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ANNUAL TOWN ELECTION, MARCH 26, 1990

ANNUAL TOWN MEETING, APRIL 2, 1990

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APRIL 3, 4, 23, 1990

SPECIAL TOWN ELECTION, MAY 14, 1990

SPECIAL TOWN MEETING, SEPTEMBER 10, 1990

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| Historical Commission, budget (515)                           | 6              | 47          |     |
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| LBD #1 - Enlarge, North Side of Rt. 20 (Westerly End)<br>(Art. IX.II.C)   | STM 9          | 144         | Def |
| LBD #1 - Enlarge, South Side of Rt. 20 (Westerly End)<br>(Art. IX.II.C-C) | STM 10         | 148         | Def |
| LBD #5 - Delete Portion of (Art. IX,II,C)                                 | 40             | 86          |     |
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| Local Receipts - Chart  | 6              | 35          |     |
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| Metrowest and M.A.G.I.C. Planning Funds                                   | 14             | 25          | W   |
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| <br>  |                |             |     |
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| <br>  |                |             |     |
| Park and Recreation, budget (700)   | 6              | 49          |     |
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| Classification Plan   | 4              | 7           |     |
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| Planning Board, budget (512)  | 6              | 46          |     |
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| Quarterly Tax Billing, Accept Chap. 653, §41, Acts of 1989                | 3              | 6           |     |
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| Permitted Uses (Art. IX.III.D)  | 33             | 108         | Ref |
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| Mary V. Early   |                | 3           |     |
| Guernsey L. Frost   |                | 3           |     |
| Richard C. Hill   |                | 3           |     |
| Grace E. Horton   |                | 3           |     |
| Edward J. McCarthy  |                | 3           |     |
| Nicholas S. Polio   |                | 3           |     |
| Rev. Stanley G. Russell   |                | 3           |     |
| Albert J. Skavicus  |                | 3           |     |
| Ralph W. Stone, Jr.   |                | 3           |     |
| William F. Toomey   |                | 3           |     |
| Walter Burgess Warren   |                | 3           |     |

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| Schools   |                |             |     |
| Asbestos Removal, Noyes/Curtis/Haynes                       | 26             | 76          |     |
| Budget  | 6              | 38          |     |
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| Salary Adjustment - Amend FY91 Budget                       | STM 6          | 142         | IP  |
| Selectmen, budget (501)                                     | 6              | 44          |     |
| Septage Facility,   |                |             |     |
| Clarifier and Sludge Thickener, Purchase of                 | 19             | 27          |     |
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| Continuance of (Art. IX.V.D.12)                             | 43             | 91          | IP  |
| Hand Carried (Art. IX.V.D.6.i)                              | 44             | 93          | Def |
| Motor Vehicle (Art. IX.V.D.6.h)                             | 44             | 93          | Def |
| Political (Art. IX.V.D.6.j)                                 | 44             | 93          | Def |
| Special Town Election, May 14, 1990                         |                | 113         |     |
| State Election  |                | 152         |     |
| State Election Recount                                      |                | 159         |     |
| State Primary   |                | 150         |     |
| State of the Town   |                | 4           |     |
| Street Acceptances  | 13             | 24 & 100    |     |
| Belcher Drive   |                |             |     |
| Candlewood Circle   |                |             |     |
| Kato Drive  |                |             |     |
| Kato Summit   |                |             |     |
| Laurel Circle   |                |             |     |
| Mary Catherine Lane   |                |             |     |
| Old Meadow Road (Portion)                                   |                |             |     |
| Phillips Road   |                |             |     |
| Run Brook Circle  |                |             |     |
| Suffolk Road  |                |             |     |
| Walker Farm Road  |                |             |     |
| Webster Circle  |                |             |     |
| White Oak Lane  |                |             |     |
| <br>  |                |             |     |
| Tax Billing, Quarterly - Accept Chapter 653, Section 41     | 3              | 6           |     |
| Tax Title Clarification                                     | 7              | 18          |     |
| Town Clerk, budget (506)                                    | 6              | 46          |     |
| Town Pool, budget (701)                                     | 6              | 50          |     |
| Town Salary Adjustment - Amend FY91 Budget                  | STM 7          | 143         | IP  |
| Transfers: Reserve Fund                                     | 6              | 54          |     |
| Treasurer/Tax Collector, budget (505)                       | 6              | 45          |     |
| <br>  |                |             |     |
| Unclassified, budget (950)                                  | 6              | 53          |     |
| Unisys Facility, Maintain Existing Commercial Tax Base      | 35             | 109         | Ref |
| Unpaid bills  | 5              | 17          |     |
| <br>  |                |             |     |
| Veterans, budget (900)                                      | 6              | 52          |     |
| Voting Equipment, Purchase of                               | 18             | 27          | W   |
| <br>  |                |             |     |
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| Wayside Inn Historic Preservation Residential Zone          | 45             | 94          |     |
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| Wiring Permit Fees (Art. XVII)                              | 39             | 85          |     |

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| Youth Commission, budget (710)  | 6              | 51          |     |
| Zoning Bylaw (Art. IX) Amendments   |                |             |     |
| Home Occupation, Permitted uses in Residence Districts<br>(Art. IX,III,A.1.b) | 28             | 78 & 102    | IP  |
| Intensity Regulations,<br>Exception for Open Space (Art. IX,IV.A.7)           | 29             | 79 & 104    | Ref |
| Research District (Art. IX.IV.B)  | 34             | 108         | Ref |
| Limited Business District   |                |             |     |
| LBD #1 - Enlarge, North Side of Rt. 20 (Westerly end)<br>(Art. IX.II.C)       | STM 9          | 144         | Def |
| LBD #1 - Enlarge, South Side of Rt. 20 (Westerly end)<br>(Art. IX.II.C-C)     | STM 10         | 148         | Def |
| LBD #5 - Delete Portion of (Art. IX,II,C)                                     | 40             | 86          |     |
| Permitted Uses,   |                |             |     |
| Research Districts - Additional uses (Art. IX,III,D)                          | 33             | 108         | Ref |
| Research Districts - Modified Cluster Development (Art. IX)                   | 30             | 105         | Ref |
| Residence Districts - Home Occupations (Art. IX,III,A.1.b)                    | 28             | 78 & 102    | IP  |
| Single Residence Zones - Non-profit & Charitable<br>(Art. IX,III,A,1)         | 49             | 97          | IP  |
| Research District   |                |             |     |
| RD #1, Delete (Art. IX.II.C)  | 32             | 108         | Ref |
| RD #1, Delete (Art. IX.II.C)  | STM 2          | 137         | Def |
| Intensity Regulations (Art. IX.IV.B)  | 34             | 108         | Ref |
| Permitted Uses (Art. IX.III.D)  | 33             | 108         | Ref |
| Permitted Uses, Modified Cluster Development (Art. IX)                        | 30             | 105         | Ref |
| Research, Professional Park & Conservation Districts                          | STM 1          | 114         | Def |
| Signs,  |                |             |     |
| Continuance (Art. IX.V.D.12)  | 43             | 91          | IP  |
| Hand Carrier (Art. IX.V.D.6.i)  | 44             | 93          | Def |
| Motor Vehicle (Art. IX.V.D.6.h)   | 44             | 93          | Def |
| Political (Art. IX.V.D.6.j)   | 44             | 93          | Def |
| Special Regulations, Common Driveways (Art. IX.V.O)                           | 37             | 83          |     |
| Technical Amendments  | 46             | 95          |     |
| Unisys Facility in Commercial Tax Base  | 35             | 109         | Ref |
| Maintain Existing, (Art. IX,I.B)  |                |             |     |
| Wastewater Treatment Facilities, Application Procedure<br>(Art. IX,V.N.7)     | 47             | 95          |     |
| Wayside Inn Historic Preservation Residential Zone                            | 45             | 94          |     |
| Technical Correction (Art. IX.II.B)   |                |             |     |

