the Warrant to sell Loring School or to demolish it. The reasons were that in early 1983 we put the school out to bid, but there were absolutely no takers. Nobody wanted to buy it. The demolition language was added into the Warrant because it is now costing the town in excess of \$15,000 a year to maintain an empty building and that's without including any capital expenditures or costs spent to prevent vandalism and/or to repair the vandalism. The demolition language was added because at the time there were no viable tenants who could pay a reasonable rent or even pick up all of the town expenses. At 7:30 this evening, we met with the Sudbury Community Art Center who hope to lease Loring School for a non-profit educational community usage such as arts, painting, dance, drama seminar and a school. We think that this is a realistic possibility which is preferable to demolition.

Mr. Fox moved to Indefinitely Postpone Article 18.

The motion was UNANIMOUSLY VOTED.

April 6, 1983

70.

Building Department line item 340-33, Excess Buildings, was held until action was completed on Article 18. The money proposed for this line item is for the maintenance of the Loring School, the Horse Pond Road School and the Fairbank School.

Upon a motion of Richard E. Thompson, it was

*UNANIMOUSLY VOTED: TO APPROPRIATE THE SUM OF \$35,000 FOR LINE ITEM 340-33,
EXCESS BUILDINGS, SAID SUM TO BE RAISED BY TAXATION.*

Upon a motion made by John E. Murray, Chairman of the Board of Selectmen, it was

VOTED: TO ADJOURN UNTIL MONDAY AT 8 P.M.

The meeting adjourned at 11:01 P.M.

(Attendance: 266)

PROCEEDINGS

ADJOURNED ANNUAL TOWN MEETING

April 11, 1983

The Moderator, J. Owen Todd, called the meeting to order at 8:08 P.M. at the Lincoln-Sudbury Regional High School auditorium, as a quorum was present. He expressed his appreciation to Amy Maurhoff and Linda Spurling, two students from Lincoln-Sudbury West, for their assistance in handling the microphones during town meeting. He announced that a notice of intention to reconsider Article 16 had been filed, and that it would be the first item of business considered at the next session of town meeting, unless the Warrant was completed this evening. In that event, reconsideration would be the last order of business considered this evening.

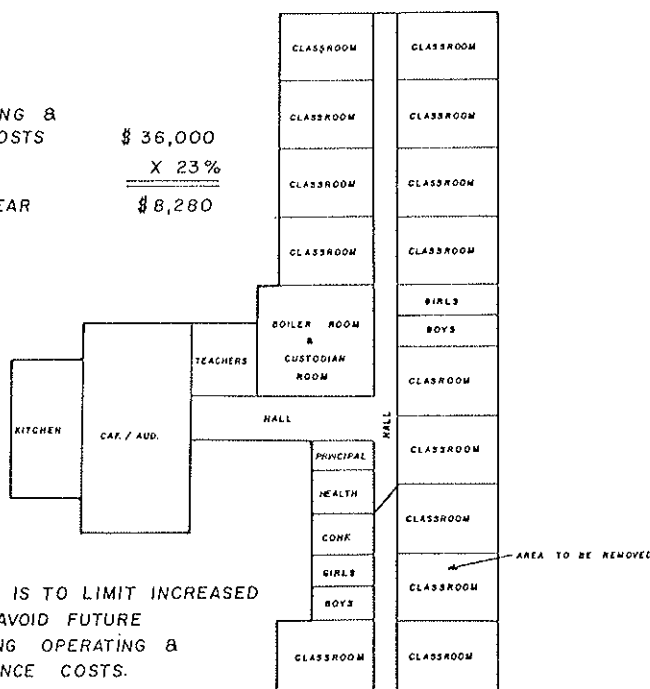
ARTICLE 19. To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$39,500, or any other sum, to be expended under the direction of the Board of Selectmen, for the renovation, demolition, or other disposition of the Fairbank School; or act on anything relative thereto.

Community
Center -
Fairbank
School

Submitted by the Board of Selectmen.

FAIRBANK SCHOOL 25,380 Sq. Ft.
DEMOLITION (23%) 5,753 Sq. Ft.

YEARLY OPERATING &
MAINTENANCE COSTS \$ 36,000
X 23%
PAY BACK PER YEAR \$ 8,280



NOTE: PURPOSE IS TO LIMIT INCREASED
USE TO AVOID FUTURE
INCREASING OPERATING &
MAINTENANCE COSTS.

FAIRBANK SCHOOL

Board of Selectmen Report: (Mr. John Murray, Chairman of the Board of Selectmen)

Fairbank School is located at the junction of Hudson Road and Fairbank Road on about 13.7 acres. - The building is approximately 25,000 square feet and was built in 1958, 25 years ago. The Board of Selectmen met in May of 1982 with Fairbank area residents to obtain further input as to their wishes on the ultimate disposition of the facility. It is believed the following consensus came from this meeting:

1. Strong support for a community center at the Fairbank location by those in attendance.
2. Little objection to Lincoln Sudbury West at Fairbank School and some strong support for its remaining at that location.

The Permanent Building Committee has reported to the Board of Selectmen that certain capital improvements to Fairbank School could accomplish the following:

1. Provide adequate facilities for Lincoln-Sudbury West.
2. Avert approximately \$100,000 per year in special education tuition costs, associated with the dissolving of the Lincoln Sudbury West Program.
3. Assure that usable space is readily available for possible future needs of Sudbury Schools or Town, if and when required.
4. Assure that the building is maintained and secured by the Regional School Committee during its tenancy.
5. Provide space for the continuing use by the Sudbury Art Association, Teen Center, Fyfe and Drum, soccer teams and other groups.

The October 7, 1983 Special Town Meeting voted \$10,000 to make certain repairs to the Fairbank School which needed immediate attention, i.e. roof, furnace and some security. The repairs have been completed and the costs are as follows:

Furnace	\$1,460
Roof	\$3,882
Security Alarm	\$1,395
New entry doors	\$2,223
TOTAL	<u>\$8,960</u>

The balance in this account will go toward replacing the gymnasium doors. At the October Special Town Meeting, the Selectmen presented plans for further renovation of the building which we now bring before this Annual Town Meeting.

DEMOLITION AND MAJOR REPAIR ITEMS: FAIRBANK SCHOOL

- Demolition	\$ 12,000
- Utility Hardware	6,000
Cut and re-route steam and water lines, electric wiring	
- Enclosure Wall	5,000
Rebuilding and tying-in demolished area	
- Doors	8,500
Replacing approximately 7 outside doors @ \$1,200 each	
- General Repairs	5,000
Interior and exterior painting and lights, canopy removal and repair, kitchen repair and equipment, landscaping	
- Contingency	3,000
TOTAL	<u><u>\$39,500</u></u>

The major cost items contemplated under this article are demolition of a portion of the building, cutting and re-routing steam and water lines, electrical rewiring, building an enclosure wall after demolition, replacing outside doors and making general repairs. The demolition will cost approximately \$12,000, utility hardware is another \$6,000 and the enclosure wall is a \$5,000 item. The doors are \$85,000 and general repairs are another \$5,000 that includes interior and exterior painting and lights, canopy removal and repair, kitchen repair, and equipment and landscaping.

There is a contingency of \$3,000 involved. The section of the facility intended for demolition is the southerly section toward Hudson Road, containing four large classrooms, two restrooms and a conference room. This partial demolition will save approximately \$8,200, on a yearly basis, at this year's prices, in heating and operating costs, and will limit future expansion in the use of the building, to contain increasing operating and maintenance costs. The Selectmen unanimously believe that the Fairbank Community Center near the center of town and adjacent to the large Haskell land recreation center is the best conceived plan for the future betterment of all town residents.

(The Selectmen intend to rename the Fairbank School "Harvey Fairbank Community Center".)

Finance Committee Report:

The Finance Committee recommends approval of this article.

Upon the motion of Mr. Murray, it was

UNANIMOUSLY VOTED: TO APPROPRIATE THE SUM OF \$39,500 FOR THE DEMOLITION OF A PORTION OF THE FAIRBANK SCHOOL, AS SHOWN ON THE DIAGRAM ON PAGE 46 OF THE WARRANT FOR THE 1983 ANNUAL TOWN MEETING, AND FOR THE RENOVATION OF THE REMAINING PORTION OF THE FAIRBANK SCHOOL, TO BE EXPENDED UNDER THE DIRECTION OF THE BOARD OF SELECTMEN, SAID SUM TO BE RAISED BY TRANSFER FROM THE HORSE POND SCHOOL RESERVE FOR APPROPRIATION ACCOUNT.

(See page 68 for the action taken under Article 20.)

ARTICLE 21. To see if the Town will vote to raise and appropriate \$7,500, or any other sum, to be expended under the direction of the Permanent Building Committee, for the employment of a qualified engineering firm for all engineering relative to the maintenance, repair and/or replacement of the Nixon School roof, or portions thereof, including but not limited to preparation of bidding documents, plans and specifications leading to award of bid; or act on anything relative thereto.

Nixon Roof
Engineering

Submitted by the Permanent Building Committee.

ROOF MAINTENANCE PROGRAM

SUDBURY SCHOOL DEPARTMENT

COST DATA (NOV. 1981 PRICES)*

		1982	1983	1984	1985	1986
CURTIS MIDDLE SCHOOL	MAINTENANCE	--	1,000	1,000	1,000	1,000
(NEW PORTION)	REPAIR	6,500	--	--	--	--
(OLD PORTION)	REPLACEMENT	250,000	--	--	--	--
NOYES SCHOOL	MAINTENANCE	--	500	500	500	500
(NEW PORTION)	REPAIR	5,000	2,500	--	--	--
(OLD PORTION)	REPLACEMENT	175,000	--	--	--	--
HAYNES SCHOOL	MAINTENANCE	1,000	1,000	1,000	1,000	1,000
	REPAIR	4,250	3,500	--	--	--
	REPLACEMENT	--	--	--	225,000	--
NIXON SCHOOL	MAINTENANCE	1,000	1,000	750	750	750
	REPAIR	7,500	--	--	--	--
	REPLACEMENT	--	--	150,000 (FLAT)	--	25,000 (GYM)

* RENOVATION COSTS ARE FOR ACTUAL ROOF CONTRACT ONLY AND DO NOT INCLUDE ENGINEERING FEES, DESIGN SPECIFICATIONS, SUPERVISION, OR YEARLY ESCALATION.

Permanent Building Committee Report: (Mr. Dan A. Wooley)

This article is a continuation of a roof repair and replacement program that was begun several years ago under the direction of the Permanent Building Committee. We realized we had a number of school buildings whose roofs were coming to the end of their useful lives, and for which there is ample evidence that they were no longer watertight. After going through the preliminaries several years ago, it was decided to engage the services of a qualified roof engineer to come and inspect the roofs, to give us a report on the condition of the roofs for the individual buildings and to recommend whether they could be repaired or would have to be replaced.

The chart is a result of that initial study prepared by Gale Engineering. You recall last year that the town voted money under Articles 30 and 31 to provide funding for the replacement of a portion of the Curtis Middle School and the Noyes School roofs. These contracts were let out and the projects were completed last summer and early fall. It is significant to note in both cases, the actual cost of the construction of the new roofs was substantially under budget and under the amount appropriated. For the Curtis School we were under budget by approximately \$30,000 and the Noyes School by \$10,000.

We believe that one reason we're coming in under budget is due to the fact that we've been doing our homework first - by having the engineers study the roof, take samples and come up with a recommendation of budget that avoids any surprises. When the roof contract goes out, we don't run into cost overruns because of conditions we were not aware of. We are asking for \$7,500 which will be sufficient to do the engineering for the Nixon roof. When that is completed, we will be back next year to look for the money for the construction. This is a necessary program to extend the useful lives of all these buildings.

Finance Committee Report:

The Finance Committee recommends approval of this article.

Board of Selectmen Position:

The Board supports this article.

Upon the motion of Michael E. Melnick, it was

UNANIMOUSLY VOTED: TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE \$7,500 TO BE EXPENDED UNDER THE DIRECTION OF THE PERMANENT BUILDING COMMITTEE FOR THE EMPLOYMENT OF A QUALIFIED ENGINEERING FIRM FOR ALL ENGINEERING RELATIVE TO THE MAINTENANCE, REPAIR AND/OR REPLACEMENT OF THE NIXON SCHOOL ROOF, OR PORTIONS THEREOF, INCLUDING BUT NOT LIMITED TO PREPARATION OF BIDDING DOCUMENTS, PLANS AND SPECIFICATIONS LEADING TO THE AWARD OF BID.

ARTICLE 22. To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$21,900, or any other sum, to be expended under the direction of the Permanent Building Committee, for the purpose of implementing energy conservation measures in town schools, including but not limited to replacement of lighting fixtures and related items; or act on anything relative thereto.

Implement
Energy
Conservation

Submitted by the Permanent Building Committee.

Permanent Building Committee Report: (Mr. Bruce Langmuir)

The Permanent Building Committee has been and is continuing its efforts on the energy conservation program for the town schools and municipal buildings, utilizing the energy conservation consultant, Jay M. Silverston, Inc. of Waltham. The committee began working on this multi-year program in the late winter of 1980. Since February 1980, we have virtually completed all of our "less-than-one-year" and "one-to-three-year" payback energy conservation measures.

ENERGY CONSERVATION PROGRAM
PROGRESS SUMMARY

- Completed implementation of all low-cost, no-cost conservation measures in all schools and municipal buildings.
- Solicited bids and signed contracts for installation of new lighting and new dual fuel burners in schools.
- Received \$5,300 federal grant for new burners in Curtis Middle School under Department of Energy Matching Fund Program.
- Completed installation of new burners for 1981-82 heating season.
- Completed first stage of new lighting program in school buildings resulting in approximately eleven percent electricity usage reduction per year.
- Appointed energy manager in School Department to supervise ongoing program efforts.

This includes the low-cost, no-cost conservation measures in all schools and municipal buildings. The majority of our energy savings has been due to implementing conservation measures that have reduced oil consumption in our K through 8 schools. Except for burner replacement, the implementation measures in the municipal buildings were similar to those done in the schools. By the beginning of December 1981, the program for replacing burners was completed in the four schools in use now and to be used in the future, which includes Curtis Middle School, Peter Noyes, Haynes and Nixon. We received a \$5,300 federal grant for this program under the Department of Energy Matching Fund Program. The multi-year energy conservation program has reduced energy consumed by approximately 20 percent. To supervise the ongoing energy conservation program in the Sudbury Schools, John Wilson, Business Manager of the Schools, was appointed Energy Manager, last year.