Def Defeated  
IP Indefinitely Postponed  
Ref Referred for Further Study  
W Withdrawn



## ANNUAL TOWN ELECTION

March 26, 1990

The Annual Town Election was held at the Peter Noyes School. The polls were open from 7 AM to 8 PM. There were 3,034 votes cast, including 94 absentee ballots. Twenty-one voting machines were used. The results were announced by Town Clerk, Jean M. MacKenzie at 10:54 PM.

|  |       |  |       |
|--|-------|--|-------|
| MODERATOR: FOR ONE YEAR                  |       | GOODNOW LIBRARY TRUSTEE: FOR THREE YEARS<br>(Vote for no more than two)  |       |
| Thomas G. Dignan, Jr.                    | 2,416 | Richard H. Goldberg  | 1,462 |
| Scattering                               | 1     | Hale Lamont-Havers   | 1,572 |
| Blanks                                   | 617   | Corinne R. Nichols   | 1,204 |
|  |       | Scattering   | 0     |
|  |       | Blanks   | 1,830 |
| SELECTMEN: FOR THREE YEARS               |       | BOARD OF HEALTH: FOR THREE YEARS   |       |
| John C. Drobinski                        | 2,148 | Hugh P. Caspe  | 1,957 |
| Scattering                               | 2     | Scattering   | 1     |
| Blanks                                   | 884   | Blanks   | 1,076 |
| ASSESSORS: FOR THREE YEARS               |       | HIGHWAY SURVEYOR: FOR ONE YEAR   |       |
| Thomas H. Hillery                        | 1,821 | Robert A. Noyes  | 1,996 |
| Scattering                               | 0     | Spencer R. Goldstein   | 894   |
| Blanks                                   | 1,213 | Scattering   | 0     |
|  |       | Blanks   | 144   |
| ASSESSORS: FOR TWO YEARS                 |       | BOARD OF PARK & RECREATION COMMISSIONERS:<br>FOR THREE YEARS             |       |
| Fred N. Haberstroh                       | 1,711 | Patricia H. Burkhardt  | 1,951 |
| Scattering                               | 3     | Scattering   | 0     |
| Blanks                                   | 1,320 | Blanks   | 1,083 |
| ASSESSORS: FOR ONE YEAR<br>(write-in)    |       | PLANNING BOARD: FOR THREE YEARS  |       |
| David E. Tucker                          | 16    | Irwin Abrams   | 1,250 |
| Scattering                               | 1     | David J. Lyons   | 1,343 |
| Blanks                                   | 3,017 | Scattering   | 0     |
|  |       | Blanks   | 441   |
| CONSTABLE: FOR THREE YEARS<br>(write-in) |       | SUBBURY SCHOOL COMMITTEE: FOR THREE YEARS<br>(Vote for no more than two) |       |
| Charles T. Cormay                        | 2     | Edward S. Campbell   | 1,523 |
| Robert A. Lancaster                      | 1     | Vicki Hammel   | 1,961 |
| Richard A. MacLean                       | 7     | Carl D. Offner   | 1,396 |
| Scattering                               | 0     | Scattering   | 0     |
| Blanks                                   | 3,024 | Blanks   | 1,188 |
| CONSTABLE: FOR TWO YEARS<br>(write-in)   |       |  |       |
| Charles T. Cormay                        | 4     |  |       |
| Richard A. MacLean                       | 3     |  |       |
| Robert M. Radle Jr.                      | 1     |  |       |
| Scattering                               | 0     |  |       |
| Blanks                                   | 3,026 |  |       |
| CONSTABLE: FOR ONE YEAR<br>(write-in)    |       |  |       |
| Charles T. Cormay                        | 1     |  |       |
| Robert A. Lancaster                      | 1     |  |       |
| Richard A. MacLean                       | 1     |  |       |
| Scattering                               | 0     |  |       |
| Blanks                                   | 3,031 |  |       |

ANNUAL TOWN ELECTION  
(continued)  
March 26, 1990

LINCOLN-SUDBURY REGIONAL DISTRICT  
SCHOOL COMMITTEE: FOR THREE YEARS  
(Vote for no more than two)

QUESTION 1

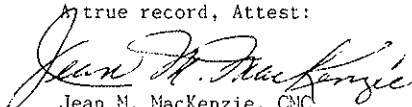
|                   |       |
|-------------------|-------|
| Phyllis Rappaport | 1,575 |
| Frederick Pryor   | 1,893 |
| Scattering        | 0     |
| Blanks            | 2,600 |

Shall the Town of Sudbury be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bond issued in order to construct a new Fire Headquarters to be located on Town-owned land off Hudson Road and adjacent to Musketahquid Village to purchase equipment and furniture for use therewith, to landscape said facility, and to pay for all expenses connected therewith?

(NOTE: Members of the Lincoln-Sudbury Regional School District School Committee were elected on an at large basis pursuant to the vote of the Special Town Meeting of October 26, 1970, under Article 1, and subsequent passage by the General Court of Chapter 20 of the Acts of 1971. The votes recorded above for this office are those cast in Sudbury only.)

|        |       |
|--------|-------|
| YES    | 1,565 |
| NO     | 1,235 |
| BLANKS | 234   |

A true record, Attest:

  
Jean M. MacKenzie, CMC  
Town Clerk



TOWN OF SUDBURY  
ANNUAL TOWN MEETING  
PROCEEDINGS  
APRIL 2, 1990

The Annual Town Meeting of the Town of Sudbury was called to order by Thomas G. Dignan, Jr., the Town Moderator, at 7:35 P.M. at the Lincoln-Sudbury Regional High School Auditorium. A quorum was declared present.

The Reverend David A. Purdy, Pastor of the Sudbury United Methodist Church gave the invocation. Aaron Clark, a student at Lincoln-Sudbury Regional High School led the hall in the Pledge of Allegiance to the Flag.