During the 1981 Annual Town Meeting, the Permanent Building Committee presented Article 32 which provided that \$106,000 be expended under the direction of the committee, for energy conservation implementation. This article was approved. The major work done under this article included the program of replacing the seven oil burners in the four schools and the first portion of replacing the lighting fixtures in these same four schools currently in use.

The first portion of the lighting fixture replacement was completed during February 1982. This consisted of implementing lighting conservation measures with faster paybacks. This work and the work in this year's Article 22 consist of replacing incandescent lights with fluorescent lamps and fixtures which provide approximately two and a half times more light output for the same wattage thus reducing electric operating cost. The simple payback for this first portion of the "Improved Lighting Efficiency Program" is about 2.7 years. During the process of approving Article 32, Energy Conservation Implementation at the 1981 Annual Town Meeting, the voters clearly indicated their desire to spread the "Improved Lighting Efficiency" portion of that article over several years. The Permanent Building Committee has continued to work on this basis and directed our energy conservation consultant to review the second portion of the lighting program, for the present use of the schools and as they are expected to be used in the future.

Nixon is now being used predominantly as a school administration building. Haynes, Peter Noyes and Curtis Middle Schools are teaching facilities. Thus in December 1981 and November 1982, our consultant updated his lighting study and conservation recommendations to reflect the current and future use of the schools, which include the near-term future use of Nixon School. The continued consolidation of staff from Lincoln-Sudbury Regional High and Sudbury's K through 8 schools, resulted in more space in Nixon being converted into offices. Earlier energy audits of the schools showed lighting intensity is extremely variable and very low in some areas, being below standards thus risking possible eye strain. Based on the early studies and on these updates to complete all of the "Improved Lighting Efficiency Program", funding of \$21,900 is needed. The energy conservation implementation investment for all of the second portion of this program has a simple average payback of about 3.5 years. Specific implementation measures with long simple paybacks, such as over 5.5 years, have been eliminated from this program.

ATM 83 ENERGY CONSERVATION IMPLEMENTATION ARTICLE

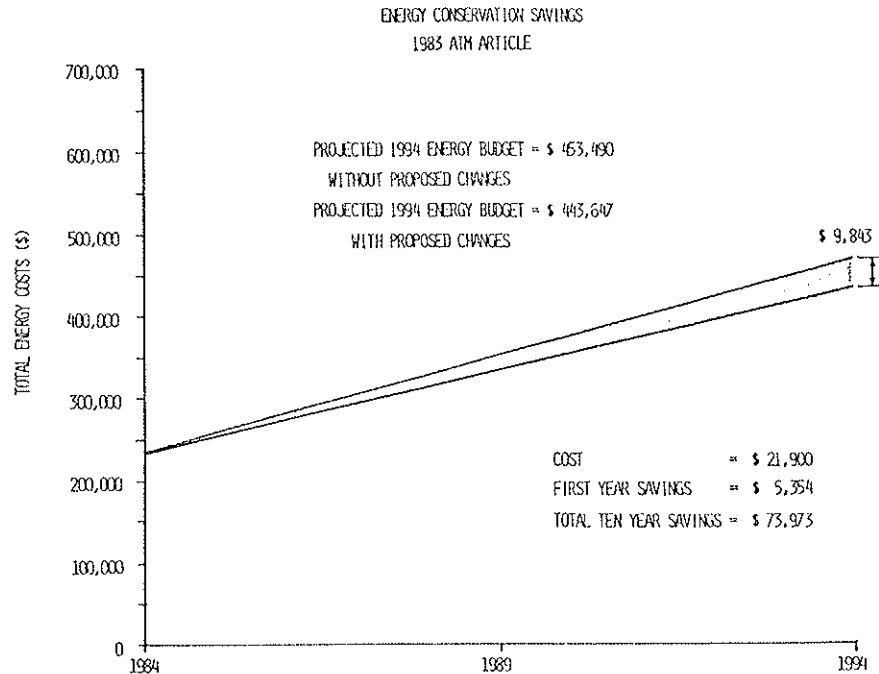
ITEMIZED LIGHTING SAVINGS SUMMARY

SCHOOL	ENERGY SAVINGS (KWH)	PROJECTED COST - JULY 1, 1983			
		PROJECTED COST (¢/KWH)	ANNUAL SAVINGS (\$)	IMPLEMENTATION COST (\$)	SIMPLE PAYBACK (YEARS)
NIXON	27,017	12.9	3,485	10,280	2.9
CURTIS	12,318	12.2	1,503	7,400	4.9
NOYES	<u>2,979</u>	12.3	<u>366</u>	<u>1,175</u>	3.2
TOTAL	42,314		5,354	18,855	3.5
ENGINEERING FEES AND CONTINGENCY				<u>3,045</u>	
1983 ATM ARTICLE				<u>21,900</u>	

NOTE: ASSUMES 7% ANNUAL INCREASE IN ENERGY COSTS AND IMPLEMENTATION COSTS BY JULY, 1983.

For the fiscal year of 1984, the annual savings would be about \$5,354. Simple payback is calculated by dividing implementation cost by the first-year savings, which is indicated as annual savings on this chart. The requested \$21,900 for this article includes \$3,045 for the engineering fees and contingency. Engineering fees are estimated at about 10% of the implementation cost, including specs, bids and overseeing the contractor's implementation of the measures. Contingency is about 6% of the implementation cost and includes costs incurred by the town for implementing this article.

April 11, 1983



The figures on this chart are based on assuming there will be a 7% increase in energy and implementation costs from October and November 1982, when our study was last updated, to July or September 1983. This results in an increase up to the projected cost per kilowatt hour for electricity of 12.9¢ for Nixon, 12.2¢ for Curtis and 12.3¢ for Noyes as shown. As a comparison, the most recent 12 month average cost of electricity per kilowatt hour, ending with September 1982, was 12¢ for Nixon, 11.4¢ for Curtis, 11.5¢ for Noyes and 11.8¢ for Haynes. Those of you who have been paying electric bills for your home know how much they have increased in electricity. Thus, as high as the figures on this chart may seem, they are conservative. This chart shows the effect of this Article 22 on the total energy costs over the next 10 years. The ordinate or vertical axis of this chart indicates the total energy cost which includes oil, plus electricity totalling about \$247,000 for next year's budget. Electricity is about \$97,000 of this \$247,000. As a comparison, in 10 years this budget would increase to about \$453,490 without this Article 22 being implemented and the budget would increase to about \$443,647 with the passage and implementation of this article with a 7% per year electricity inflation rate. The passage of this article results in an estimated electric bill savings of about \$9,843 for the 10th year (1994) as compared to the \$5,354 savings for the first year (1984). Over the next ten years the total ten year savings is about \$73,973 for this \$21,900 investment of Article 22. A nice return on the town's investment. Not included in this total ten year savings is the savings resulting from much longer life fluorescent lamps over incandescent lights. Fluorescent lamps have a typical life expectancy of 20,000 hours versus 2,000 or less hours for incandescent lights.

Finance Committee Report: The Finance Committee recommends approval of this article.

Upon the motion of Mr. Bruce Langmuir, it was

UNANIMOUSLY VOTED: TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS \$21,900 TO BE EXPENDED UNDER THE DIRECTION OF THE PERMANENT BUILDING COMMITTEE FOR THE PURPOSE OF IMPLEMENTING ENERGY CONSERVATION MEASURES IN TOWN SCHOOLS, INCLUDING BUT NOT LIMITED TO REPLACEMENT OF LIGHTING FIXTURES AND RELATED ITEMS.