The Moderator announced the Town Accountant had certified Free Cash in the amount of \$331,142. The Call of the Annual Town Meeting, the Officer's Return of Service and the Town Clerk's Return of Mailing were examined by the Moderator and found all to be in order.

Upon a motion by David Wallace, it was

*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.*

The Moderator then introduced the various town officials and committee and board members present and the visiting students of the Foreign Student Exchange Program.

Selectmen John Drobinski made the following resolution in memory of those citizens of the town who had passed away during the past year.

*RESOLUTION*

*WHEREAS: THE TOWN OF SUDBURY IS FIRST AND FOREMOST THE  
SUM OF ALL ITS PEOPLE; AND*

*WHEREAS: CONTRIBUTIONS AND CIVIC DUTY AND PUBLIC SERVICE HAVE  
BEEN RENDERED BY SOME 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 SERVICES AND DEDICATION:*

*CESIDIO CEDRONE  
MARY V. EARLY  
GUERNSEY L. FROST  
RICHARD C. HILL  
GRACE E. HORTON  
EDWARD J. MC CARTHY  
NICHOLAS S. POLIO  
REV. STANLEY G. RUSSELL  
ALBERT J. SKAVICUS  
RALPH W. STONE, JR.  
WILLIAM T. TOOMEY  
WALTER BURGESS WARREN*

*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 EFFORTS TO OUR TOWN.*

*UNANIMOUSLY VOTED  
ANNUAL TOWN MEETING 1990*

APRIL 2, 1990

Following, the Moderator instructed the hall as to procedures that would govern the Annual Town Meeting.

Next order of business was the State of the Town message by Selectman John Drobinski.

State of the Town

The Board of Selectmen would like to take this opportunity to thank all those who have spent many hours to bring the work of this complex Town Meeting to you tonight: the Finance Committee especially, for all its budget work; the Moderator for his pre-town meeting appearances to explain this year's complex new budget voting procedure; our office staff, especially Jan Silva; Town Counsel's office and also many others. We appreciate the laborious effort, which is often overlooked, that goes into producing the Warrant and other arrangements for a Town Meeting. We would also like to give special recognition and a big "Thank you" to the Sudbury League of Women Voters for all their efforts to help bring the attention of the public to our fiscal plight and need for a general override.

We were very pleased that at the Town Election the voters approved the debt exemption for a new Fire Headquarters off Hudson Road. The plans for a new central Fire Headquarters started some twenty-three years ago under Chief Albert St. Germain, then continued under Chief Josiah Frost, and hopefully will be finalized under Chief Michael Dunne. We commend them for their perseverance, but the job is not done. We still need a two-thirds vote of this Town Meeting to write the final chapter--the authorization of construction funding. We hope you will vote favorably on Article 24 to make this long-awaited project a reality.

Our five-year Financial Planning Group, made up of school and town officials, has stated, that with current projected revenues, an override will be needed for two or three years. These projections do not include salary increases which, of course, is not realistic over the long term. As our fiscal problems will continue, our unified support to save our Town and schools must also continue.

This year's financial picture is going to be more complex than any other. As you know, the September 12, 1989, Special Town Meeting was called because of a reduction in local aid of over \$700,000. We balanced our fiscal year 1990 budget, but in doing so reduced our available funds for the fiscal year beginning July 1, 1990.

The major problem facing us is finding funds to run our Town government without cutting services and losing valued employees--although we have greatly reduced our spending levels, it is certain there are not enough available funds to continue current services without a Proposition 2½ override.

In conclusion, as stated earlier in this speech, we must continue to make the local voter aware of our need between now and the special Election called for May 14, at which time we seek approval for a general override to implement whatever this Town Meeting decides is prudent for our future spending plan.

And finally, we must all work together to make sure our Town Government is responsive to the needs of the Community.

APRIL 2, 1990

(The full discussion under each article is available at the Town Clerk's office.)

ARTICLE 1. HEAR REPORTS

To see if the Town will vote to hear, consider and accept the reports of the Town Boards, Commissions, Officers and Committees as printed in the 1989 Town Report or as otherwise presented; or act on anything relative thereto.

Submitted by the Board of Selectmen.

Dr. William Adelson, due to long-standing travel plans, was unable to be in attendance at Town Meeting. However, through modern day technology, he made the motion under Article 1 via videotape which was shown on the large screen at the Lincoln-Sudbury auditorium.

*He moved to accept the reports of the Town boards, commissions, officers, and committees as printed in the 1989 Town Report or as otherwise presented, subject to the correction of errors, if any, where found.*

This motion was *UNANIMOUSLY VOTED*.

The Sudbury Housing Authority, as requested at the September 1989 Special Town Meeting, presented next its long term plan for affordable housing in the Town. (The full report is available at the Town Clerk's office.)

The next order of business was the voting of the Consent Calendar. The Moderator explained the procedure to be used and read the number of each article which had been placed on the Calendar. The following articles were held and removed from the Consent Calendar: 2 and 36.

*UNANIMOUSLY VOTED: TO TAKE ARTICLES 5, 10, 11, 15, 17, 38 AND 39 OUT OF ORDER AND CONSIDER THEM TOGETHER AT THIS TIME.*

*UNANIMOUSLY VOTED: IN THE WORDS OF THE CONSENT CALENDAR MOTIONS AS PRINTED IN THE WARRANT FOR THESE ARTICLES: 5, 10, 11, 15, 17, 38 AND 39.*

(See individual articles for reports and motions voted.)

APRIL 2, 1990

ARTICLE 2. TEMPORARY BORROWING

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, 1990, in accordance with the provisions of 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.

Submitted by the Board of Selectmen.

Chester Hamilton, Town Treasurer, *moved in the words of the Article.*

Finance Committee Report: (Richard Pettingell) Recommended approval.

Board of Selectmen Report: (John Drobinski) Recommended approval.

Motion Under Article 2 was *VOTED*.

ARTICLE 3. ACCEPT CHAPTER 653, SECTION 41, OF THE ACTS OF 1989 - QUARTERLY TAX BILLING

To see if the Town will vote to accept the provisions of Section 41 of Chapter 653 of the Acts of 1989, amending Chapter 59 of the General Laws by adding a new section 57C, enabling quarterly billing by the Town of property taxes; or act on anything relative thereto.

Submitted by Petition.

Chester Hamilton, Town Treasurer, *moved to accept the provisions of Section 41 of Chapter 653 of the Acts of 1989, amending Chapter 59 of the General Laws, by adding a new section 57C, enabling quarterly billing by the Town of property taxes.*

Mr. Hamilton expressed his strenuous support for this article explaining that in the long run there were only advantages to the taxpayer, as the quarterly method of collecting taxes will greatly increase the Town's cash flow, and save on the interest for short-term borrowing.

Finance Committee Report: (C. Corkin) The Committee strongly recommended approval.