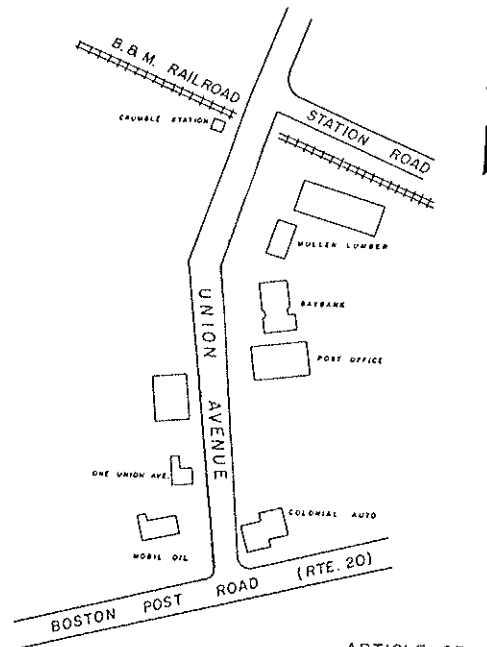
ARTICLE 23. To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$80,000, or any other sum, to be expended under the direction of the Highway Surveyor, for the reconstruction of a portion of Union Avenue, southerly from the Boston & Maine railroad track to the Boston Post Road, approximately 950 feet; and to determine whether said sum shall be raised by borrowing in accordance with the provision of General Laws Chapter 44, section 6A, or otherwise; or act on anything relative thereto.

Submitted by the Highway Surveyor.

Highway Surveyor Report: During the summer of 1982, construction was completed on the section of Union Avenue from Hop Brook to the railroad tracks. The funds requested in this article will complete the second phase of the project, and provide the very necessary drainage system for the area. It is proposed to raise \$15,000 by taxation and \$65,000 by borrowing in accordance with G.L.C.44, s.6A. Reimbursement of \$65,000 is anticipated under Chapter 90 Construction Funds agreements with the State Department of Public Works.

Finance Committee Report: The Finance Committee considers the importance of this project far outweighs the \$15,000 portion of the expenditures that would not be reimbursed by State funds. Recommend approval.

Board of Selectmen Position: The Board supports this article.



ARTICLE 23
UNION AVENUE RECONSTRUCTION

Upon the motion of Mr. Robert Noyes, Highway Surveyor, it was

UNANIMOUSLY VOTED: TO APPROPRIATE THE SUM OF \$80,000 TO BE EXPENDED UNDER THE DIRECTION OF THE HIGHWAY SURVEYOR, FOR THE RECONSTRUCTION OF A PORTION OF UNION AVENUE, SOUTHERLY FROM THE BOSTON AND MAINE RAILROAD TRACKS TO THE BOSTON POST ROAD, APPROXIMATELY 950 FEET, AND TO RAISE THIS APPROPRIATION THE TREASURER, WITH THE APPROVAL OF THE SELECTMEN, IS AUTHORIZED TO BORROW \$65,000 UNDER MASSACHUSETTS GENERAL LAWS CHAPTER 44, SECTION 6A WITH THE BALANCE OF \$15,000 TO BE RAISED BY TAXATION.

April 11, 1983

ARTICLE 24. To see if the Town will vote to raise and appropriate or appropriate from available funds, \$100,000, or any other sum, to be expended under the direction of the Highway Surveyor, for the relocation and reconstruction of a portion of Dutton Road, as shown on a plan on file in the Town Clerk's Office, prepared by the Town of Sudbury Engineering Department, entitled "Plan of Land in Sudbury, Massachusetts Showing Highway Easement Dutton Road", dated September 3, 1982; and to determine whether said sum shall be raised by borrowing in accordance with the provisions of General Laws Chapter 44, section 6A, or otherwise; or act on anything relative thereto.

Reconstruct
Portion of
Dutton Road

Submitted by the Highway Surveyor.

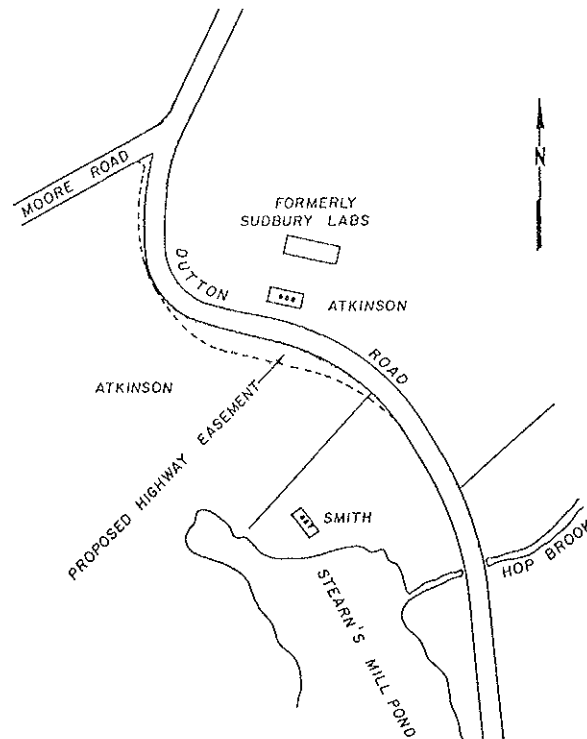
Highway Surveyor Report: (Mr. Robert Noyes)

The funds requested in this article will be utilized to reconstruct and install drainage in a 1,300-foot portion of Dutton Road. This section of road was redesigned by our Engineering Department several years ago. The construction will be performed over easements to be acquired adjacent to the public way. A layout and acceptance of the easement area will not be done at this time due to scheduling considerations. It is proposed to raise \$25,000 by taxation and \$75,000 by borrowing in accordance with G.L. C.44, s.6A. Reimbursement of \$75,000 is anticipated under Chapter 90 Construction Funds agreements with the State Department of Public Works.

Mr. Noyes also reported that the money to reconstruct the walkway along a portion of Dutton Road was appropriated last year. When we went to obtain the easements for the walkway, we were informed that Sudbury Lab was considering making some changes, so we decided to hold off bidding the walkway, as it would make more sense to reconstruct a portion of the road simultaneously with the walkway. The reconstruction of Dutton Road will be done by the Sudbury Highway Department and the walkway will be done by a contractor.

Finance Committee Report: The Finance Committee recommends approval.

Board of Selectmen Position: The Board supports this article.



ARTICLE 24
DUTTON ROAD RECONSTRUCTION

Upon a motion of Mr. Robert Noyes, it was

UNANIMOUSLY VOTED: TO APPROPRIATE THE SUM OF \$100,000 TO BE EXPENDED UNDER THE DIRECTION OF THE HIGHWAY SURVEYOR, FOR THE RELOCATION AND RECONSTRUCTION OF A PORTION OF DUTTON ROAD, AS SHOWN ON A PLAN ON FILE IN THE TOWN CLERK'S OFFICE, PREPARED BY THE TOWN OF SUDBURY ENGINEERING DEPARTMENT, ENTITLED "PLAN OF LAND IN SUDBURY, MASSACHUSETTS SHOWING HIGHWAY EASEMENT DUTTON ROAD", DATED SEPTEMBER 3RD, 1982: AND TO RAISE THIS APPROPRIATION THE TREASURER, WITH THE APPROVAL OF THE SELECTMEN, IS AUTHORIZED TO BORROW \$75,000 UNDER MASSACHUSETTS GENERAL LAWS CHAPTER 44, SECTION 6A WITH THE BALANCE OF \$25,000 TO BE RAISED BY TAXATION.