Board of Selectmen Report: (J. Drobinski) Enthusiastically supported this motion.

Richard Venne of Maybury Road, former Town Selectman, stood in opposition to this motion and described this as a creative tax collection method and asked instead for a more creative town government. Asking taxpayers to take from their savings on a quarterly basis, was an additional cost to the taxpayer. He expressed the desire to see taxes once again be collected annually and observed that the new bills no longer provide a breakdown on the evaluations placed on property and land.

The motion under Article 3 was *VOTED*.

APRIL 2, 1990

7.

ARTICLE 4. AMEND BYLAWS, ART. XI - PERSONNEL ADMINISTRATION PLAN

To see if the Town will vote to amend Article XI of the Town of Sudbury Bylaws, entitled, "The Personnel Administration Plan", as follows:

- A. By deleting the Classification and Salary Plan, Schedules A & B, in its entirety, and substituting therefor the following:

"1990 - 1991  
SCHEDULE A - CLASSIFICATION PLAN  
AND SCHEDULE B - SALARY PLAN

|   |  |
|---|--|
| GRADE 1   | GRADE 8<br>Conservation Coordinator<br>Director, Council on Aging  |
| GRADE 2<br>Clerk I<br>Switchboard Operator/Receptionist   | GRADE 9<br>Administrative Assistant to<br>the Board of Selectmen<br>Assistant Library Director<br>Senior Librarian   |
| GRADE 3<br>Clerk II/Senior Clerk<br>Library Clerk<br>Recording Secretary  | GRADE 10<br>* Town Clerk   |
| GRADE 4<br>Fire Dispatcher (40 hrs/wk)<br>Library Technician<br>Secretary I<br>Senior Account/DP Clerk<br>Van Driver, Senior Citizen Ctr.<br>Senior Data Processing Clerk<br>Groundsperson (40 hrs/wk)                                    | GRADE 11<br>* Assistant Assessor<br>* Library Director<br>Pool Director<br>* Superintendent, Parks & Grounds<br>Management<br>* Town Planner<br>Budget and Personnel Officer |
| GRADE 5<br>Assistant Aquatic Director<br>Board of Health Coordinator<br>Outreach Case Manager<br>Library Office Coordinator<br>Grounds Mechanic (40 hrs/wk)<br>Census and Documentation Coord.  | GRADE 12<br>* Director of Public Health<br>* Inspector of Buildings/<br>Zoning Enforcement Agent<br>* Town Treasurer and Collector   |
| GRADE 6<br>Assistant Tax Collector<br>Associate Librarian<br>Dog Officer<br>Police Dispatcher (40 hrs/wk)<br>Secretary/Legal Secretary<br>Secretary II/Office Supervisor<br>* Supervisor of Town Buildings<br>Grounds Foreman (40 hrs/wk) | GRADE 13   |
| GRADE 7<br>Assessors Office Coordinator<br>Assistant Town Accountant<br>Assistant Town Clerk<br>Assistant Town Treasurer<br>Staff Librarian<br>Aquatic Pool Director  | GRADE 14<br>* Director of Finance/Town<br>Accountant<br>* Highway Surveyor<br>* Town Engineer  |
|   | GRADE 15<br>Fire Chief<br>Police Chief   |
|   | GRADE 16   |
|   | GRADE 17<br>* Executive Secretary (contract)   |

\* NOTE: UNION POSITIONS, INDIVIDUAL CONTRACTED POSITIONS, AND ELECTED POSITIONS ARE GRADED FOR ADVISORY PURPOSES ONLY.

APRIL 2, 1990

| GRADE |        | INTERMEDIATE STEPS |        |        |        |        |        | MAXIMUM |
|-------|--------|--------------------|--------|--------|--------|--------|--------|---------|
|       |        | 1                  | 2      | 3      | 4      | 5      | 6      |         |
| 1     | Hourly | 7.48               | 7.77   | 8.07   | 8.39   | 8.72   | 9.06   | 9.42    |
|       | Weekly |                    |        |        |        |        |        |         |
|       | Annual |                    |        |        |        |        |        |         |
| 2     | Hourly | 8.07               | 8.39   | 8.72   | 9.06   | 9.42   | 9.79   | 10.17   |
|       | Weekly | 282.62             | 293.71 | 305.23 | 317.21 | 329.65 | 342.58 | 356.02  |
|       | Annual | 14,753             | 15,332 | 15,933 | 16,558 | 17,208 | 17,833 | 18,584  |
| 3     | Hourly | 8.72               | 9.06   | 9.42   | 9.79   | 10.17  | 10.57  | 10.99   |
|       | Weekly | 305.23             | 317.21 | 329.65 | 342.58 | 356.02 | 369.99 | 384.50  |
|       | Annual | 15,933             | 16,558 | 17,208 | 17,883 | 18,584 | 19,313 | 20,071  |
| 4     | Hourly | 9.42               | 9.79   | 10.17  | 10.57  | 10.99  | 11.42  | 11.86   |
|       | Weekly | 329.65             | 342.58 | 356.02 | 369.99 | 384.50 | 399.59 | 415.26  |
|       | Annual | 17,208             | 17,863 | 18,854 | 19,313 | 20,071 | 20,859 | 21,677  |
| 5     | Hourly | 10.17              | 10.57  | 10.99  | 11.42  | 11.86  | 12.33  | 12.81   |
|       | Weekly | 356.02             | 369.99 | 384.50 | 399.59 | 415.26 | 431.56 | 448.49  |
|       | Annual | 18,584             | 19,313 | 20,071 | 20,859 | 21,677 | 22,527 | 23,411  |
| 6     | Hourly | 10.99              | 11.42  | 11.86  | 12.33  | 12.81  | 13.32  | 13.84   |
|       | Weekly | 384.50             | 399.59 | 415.26 | 431.56 | 448.49 | 466.08 | 484.36  |
|       | Annual | 20,071             | 20,859 | 21,677 | 22,527 | 23,411 | 24,329 | 25,284  |
| 7     | Hourly | 11.86              | 12.33  | 12.81  | 13.32  | 13.84  | 14.38  | 14.95   |
|       | Weekly | 415.26             | 431.56 | 448.49 | 466.08 | 484.36 | 503.37 | 523.11  |
|       | Annual | 21,677             | 22,527 | 23,411 | 24,329 | 25,284 | 26,276 | 27,306  |
| 8     | Hourly | 12.93              | 13.44  | 13.97  | 14.51  | 15.08  | 15.68  | 16.29   |
|       | Weekly | 452.63             | 470.39 | 488.84 | 508.02 | 527.95 | 548.67 | 570.19  |
|       | Annual | 23,627             | 24,554 | 25,517 | 26,518 | 27,559 | 28,641 | 29,764  |
| 9     | Hourly | 14.10              | 14.65  | 15.22  | 15.82  | 16.44  | 17.09  | 17.76   |
|       | Weekly | 493.37             | 512.72 | 532.83 | 553.74 | 575.46 | 598.05 | 621.51  |
|       | Annual | 25,754             | 26,764 | 27,814 | 28,905 | 30,039 | 31,218 | 32,443  |
| 10    | Hourly | 15.36              | 15.97  | 16.59  | 17.25  | 17.92  | 18.62  | 19.36   |
|       | Weekly | 537.77             | 558.86 | 580.79 | 603.57 | 627.25 | 651.87 | 677.45  |
|       | Annual | 28,072             | 29,173 | 30,317 | 31,507 | 32,743 | 34,028 | 35,363  |
| 11    | Hourly | 16.75              | 17.40  | 18.09  | 18.80  | 19.53  | 20.30  | 21.10   |
|       | Weekly | 586.17             | 609.16 | 633.06 | 657.90 | 683.70 | 710.54 | 738.42  |
|       | Annual | 30,598             | 31,798 | 33,046 | 34,342 | 35,689 | 37,090 | 38,545  |
| 12    | Hourly | 18.25              | 18.97  | 19.72  | 20.49  | 21.29  | 22.13  | 23.00   |
|       | Weekly | 638.92             | 663.99 | 690.04 | 717.11 | 745.24 | 774.49 | 804.87  |
|       | Annual | 33,352             | 34,660 | 36,020 | 37,433 | 38,901 | 40,428 | 42,014  |
| 13    | Hourly | 19.90              | 20.68  | 21.49  | 22.33  | 23.21  | 24.12  | 25.07   |
|       | Weekly | 696.43             | 723.75 | 752.14 | 781.65 | 812.31 | 844.20 | 877.31  |
|       | Annual | 36,353             | 37,780 | 39,262 | 40,802 | 42,403 | 44,067 | 45,796  |

APRIL 2, 1990

| GRADE     | MINIMUM |         | INTERMEDIATE STEPS |         |         |         | MAXIMUM |  |
|-----------|---------|---------|--------------------|---------|---------|---------|---------|--|
|           | 1       | 2       | 3                  | 4       | 5       | 6       | 7       |  |
| 14 Hourly | 21.69   | 22.54   | 23.42              | 24.34   | 25.30   | 26.29   | 27.32   |  |
| Weekly    | 759.10  | 788.88  | 819.83             | 851.99  | 885.42  | 920.17  | 956.27  |  |
| Annual    | 39,625  | 41,180  | 42,795             | 44,474  | 46,219  | 48,033  | 49,917  |  |
| 15 Hourly | 23.64   | 24.57   | 25.53              | 26.53   | 27.57   | 28.66   | 29.78   |  |
| Weekly    | 827.42  | 859.88  | 893.62             | 928.67  | 965.10  | 1002.99 | 1042.34 |  |
| Annual    | 43,191  | 44,886  | 46,647             | 48,477  | 50,378  | 52,356  | 54,410  |  |
| 16 Hourly | 25.77   | 26.78   | 27.83              | 28.92   | 30.06   | 31.24   | 32.46   |  |
| Weekly    | 901.89  | 937.27  | 974.04             | 1012.25 | 1051.96 | 1093.26 | 1136.15 |  |
| Annual    | 47,079  | 48,926  | 50,845             | 52,840  | 54,913  | 57,068  | 59,307  |  |
| 17 Hourly | 28.09   | 29.19   | 30.33              | 31.52   | 32.76   | 34.05   | 35.38   |  |
| Weekly    | 983.06  | 1021.63 | 1061.71            | 1103.36 | 1146.64 | 1191.65 | 1238.40 |  |
| Annual    | 51,316  | 53,329  | 55,421             | 57,595  | 59,855  | 62,204  | 64,644  |  |

NOTE: FULL-TIME EMPLOYEES ARE NORMALLY SCHEDULED TO WORK 35 HOURS PER WEEK. FULL-TIME EMPLOYEES WHO ARE DENOTED AS NORMALLY SCHEDULED TO WORK 40 HOURS PER WEEK ARE PAID FOR A WEEK'S WORK AT 40 TIMES THE STATED HOURLY RATE. THE ANNUAL RATE IS BASED ON 52.2 WEEKS PER YEAR.

| CLASSIFICATION         | HRS/WEEK | MINIMUM | STEP 1 | STEP 2 | STEP 3 | MAXIMUM |
|------------------------|----------|---------|--------|--------|--------|---------|
| <u>FIRE DEPARTMENT</u> |          |         |        |        |        |         |
| ANNUALLY RATED         |          |         |        |        |        |         |
| Firefighter            |          |         |        |        |        |         |
| Hourly                 | 42       | 11.21   | 11.47  | 11.74  | 12.00  | 12.28   |
| Annual                 |          | 24,579  | 25,148 | 25,732 | 26,301 | 26,920  |
| Firefighter/EMT        |          |         |        |        |        |         |
| Hourly                 | 42       | 11.71   | 11.97  | 12.24  | 12.50  | 12.78   |
| Annual                 |          | 25,679  | 26,248 | 26,832 | 27,401 | 28,020  |
| Lieutenant             |          |         |        |        |        |         |
| Hourly                 | 42       | 12.50   | 12.79  | 13.09  | 13.38  | 13.69   |
| Annual                 |          | 27,405  | 28,040 | 28,691 | 29,326 | 30,016  |
| Lieutenant/EMT         |          |         |        |        |        |         |
| Hourly                 | 42       | 13.06   | 13.35  | 13.65  | 13.94  | 14.25   |
| Annual                 |          | 28,632  | 29,267 | 29,917 | 30,552 | 31,243  |
| Fire Captain           |          |         |        |        |        |         |
| Hourly                 | 42       | 13.94   | 14.26  | 14.59  | 14.91  | 15.27   |
| Annual                 |          | 30,557  | 31,265 | 31,990 | 32,698 | 33,468  |
| Fire Captain/EMT       |          |         |        |        |        |         |
| Hourly                 | 42       | 14.56   | 14.88  | 15.22  | 15.54  | 15.89   |
| Annual                 |          | 31,924  | 32,633 | 33,358 | 34,066 | 34,836  |

APRIL 2, 1990

| CLASSIFICATION                | HRS/WEEK | MINIMUM     | STEP 1     | STEP 2 | STEP 3 | MAXIMUM |
|-------------------------------|----------|-------------|------------|--------|--------|---------|
| <u>FIRE DEPARTMENT cont'd</u> |          |             |            |        |        |         |
| SINGLE RATED                  |          |             |            |        |        |         |
| Call Firefighter              |          | \$118.48/YR | \$11.40/HR |        |        |         |
| OTHER SINGLE RATED            |          |             |            |        |        |         |
| Fire Prevention Officer       |          |             | 700/YR     |        |        |         |
| Fire Alarm Superintendent     |          |             | 700/YR     |        |        |         |
| Master Mechanic               |          |             | 700/YR     |        |        |         |
| Fire Dept. Training Officer   |          |             | 700/YR     |        |        |         |
| Emergency Med. Tech. Coord.   |          |             | 700/YR     |        |        |         |
| Fire Alarm Foreman            |          |             | 400/YR     |        |        |         |

NOTE: HOURLY RATES ARE OBTAINED BY DIVIDING THE ANNUAL RATES BY 52.2 WEEKS AND 42 HOURS PER WEEK. OVERTIME PAY IS CALCULATED BY MULTIPLYING 1.5 TIMES THESE HOURLY RATES.