ARTICLE 25.

Discontinue
Portion of
Powder Mill
Road

Petition

To see if the Town will vote that Powder Mill Road, a public town way, be discontinued for a distance of approximately 300 feet more or less in both the northerly and southerly directions at that point where it intersects the boundary between the residential and limited industrial zones as shown on the Town of Sudbury Zoning Map, so that traffic to or from the industrially zoned area will not be able to pass through the residential zone, and vice versa, provided, however, that emergency access through or around the discontinued portion of such way for fire, police and other municipal services shall continue; and that the Board of Selectmen be and hereby are authorized and directed to take any and all necessary action to accomplish the foregoing, including to acquire by gift, purchase or by eminent domain as the Selectmen shall determine, a reasonable portion of the land owned by Project Management, Inc., or its successors adjacent to such discontinued portion of the way for turnarounds, emergency access and the like, or act on anything relative thereto.

Submitted by Petition.

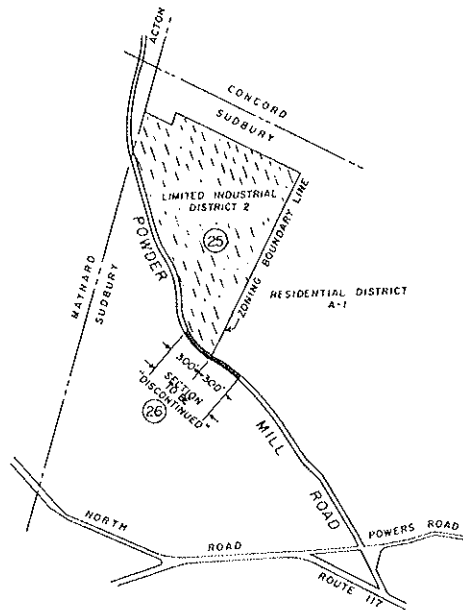
Petitioners Report: (Mr. Gerald B. Morse)

We propose this article because there is a very serious traffic-safety hazard and it is going to get significantly worse, as you'll see in the course of this discussion. We are talking about the northwest corner of Sudbury, Route 117, Powers Road and Powder Mill Road. This whole area is of concern. Powers Road and Powder Mill Road have, over the past few years, picked up an increasing amount of traffic due largely to the development of industry, particularly in Maynard. Powers Road is a shortcut from Concord and Lexington over to the Maynard plant.

We had a committee called "S.O.S.", Safety of Our Streets. It was a large group of approximately 200 families of North Sudbury. We worked very hard in the past year and a half when we first became aware that the traffic problem was going to get so much worse. There are new industrial developments going up in that area. We engaged an attorney, as there were a number of legal questions we needed advice on. We engaged a land planner because there were a number of technical questions that we needed advice on. We worked very closely with the town, with the administration and with the safety officials of the town.

Our problem is safety. Powers Road and Powder Mill Road have 14 foot road widths. Powers Road, in a short space, has five blind curves and blind driveways. The roads are so narrow that two cars can't pass in the winter time. A school bus and a car can't pass in the summer time. It's an exceptionally dangerous, narrow, twisty road. It is one of Sudbury's oldest roads. It is not safe for adults. There are adults who won't drive on the road. It's not safe for children to bicycle on. It has a very high accident rate. We have about an accident a month, and those are reported accidents. There are a number of us who have stone walls who have them regularly knocked out, and these are unreported accidents. These roads are right now beyond their maximum capacity. The problem is not just what we have now. The problem is that it is going to be aggravated so seriously.

There are two new business parks projected. The one we addressed first was the Sudbury Business Park. It is 300,000 square feet which means about 1,500 cars. I think that is a conservative number. To put it in real terms, 300,000 square feet, is about the size of the Raytheon building on Route 20. We're talking about sticking a Raytheon size building with all its attendant traffic problems up in this little corner, that is being fed by 14 foot roads, that isn't even safe now. We add the Concord Research Park area, we're talking about something like almost another two Raytheons. The total of say like three Raytheons stuck up there and totally fed inadequately. We think that Powers Road and Powder Mill Road are just going to be impossible and this whole thing is really the beginning of a one mile industrial strip.



ARTICLE 25 & ARTICLE 26

The area we are talking about cul-de-sacing is right on Powder Mill Road. What we are proposing is to block this off so that it separates the residential area from the industrial area. The industrial zone goes from the Maynard side of the cul-de-sac all the way down to Nuclear Metals. The towns of Acton and Maynard are going to have the bulk of it and the bulk of the tax advantage. We are going to get the bulk of the traffic.

When we first started, we asked ourselves what are the courses of action we could take. We could have done nothing and just let it happen, except that if it goes in, the town is going to have to repair the intersections. At a minimum, it is going to have to repair the intersections at Route 117, Powers Road and Powder Mill Road. The bylaw states that before a site plan can be approved, safety is of prime importance - one of the prime considerations. The cost for putting in just the intersections, we have estimated to be about a million dollars. Assuming a million dollars for financing, that's a total of two million dollars cost. It still doesn't solve the problem on Powers Road or the other roads surrounding it, which are going to feed this whole area, which includes Mossman and Haynes Road as well.

We did think about modifying the traffic flow. We talked with land developers, the safety officers and the town. We considered putting up one-way signs, maybe "resident only" signs, and other ideas that we thoroughly explored. It turns out they're either ineffective or they are unenforceable. They just wouldn't work in the opinion of all the professionals with whom we spoke. The next choice, and this was our first choice, was rezoning. Let me address this right here and now. We plan to withdraw, or in the legal words, to table indefinitely Article 26 which follows this. Our choice is the cul-de-sac. The reason is that rezoning is costly to the developer. I'm not even sure it would have been totally effective as he still has grandfathered rights to build for three years. It would require costly improvements to the roads and the intersections and it would deprive the town of a tax base. At the time for submitting articles to the Warrant, we did not know if all the details could be worked out, therefore, we submitted both articles. We have talked with safety officials and all the town officials, and it turns out that the cul-de-sac is doable. We think it is the right solution. It's a compromise solution. The developer supports it and the town supports it. The developer can go along unhampered and the town retains its financial advantage of letting the development go in. The town avoids all costs because the developer is going to pick up the costs of supplying the land for the turnabout and for the access road. He, in fact, is going to do his own maintenance. There has to be, of course, a safety access road, but he is supplying the land for that. The Selectmen support it, and the safety officials, the Police Chief and the Fire Chief, support it.

Finance Committee Report: The Finance Committee recommends approval of this article.

Selectmen's Position: The Board of Selectmen unanimously support this article.

After considerable discussion the Moderator recognized Dr. Michael Robinson of Powers Road who moved to amend the main motion by deleting the words "purchase or by eminent domain as the Selectmen shall determine".

In support of his motion, Dr. Robinson said we no longer need those words as the developer is giving the land to the town to build the cul-de-sacs. There won't be any purchase necessary. There won't be any taking of land by eminent domain.

Dr. Robinson's motion to amend was *VOTED*.