POLICE DEPARTMENT

## ANNUALLY RATED

|          |       |        |        |        |        |        |
|----------|-------|--------|--------|--------|--------|--------|
| Sergeant |       |        |        |        |        |        |
| Hourly   | 37.33 | 15.67  | 16.04  | 16.41  | 16.78  | 17.12  |
| Annual   |       | 30,543 | 31,250 | 31,981 | 32,701 | 33,353 |

## Patrolman

|        |       |        |        |        |        |        |
|--------|-------|--------|--------|--------|--------|--------|
| Hourly | 37.33 | 13.06  | 13.36  | 13.68  | 13.99  | 14.26  |
| Annual |       | 25,451 | 26,039 | 26,652 | 27,252 | 27,793 |

NOTE: HOURLY RATES ARE OBTAINED BY DIVIDING THE ANNUAL RATES BY 52.2 WEEKS AND 37.33 HOURS PER WEEK. OVERTIME PAY IS CALCULATED BY MULTIPLYING 1.5 TIMES THESE HOURLY RATES.

## SINGLE RATED

|                           |            |
|---------------------------|------------|
| Matron                    | \$10.62/HR |
| Crime Prevention Officer  | 700/YR     |
| Photo/Fingerprint Officer | 700/YR     |
| Juvenile Officer          | 700/YR     |
| Safety Officer            | 700/YR     |
| Detective                 | 700/YR     |
| Training Officer          | 700/YR     |
| Parking Clerk             | 700/YR     |
| Mechanic                  | 700/YR     |
| Fire Arms Instructor      | 700/YR     |



APRIL 2, 1990

| HIGHWAY DEPARTMENT | START  | STEP 1           | STEP 2         | STEP 3          | STEP 4          | STEP 5          | STEP 6          |
|--------------------|--------|------------------|----------------|-----------------|-----------------|-----------------|-----------------|
|                    |        | After<br>6 mos.  | After<br>1 yr. | After<br>2 yrs. | After<br>3 yrs. | After<br>4 yrs. | After<br>5 yrs. |
| ANNUALLY RATED     |        |                  |                |                 |                 |                 |                 |
| Foreman Hwy        | 25,042 | 25,563           | 26,123         | 26,644          | 27,177          | 27,718          | 28,550          |
| Foreman Tree/Cem   | 25,042 | 25,563           | 26,123         | 26,644          | 27,177          | 27,718          | 28,550          |
| HOURLY RATED       |        |                  |                |                 |                 |                 |                 |
| Master Mechanic    | 11.83  | 12.22            | 12.60          | 12.93           | 13.26           | 13.60           | 14.00           |
| Asst Mechanic      | 11.30  | 11.70            | 12.07          | 12.40           | 12.73           | 13.07           | 13.46           |
| Hvy Equip Oper     | 10.62  | 10.92            | 11.16          | 11.53           | 11.90           | 12.28           | 12.65           |
| Tree Surgeon       | 10.62  | 10.92            | 11.16          | 11.53           | 11.90           | 12.28           | 12.65           |
| Trk &/or Lt Eq Op  | 9.98   | 10.24            | 10.52          | 10.72           | 10.93           | 11.16           | 11.49           |
| Tree Climber       | 9.98   | 10.24            | 10.52          | 10.72           | 10.93           | 11.16           | 11.49           |
| Hvy Laborer        | 9.40   | 9.67             | 9.89           | 10.15           | 10.42           | 10.69           | 11.01           |
| Lt Laborer         | 8.58   | 8.81             | 9.01           | 9.25            | 9.48            | 9.73            | 10.02           |
| Landfill Monitor   | 8.02   |                  |                |                 |                 |                 |                 |
| SINGLE RATED       |        |                  |                |                 |                 |                 |                 |
| Lead Foreman       |        | \$1,050 per year |                |                 |                 |                 |                 |
| Mech Foreman       |        | \$1,000 per year |                |                 |                 |                 |                 |

NOTES: 1) HOURLY RATES ARE OBTAINED BY DIVIDING THE ANNUAL RATES BY 52.2 WEEKS AND 40 HOURS PER WEEK. OVERTIME PAY IS CALCULATED BY MULTIPLYING 1.5 TIMES THESE HOURLY RATES.

| SUDBURY SUPER. ASSOC.     | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|---------------------------|--------|--------|--------|--------|--------|--------|
| Library Director          | 37,191 | 38,307 | 39,456 | 40,640 | 41,859 | 43,115 |
| Director of Health        | 38,062 | 39,204 | 40,380 | 41,591 | 42,839 | 44,124 |
| Town Engineer             | 45,841 | 47,216 | 48,633 | 50,092 | 51,594 | 53,142 |
| Supt, Parks & Grnds Mgmt* | 29,777 | 30,670 | 31,590 | 32,538 | 33,514 | 34,519 |
| Asst. Highway Surveyor    | 33,604 | 34,612 | 35,650 | 36,719 | 37,821 | 38,956 |
| Highway Operations Asst.  | 28,377 | 29,228 | 30,105 | 31,008 | 31,938 | 32,896 |
| Building Inspector        | 37,021 | 38,132 | 39,276 | 40,454 | 41,668 | 42,918 |
| Supv. of Town Bldgs.      | 27,946 | 28,785 | 29,648 | 30,538 | 31,454 | 32,397 |
| Assistant Assessor        | 37,023 | 38,133 | 39,277 | 40,456 | 41,669 | 42,919 |
| Town Planner              | 39,450 | 40,633 | 41,852 | 43,108 | 44,401 | 45,733 |
| Police Lt./Adm. Asst.     | 41,028 | 42,259 | 43,527 | 44,833 | 46,178 | 47,563 |
| Dir. of Fin./Town Acct.   | 46,870 | 48,276 | 49,724 | 51,216 | 52,752 | 54,335 |

\* THIS DOES NOT INCLUDE SALARY PAID BY LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT, IF ANY.

| ENGINEERING ASSOC.     | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|------------------------|--------|--------|--------|--------|--------|--------|
| E-1 Engineer, Aide I   | 17,593 | 18,122 | 18,667 | 19,229 | 19,806 | 20,401 |
| E-2 Engineer, Aide II  | 20,231 | 20,840 | 21,464 | 22,111 | 22,773 | 23,457 |
| E-3 Engineer, Aide III | 23,267 | 23,967 | 24,684 | 25,425 | 26,187 | 26,973 |
| E-4 Jr. Civil Eng.     | 26,758 | 27,561 | 28,386 | 29,238 | 30,115 | 31,018 |
| E-5 Civil Eng.         | 30,104 | 31,006 | 31,940 | 32,896 | 33,882 | 34,898 |
| E-6 Sr. Civil Eng.     | 31,923 | 32,881 | 33,868 | 34,884 | 35,931 | 37,006 |
| E-7 Asst. Town Eng.    | 37,547 | 38,673 | 39,833 | 41,028 | 42,259 | 43,527 |

APRIL 2, 1990

| CLASSIFICATION | HRS/WEEK | MINIMUM | STEP 1 | STEP 2 | STEP 3 | MAXIMUM |
|----------------|----------|---------|--------|--------|--------|---------|
|----------------|----------|---------|--------|--------|--------|---------|

LIBRARY

|              |  |      |      |      |  |  |
|--------------|--|------|------|------|--|--|
| HOURLY RATED |  |      |      |      |  |  |
| Library Page |  | 5.18 | 5.41 | 5.58 |  |  |

PARK & RECREATION DEPT.

| ANNUALLY RATED      | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
|---------------------|--------|--------|--------|--------|--------|--------|--------|
| Recreation Dir, P/T | 10,330 | 10,745 | 11,279 | 11,866 | 12,461 | 13,084 | 13,738 |

| SEASONALLY RATED | MINIMUM | STEP 1 | STEP 2 | STEP 3 | MAXIMUM |
|------------------|---------|--------|--------|--------|---------|
| Camp Supervisor  | 2,205   | 2,296  | 2,409  | 2,531  | 2,660   |

| HOURLY RATED                           | STEP 1           | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
|--|------------------|--------|--------|--------|--------|--------|--------|
| Lifeguard or Pool Recept.              | 7.05             | 7.33   | 7.62   | 7.92   | 8.23   | 8.55   | 8.89   |
| Childcare Helper or Water Safety Inst. | 7.62             | 7.92   | 8.23   | 8.55   | 8.89   | 9.23   | 9.60   |
| Teen Center Coordinator                | 9.96 - 14.93/hr. |        |        |        |        |        |        |

PARK & RECREATION AND HIGHWAY DEPT.

|               |                 |
|---------------|-----------------|
| Temp. Laborer | 6.32 - 7.72/hr. |
|---------------|-----------------|

TOWN ADMINISTRATION

|           | MINIMUM |        |        |        |        |        | MAXIMUM |
|-----------|---------|--------|--------|--------|--------|--------|---------|
|           | STEP 1  | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7  |
| Custodian | 8.77    | 9.11   | 9.47   | 9.84   | 10.22  | 10.62  | 11.05   |

| SINGLE RATED          |                       |
|-----------------------|-----------------------|
| Vets. Agent & Dir.    | 3,372/Yr              |
| Animal Inspector      | 1,487/YR              |
| Cust.-Voting Machines | 7.74/HR               |
| Census Taker          | 5.88/HR               |
| Elect. Warden         | 5.88/HR               |
| Elect. Clerk          | 5.88/HR               |
| Dep. Elect. Warden    | 5.88/HR               |
| Dep. Elect. Clerk     | 5.88/HR               |
| Elect. Off. & Teller  | 5.58/HR               |
| Plumbing Insp.        | Fees                  |
| Assistant Dog Officer | 8.99/HR when called"; |

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- B. By amending Section 4, "Salary Plan," by adding at the end of subsection (1) "Application", the following paragraph:

"Effective July 1, 1990, in the event that an employee is absent from work, on paid leave, unpaid leave of absence, or otherwise, for a continuous period of more than three months, the employee's anniversary date of hire, for purposes of receiving step increases and longevity pay, shall be permanently deferred by the period that the employee was absent from work, and the employee shall receive further step and longevity increases based on the new anniversary date of hire.";

- C. By adding a new Section 12 entitled "Temporary Salary Freeze - Fiscal Year 1991", as follows:

"Notwithstanding the Salary and Classification Plan or any other provision of the Personnel Administration Plan, no employee shall receive a step increase or an increase in longevity pay during, or for service rendered in Fiscal Year 1991.

Notwithstanding the Salary and Classification Plan or any other provision of the Personnel Administration Plan, no employee whose position is reclassified or who is promoted to a higher rated position shall receive the higher rate of pay during, or for service rendered in the 1991 Fiscal Year, except an employee who is promoted into a vacant position which existed as of June 30, 1990 and for which full funding has been appropriated for Fiscal Year 1991.";

and by renumbering present sections 12 and 13 accordingly;

or act on anything relative thereto.

Submitted by the Personnel Board

Brad Brown, Vice-Chairman of the Personnel Board *moved in the words of the article.*

Finance Committee Report: (C. Corkin) Recommended approval.

Board of Selectmen: The Board had no report.

Town Counsel instead stated "There were two changes at the end of this Article that had some legal overtones that affect specifically the Board of Selectmen, in regards to collective bargaining. He noted the Board of Selectmen was requesting it be recorded as opposed to this article since there is a duty upon them to fund and seek funding of collective bargaining agreements. We are not sure from a legal standpoint that these do affect that requirement because the collective bargaining agreements will supercede any Personnel Bylaw in the Town. However, it is incumbent upon the Selectmen to be recorded against this article." He added, "The Selectmen wish to be recorded as against adoption."

Town Clerk, Jean MacKenzie *moved to delete Section C, Temporary Salary Freeze, Fiscal Year 1991 in its entirety and the renumbering of sections 12 and 13.*

In support of this motion, the Town Clerk stated she was not an advocate for salary increases, but was seeking fairness in this issue of salary freezes. The Personnel Bylaw amendment would place the non-union employees of the Town in the untenable position of being discriminated against, which she did not believe was the intent of the amendment, but as it happened it was the situation. Article 4, as printed in the Warrant, is confusing in that five of the Town's seven unions have their job positions and salary rates listed. When in fact, the Personnel Bylaw has no jurisdiction whatsoever over any union position or salary rate. Why then, are they listed in the middle of the Personnel Bylaw Article. It is misleading to say the least. By the time you get to page 19, it is very easy to misinterpret and think the proposed section "C" applies to

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all town employees, when in fact it effects only the non-union town employees, a very small number of people. Union personnel, employees with individual contracted positions, and elected officials do not come under the jurisdiction of the Personnel Bylaw. Why then do I oppose this section on a "Temporary Salary Freeze" that's being proposed?

The Clerk clearly noted she was not opposed to a salary freeze. With the State and the Town both in such financial crises and inflation continuing its upward spiral, I believe sacrifices are expected of everyone. Such salary freezes hurt and hurt badly, especially when one is totally dependent upon his or her salary exclusively. When I met with the FinCom in January of 1989, for the present FY90 budget, I suggested to them they should consider proposing a salary freeze on all town employees, across the board, without exception. I was told this was a good idea, however, it was not possible, because of the unions. I mentioned that possibly it could be asked of the union people to take a one-year moratorium on their salary contracts.