Following this amendment, considerably more discussion ensued between the proponents and the opponents of the cul-de-sacs proposed for Powder Mill Road until Mrs. Patricia Bellows moved the question.

The motion to move the question was *UNANIMOUSLY VOTED*.

The main motion, as amended, was *VOTED*.

In favor: 242 Opposed: 122 TOTAL: 364

ARTICLE 26. To see if the Town will vote to amend Article IX of the Sudbury Bylaws (Zoning Bylaw), section II, C, by deleting Limited Industrial District No. 2 in its entirety with the result that this area will revert to and be included in zoning district Residential A-1; or act on anything relative thereto.
Amend Bylaws
Art. IX, II, C
Rezone
LID#2
Petition Submitted by Petition.

Petitioners Report: (See report under Article 25)

Mr. Gerald B. Morse, one of the petitioners, moved for indefinite postponement.

The motion for indefinite postponement was *VOTED*.

ARTICLE 27. To see if the Town will vote to raise and appropriate, or appropriate from available funds, a sum of money to be added to the Stabilization Fund established under Article 12 of the October 7, 1982 Special Town Meeting pursuant to Massachusetts General Laws Chapter 40, section 5B; or act on anything relative thereto.
Stabilization Fund

Submitted by the Board of Selectmen.

Board of Selectmen Report: (Mr. John Murray)

The Board supports this article.

Finance Committee Report: (Mr. James Pitts)

This fund was established at the October Special Town Meeting of 1982 in the amount of \$157,000. The purpose of the fund is to preserve and carry forward to future years certain amounts to be used to stabilize the tax rate. Its use is safeguarded in that it can only be spent after a two-thirds vote at a duly posted town meeting, such as this. The principle use to which it can be put is capital expenditures. We urge your support for this addition so that the town will have additional flexibility to cope with Proposition 2½ to avoid unnecessary borrowing or leasing for capital items.

It was *UNANIMOUSLY VOTED: TO APPROPRIATE THE SUM OF \$150,000 TO BE HELD IN THE STABILIZATION FUND PURSUANT TO MASSACHUSETTS GENERAL LAWS CHAPTER 40, SECTION 5B, SAID SUM TO BE RAISED BY TAXATION.*

The Moderator then recognized Mr. Pitts, Chairman of the Finance Committee who moved to take from the table action under section G of the Wrap-up Motion under Article 5.

Mr. Pitts motion was *UNANIMOUSLY VOTED*.

Upon a motion by Mr. Pitts, it was

VOTED: TO APPROPRIATE THE SUM OF \$466,123 FROM FREE CASH AS AN OFFSET TO THE BUDGET IN DETERMINING AND SETTING THE FISCAL YEAR 1984 TAX RATE, IF NEEDED TO MEET THE REQUIREMENTS OF PROPOSITION 2½.

The Moderator announced that the next order of business would be the motion to reconsider Article 16, Amend the Sudbury Zoning Bylaw, Intensity Regulations.

Mr. Burt Mullen of Woodside Road moved to reconsider Article 16 as it was voted.

In support of his motion, Mr. Mullen stated as follows: The reasons for reconsideration of this article are very simple. There was a great deal of confusion on just what people were voting on after the initial presentation of Article 16. Mrs. Reed of the Planning Board said it dealt only with new development and did not make any businesses or buildings non-conforming. Nothing could be further from the truth because it does effect every piece of commercial property in Sudbury. If Article 16 becomes part of the Zoning Bylaw of Sudbury, it will have a devastating effect on all the small Sudbury businesses and make virtually every business site a non-conforming use. It would also effect the expansion of larger companies such as Raytheon, which is contemplating a major expansion at this time. We are talking about millions of dollars in construction costs by one of this town's largest taxpayers. The business community, especially the small local businesses, were not aware of the tremendous impact Article 16 would have on their investment in Sudbury. We were as a group caught napping. I urge everyone out of a sense of fair play to take another look at Article 16.

In support of the motion to reconsider was Mr. Frank Vana of Raymond Road who said it was his feeling that there was a great deal of confusion and contradiction in the presentation of Article 16 by the Planning Board this past Wednesday evening. The question was asked of the Planning Board, would the present businesses in Sudbury be affected if this article was passed. The answer from the Planning Board was that the present businesses would not be affected. Various attempts to correct this statement were made from the floor and to many, the confusion continued to exist due to the contradicting viewpoints. The Planning Board's representation was clearly in error and there is a severe impact on an estimated 75% or more of the current businesses now operating in Sudbury. These businesses are now operating as pre-existing, non-conforming businesses. This is a devaluation of the property to the owner and consequently to the town's tax base. There are several projects with approved site plans, obtained at great expense, ready to move forward. Raytheon is only one of these. These expansions and renovations would add millions of dollars to the future tax base of the town, not to mention some badly needed esthetic improvements that would be accomplished. These projects would be terminated if Article 16 stands. The discussion related to these specific projects would be more properly allowed should reconsideration of Article 16 be passed.

Article 16 with its implications now and in the future was presented in such a way as to create confusion in the minds of many who did not realize its full impact. I also noted confusion and seemingly the lack of previous evaluation on the part of all town boards as to the implications and the costly results of this article, not only to the business community but to the town itself. No article in this entire Warrant has the potential financial impact regarding the tax base, as did this article. Yet, there were no recommendations or guidance from the Board of Selectmen, the Finance Committee or the Board of Assessors who could easily advise the hall of the impact on the future tax base and the future tax increase to the residents of Sudbury created by the enactment of Article 16. I have been in contact with two attorneys, an engineering firm and Town Counsel through the Board of Selectmen, trying to get the answers as to the exact impact of this article as it effects the business community, which is a part of the town and the town in general. No one had the exact answers the first time around. As the answers began to emerge, it was clear to see why reconsideration of town meeting articles, although made difficult, was implemented into the town bylaws. I urge your vote to reconsider this article so that the confusion and the impact of this article along with its true intent may be addressed.

Mr. Joseph Klein of the Board of Appeals and Mr. James Pitts, Chairman of the Finance Committee both expressed their opposition to this motion of reconsideration.

A considerable amount of discussion continued in favor of the motion.

Dr. Donald Oasis moved the question. The Moderator indicated that the motion was VOTED.

The Moderator then instructed the hall that the motion to reconsider requires a 2/3rds vote.

The motion to reconsider Article 16 was VOTED:

In favor:	227	Opposed:	106	TOTAL:	333
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The Moderator then asked the Planning Board for a motion.

Mr. Henry Sorett of the Personnel Board stood up and made the motion to indefinitely postpone Article 16.

A great deal of discussion followed as to the merit of indefinite postponement and what it would mean to Article 16. It was the consensus of the hall that the motion to indefinitely postpone should be considered as it would give the Planning Board an opportunity to review the article and bring it back next year along with answers to many question that were brought up when the article was previously discussed. It was also felt that indefinite postponement would provide an opportunity to the various town committees and boards to report back to town meeting, next year, their individual positions on this article.

The motion to indefinitely postpone Article 16 was *VOTED*.

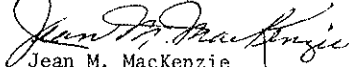
Upon a motion made by Mr. John Murray, it was

VOTED: TO DISSOLVE THE ANNUAL TOWN MEETING.

The meeting dissolved at 10:48 P.M.

(Attendance - 447)

A true record, Attest


Jean M. MacKenzie
Town Clerk

PROCEEDINGS

EMERGENCY SPECIAL TOWN MEETING

OCTOBER 3, 1983

The meeting was called to order by the Moderator, J. Owen Todd, at 8:21 P.M. at the Lincoln-Sudbury Regional High School Auditorium. He declared a quorum was present.

The Reverend David Dean of the First Baptist Church of Sudbury was introduced and he presented the invocation which was followed by the pledge of allegiance to the flag.

The Moderator announced that the Town Accountant had certified that the amount of free cash to be \$326,690.44.

The Moderator announced that he had examined the call of the Emergency Special Town Meeting, the officer's return of service and the Town Clerk's return of mailing and found them to be in order.

Upon a motion made by Selectman John E. Murray, it was

UNANIMOUSLY VOTED: TO DISPENSE WITH THE READING OF THE CALL OF THE MEETING, THE OFFICER'S RETURN OF SERVICE AND THE TOWN CLERK'S RETURN OF MAILING TO EACH HOUSEHOLD IN THE TOWN, AND TO WAIVE THE READING OF THE ARTICLES OF THE WARRANT FOR THE EMERGENCY SPECIAL TOWN MEETING OF OCTOBER 3RD, 1983.

After a few announcements, the Moderator called upon the Board of Selectmen for their report.

Board of Selectmen Report: (John E. Murray)

The Selectmen have called this special town meeting to increase the fiscal '84 tax levy allowed under Proposition 2½. We didn't do this at the 1983 Annual Town Meeting, as the state had not distributed to the cities and towns its final Cherry Sheet figures, including local charges, receipts and local aid. Because the tax rate for fiscal '84 has not yet been set, we can do it now. If we vote in favor of Article 4, which would be to rescind a portion of the free cash figure used at the 1983 ATM, what happens? The \$332,624 goes back into free cash and is available for use in future years, when it will be needed to avoid cutbacks in town services because of the impact of Proposition 2½, where it would be even more severe. If we vote against Article 4 and do not rescind the free cash \$332,624, what will happen? We may have to reduce personnel services in 1984/1985, because of escalating severity of Proposition 2½. We may have to reduce future personnel and services beyond 1984/1985 again for the reasons stated above and because total future levies will be proportionately decreased.

What is free cash? Free cash is the town's savings account. Because the maximum tax levy is now restricted by law, we use free cash at the ATM to offset approved budgets so that we may stay within the levy limit. This action is based on our estimates of state receipts. The state receipts we voted at the 1983 ATM from free cash to reach the levy limit were \$466,123. Since then, we received the actual net state receipts, which exceeded our estimate by \$414,484. This allows us now to leave more of our money in the bank and still reach the levy limit. If free cash is left at \$466,123, we not only deplete our bank account, but we also greatly restrict our future ability to deal with the rising costs of mandated programs and to fund desired levels of town services without resorting to an override of Proposition 2½. The Board of Selectmen recommend favorable action on all of the articles in the Special Town Meeting Warrant.

October 3, 1983

ESTM ARTICLE 1

Unpaid To see if the Town will vote to raise and appropriate, or appropriate from
Bills available funds, a sum of money to pay for any one or more of the following
unpaid bills, incurred in prior fiscal years, totalling \$823.93:

\$362.84 to pay Charles R. Quinn for career incentive pay (Police);
\$ 25.00 to pay Secretary of the Commonwealth for publications (Fire);
\$ 37.50 to pay Warren E. Boyce for mileage reimbursement (Building);
\$232.75 to pay William L. Miles for tuition reimbursement (Fire);
\$165.84 to pay Douglas R. Stone for tuition reimbursement (Fire);

or act on anything relative thereto.

Submitted by the Board of Selectmen.

Finance Committee Report: (James Pitts) Recommends approval.

*UNANIMOUSLY VOTED: TO APPROPRIATE THE FOLLOWING SUMS OF MONEY TO PAY FOR THE
FOLLOWING UNPAID BILLS INCURRED IN PRIOR FISCAL YEARS, TOTALLING \$813.93.*

*\$362.84 TO PAY CHARLES R. QUINN FOR CAREER INCENTIVE PAY (POLICE);
\$ 25.00 TO PAY SECRETARY OF THE COMMONWEALTH FOR PUBLICATIONS (FIRE);
\$ 37.50 TO PAY WARREN E. BOYCE FOR MILEAGE REIMBURSEMENT (BLDG.);
\$232.75 TO PAY WILLIAM L. MILES FOR TUITION REIMBURSEMENT (FIRE);
\$165.84 TO PAY DOUGLAS R. STONE FOR TUITION REIMBURSEMENT (FIRE);*

SAID SUMS TO BE RAISED BY TAXATION

ESTM 2 ARTICLE 2

FY84 To see if the Town will vote to raise and appropriate, or appropriate
Budget from available funds, \$20,000, or any other sum, as an addition to line
Adjust- Item 201, Temporary Loan Interest, Debt Service, voted by the 1983 Annual Town
ment Meeting under Article 5 for Fiscal Year 1984, or act on anything relative
thereto.

Debt
Service Submitted by the Board of Selectmen.

Finance Committee Report: (James Pitts)

The Finance Committee has worked with the Town Treasurer to re-estimate the interest payments that were not funded in the original budget and recommends approval of Article 2 in the amount of \$35,000.

Treasurer's Report: (Chester Hamilton)

The people should be aware that the figure has risen from \$20,000, shown in the warrant which was distributed, to a figure of \$35,000 and this did come about as a result of a further review of the question and the needs.

Mr. Hamilton further explained that it was hoped that anticipated tax bills would be out on November 1st. We have \$3,000,000 currently outstanding in borrowing which matures on December 15th. If the tax bills are not issued by November 1, and it now appears that they will not be, we will have to anticipate renewing that \$3,000,000 in borrowing, having additional borrowing, and having interest on both items. For this reason, the figure which originally was hoped for to be adequate is felt very strongly not to be adequate. If the money is appropriated in this manner, and it is not used, it will be returned, obviously, to the marvelous item of Free Cash at the year's end. If the amount becomes necessary and has not been appropriated, it would represent a very significant drain against the Reserve Fund of the Finance Committee and it was felt by both sides that this would be, by far, the most intelligent way to approach this problem.

VOTED: TO APPROPRIATE \$35,000 AS AN ADDITION TO LINE ITEM 201, TEMPORARY LOAN INTEREST, DEBT SERVICE, VOTED BY THE 1983 ANNUAL TOWN MEETING UNDER ARTICLE 5 FOR FISCAL YEAR 1984, SAID SUM TO BE RAISED BY TAXATION.

October 3, 1984

ESTM 3 ARTICLE 3

LSRHS To see if the Town will vote to raise and appropriate, or appropriate
 Drainage from available funds, \$5,000, or any other sum, as its share of funds to
 be expended under the direction of the Lincoln-Sudbury Regional School
 District Committee to repair the drainage around the bleachers on the
 west side of the Lincoln-Sudbury Regional High School football field;
 or act on anything relative thereto.

Submitted by the Lincoln-Sudbury Regional District School Committee.

Lincoln-Sudbury Regional High Committee Report: (Alan Grathwohl)

It is the intention of the Regional Committee to complete drainage work around the existing bleacher site prior to the grounds freezing. This will enable us to determine how well the drainage works next spring before commencing repairs to the bleacher footings.

Finance Committee Report: (James Pitts)

The Finance Committee has had a number of meetings with representatives of the Regional Committee on this matter and we recommend approval. The Finance Committee has never had any question as to the merits of this particular project. Our only issue has been the process whereby the Regional Committee seems to be waiting until situations reach crisis status and when the repair or other projects have to be considered and voted on at Special Town Meetings. We believe strongly that coming to Special Town Meetings for bleacher repairs or roof repairs circumvents the budgeting process and does not allow balancing of priorities and tradeoffs. Last year's roof problem and this year's bleacher situation are not new problems. Last week we were given a listing of some \$1.4 million of other repairs and improvements that are in various stages of urgency, and for which no funds have been budgeted. Our vote of recommending approval is based on an expectation that the School Committee will promptly adopt a formal long-range building repair and renovation spending program. Furthermore, we expect that this program will be built into and become an integral part and visible part of their annual budget. We believe that \$5,000 is not the issue, but that a realistic plan and a visible plan for dealing with these improvements is the issue.

VOTED: TO APPROPRIATE \$5,000 AS THE TOWN'S SHARE OF FUNDS TO BE EXPENDED UNDER THE DIRECTION OF THE LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT COMMITTEE TO REPAIR THE DRAINAGE AROUND THE BLEACHERS ON THE WEST SIDE OF THE LINCOLN-SUDBURY REGIONAL HIGH SCHOOL FOOTBALL FIELD, SAID SUM TO BE RAISED BY TAXATION.

ESTM 4 ARTICLE 4

Free To see if the Town will vote to reduce the appropriation of \$466,123 from
 Cash free cash made under Article 5 of the 1983 Annual Town Meeting, as an
 offset to the fiscal year 1984 budget, by \$347,614, or any other sum, said
 sum of \$347,614, or any other sum, to be raised by taxation for the purpose
 of funding that portion of the annual budget, previously offset by free cash,
 in the same amount; or act on anything relative thereto.

Submitted by the Board of Selectmen.

Finance Committee Report: (James Pitts)

When the budget was prepared for the Annual Town Meeting in the Spring, we used estimates of state aid that turned out to be some \$400,000 less than the reimbursements we actually were notified of based on the Cherry Sheets. Accordingly, we must revise our free cash vote or let the increase go towards a drop in the tax rate. This means we have a choice either to reduce the current year taxes by applying the increase in local aid to reduce the tax levy, or carry forward the amount as free cash so that Sudbury can comply with and react to Proposition 2½ in future years.

October 3, 1983

The way Proposition 2½ works is that a reduction below a given year's maximum levy limit automatically reduces the levy limits in future years. This is because once the levy limit is reduced, it establishes a base that can only increase by 2½% the following year. Another way to explain this is - if the increase in state aid is not set aside, the '84 levy limit drops. We will have set a new lower base. Then in FY84, unless free cash is available, jobs and services will have to be eliminated to balance the budget. While the Finance Committee accepts service reduction and job eliminations as some of the intended and expected results of Proposition 2½, the Committee believes that Sudbury does not have excess services, and in fact, is notably efficient and conservative in most of its fiscal affairs and operations.

In order to understand the '85 spending picture, I would like to show you our projection for 1985 as we see it now.

FY85 LEVY PROJECTION

		<u>W/O Article 4</u>	<u>With Article 4</u>
1.	LHRHS Salaries 6%	3,874,300	3,874,300
2.	Town and local school salaries 6%	8,098,804	8,098,804
3.	Unclassified 3.78%	1,188,297	1,188,297
4.	Expenses 2.5%	3,324,702	3,324,702
5.	Total town budget projection	16,486,103	16,486,103
6.	State/County assessments	1,319,465	1,319,465
7.	Gross appropriation	17,805,568	17,805,568
8.	Less: State aid, receipts & funds	4,623,949	4,623,949
9.	'85 projected levy	13,181,619	13,181,619
10.	'84 max levy based on 2½	12,729,690	13,147,932
11.	Over '84 max levy	451,929	33,687

Add lines 1 and 2, and compare them to the total on line 5. You will find that salaries represent approximately 75% of the total. We are projecting using a 6% expected rate of salary increase for FY85. Almost all salaries are being negotiated in collective bargaining this year, and it is anybody's guess as to what settlements and increases will be formally agreed upon.

Line 9 is the total projected levy for FY85 and line 10 is the maximum levy that will result if we do not approve Article 4. Upwards of \$450,000 in the way of jobs, salary increases or services will have to be cut.

The Finance Committee strongly recommends your vote in favor of Article 4.

VOTED: TO REDUCE THE APPROPRIATION OF \$466,123 FROM FREE CASH MADE UNDER ARTICLE 5 OF THE 1983 ANNUAL TOWN MEETING, AS AN OFFSET TO THE FISCAL YEAR 1984 BUDGET, BY \$332,624, SAID SUM OF 332,624, TO BE RAISED BY TAXATION FOR THE PURPOSE OF FUNDING THAT PORTION OF THE ANNUAL BUDGET, PREVIOUSLY OFFSET BY FREE CASH, IN THE SAME AMOUNT, THE BALANCE OF \$133,499 TO REMAIN AS AN OFFSET TO THE FY84 BUDGET FROM FREE CASH.

October 3, 1983

ESTM 5 ARTICLE 5

Accept To see if the Town will vote to accept Clause 37A of section 5 of Chapter
G.L. c59, 59 of the General Laws, as amended, which provides property tax relief to
s. 5, blind persons; or act on anything relative thereto.
Clause
37A Submitted by the Board of Assessors.

Finance Committee Report: (James Pitts)

It is estimated that there are approximately six (6) individuals who would qualify for the increased exemption contained in Clause 37A. The impact to the town of this article is very small from a fiscal point of view, and we recommend approval.

UNANIMOUSLY VOTED: TO ACCEPT CLAUSE 37A OF SECTION 5 OF CHAPTER 59 OF
THE GENERAL LAWS, AS AMENDED, WHICH PROVIDES PROPERTY TAX RELIEF
TO BLIND PERSONS.

ESTM 6 ARTICLE 6

Accept To see if the Town will vote to accept Clause 41B of section 5 of Chapter
G.L. c59, 59 of the General Laws, as added by Chapter 653 of the Acts of 1982, which
s. 5, provides relief to certain persons from the impact of revaluation; or act
Clause
41B on anything relative thereto.
Submitted by the Board of Assessors.

Finance Committee Report: (James Pitts)

The Finance Committee supports Article 6. The cost to the town of increasing this exemption is estimated at \$15,000 and the Committee recommends approval.

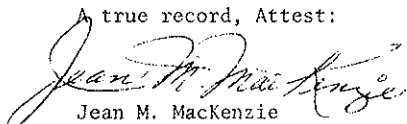
VOTED: TO ACCEPT CLAUSE 41B OF SECTION 5 OF CHAPTER 59 OF THE GENERAL
LAWS AS ADDED BY CHAPTER 653 OF THE ACTS OF 1982, WHICH PROVIDES
RELIEF TO CERTAIN PERSONS FROM THE IMPACT OF REVALUATION.

The Moderator then recognized Mr. John Murray who *moved to dissolve the Emergency Special Town Meeting of October 3, 1983.* The motion was seconded and VOTED.

The meeting was dissolved at 8:43 P. M.

(Attendance: 130)

A true record, Attest:


Jean M. MacKenzie
Town Clerk