This year, the FinCom asked me if I would consider a salary freeze. I reminded them it was I who proposed such a measure the year before. I assured them I had not changed my mind, but once again, such a freeze would have to be across the Board for all town employees--to be fair and equitable.

Unfortunately, this bylaw amendment would enforce a salary freeze only on those town employees who do not belong to a union. Those town employees who do not have individual contracted positions. In other words, this amendment would negatively impact only a very few people, the lowest salaried people in the town--the ones not protected by unions or individual contracts. I ask you. Is this fair? Is this equitable?

I have spoken with members of both the FinCom and the Personnel Board these past few days and asked them why this amendment was necessary, when the non-override budget being presented in Article 6, does not provide any additional funds for step increases or longevity? I believe this clause is redundant, it is not needed. If there are no funds, there can be no salary increases. It is assimple as that. It is not logical to have an amendment on salary freezes that is binding only on the non-union people.

I inquired as to what assurances there are that all other town employees will abide with a salary freeze. There are no such assurances. It has been said the central administrators of the School System, have agreed to a salary-freeze, yet the FinCom stated it was not possible to have anything in writing. For each and every individual contractual position, there must be something in writing otherwise these contracts with their escalating clauses, remain in force.

The Town Clerk reported she had been told "Section C" had to be in place for the purpose of negotiating with the unions. The implication being there will be more leverage with the unions with such a clause in place. She asked the hall if anyone truly believed the unions cared or were concerned about a handful of non-union people. She disagreed with that theory and commented that unions care only for their own people and they work diligently on their behalf, as that is their job.

She was also told this "Section C" was "symbolic". She asked the hall again as to where the logic was in all of this. To take a small group of non-union clericals and penalize them, makes no sense. These are the people who can least afford a salary freeze, yet they make a major contribution to the town. These are the ones who are underpaid and the ones this bylaw will affect.

Going on the premise that an override will be successful, there are no provisions in the contingency budgets for the non-union personnel. She asked the hall if they saw any monies allocated for the clerical people in the departments of the Board of Assessors, Tax Collector, Treasurer, Board of Health, Town Clerk and so forth? They would not benefit from the override. The contingency budgets exclude them and this proposed bylaw amendment will seal their doom for one full year.

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Were there monies to be made available, from some unknown source, they could not be used for these non-union people, if this "Section C" is approved. A special Town Meeting would have to be convened to delete "Section C" before the Town employees could share in whatever monies could possibly be made available. The Town Clerk asked the voters if they could see themselves, in these times of serious financial constraints, attending a Special Town Meeting to give a salary increase to non-union personnel, because some monies were located?

However, she pointed out, there was a far more kindly approach to this salary freeze issue for all those who fall into any other category, but "non-union". She indicated the last paragraph on page 3 of the Warrant in the FinCom Report whereby it was stated "...funding for any negotiated salary increases for both union and non-union employees, will either have to be appropriated by the Town at a Special Town Meeting at the conclusion of the negotiation process or come out of the budget voted by the 1990 Annual Town Meeting."

The Town Clerk commented "This says it all. As I said before, certainly in such times where the money is just not there, I find it difficult to believe anyone would call a Special Town Meeting to increase Town employees' salaries." This statement, she noted, invites departments with large enough budgets to defer using some of their appropriated "expense" money, where possible, and use it instead for salary increases, with the approval of the FinCom.

Were this to happen, once again, the non-union people would be cheated. There is no give to the budgets of the smaller departments. They are bare bones. Speaking for my department only, were monies to become available in my budget, there could be no salary increases, because it would be unethical and wrong to go against the vote of Town Meeting.

Mrs. MacKenzie urged the voters not to make scape goats of the non-union personnel, and not accept the arguments they will become a bargaining tool for the side of management with union employees.

It was pointed out by the Town Clerk that the matter under discussion here was "principle" not money. In reality, the total amount involved for step increases and longevity for these non-union employees, amounts to \$20,000. \$18,000 for step increases and \$2,000 for longevity. Talking percentages that amounts to .00079 percent of the town's projected \$25 million dollar plus operating budget.

In closing, the Town Clerk commented how often there are heard comments about the absence of the work ethic. She noted that it still exists, especially with the Town's non-union personnel. They are the backbone of this Town Government. Without them, the Town could not function. They have not organized, nor have they placed demands upon the Town. But this type of an amendment may cause them to re-think their situation and the Town would be the loser. We do not need another union. What is needed is equitable treatment for all employees. These hard-working, underpaid non-union people are deserving of fairness. She asked for the hall's support for this motion to amend.

Richard Pettingell, Chairman of the Finance Committee, responded that it was the intent of the Committee for an across-the-board wage increase. However, the only way this could be accomplished was by passing Paragraph C of this Article. Without this Paragraph C the steps and longevity payments will, by virtue of the Town's bylaw, be payable to non-union employees. Union employees are an entirely different matter, as all union contracts are up for renegotiations. It had been requested of the Selectmen to terminate all union contracts as opposed to renegotiating them, which would allow step increases and longevity to be matters of negotiation. Mr. Pettingell further noted no monies had been recommended in Article 6, the Budget, for any town department's salary increases or steps or longevity for union or non-union personnel.

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A question was raised as to the Police Chief's recommended salary which indicated an 8% increase.

Mr. Pettingell responded by saying in the interest of fairness to any Town employee, "be it the Police Chief or anyone else who receives a step increase by virtue of their date of hire which takes place before the end of the fiscal year, that will be carried forward into the next year." Mr. Pettingell stated that if the Police Chief's salary indicated such an increase, it was a result of that process.

Bill Maurhoff of Goodmans' Hill Road inquired if union negotiations do result in increases of some type that would have to be ratified at a Special Town Meeting, and if the voters were opposed to the increases, what is the alternative--a reduction of positions or what?

Mr. Pettingell deferred to Town Counsel to answer. Town Counsel, Paul Kenny, opined "I think that the answer to that question is "Yes" or the money would be found somewhere else in the budget with the accompanying reduction."

Roger Freeman of Cider Mill Road inquired if the "contracted" people would also be included in the salary freeze. Mr. Pettingell stated he had been advised that there really isn't such a category, except perhaps the Executive Secretary. Mr. Freeman pointed out that Superintendent Jackson was under contract. Mr. Pettingell stated he could not answer that question, but it was his understanding that Dr. Jackson would be accepting a salary freeze voluntarily.

Richard Payne of Thoreau Way inquired as to who would be representing the Town at the Unions negotiations and what would be his "marching orders"?

Town Counsel, Paul Kenny, responded on behalf of the Board of Selectmen by stating "The Board of Selectmen negotiate with the various unions with the exception of the teachers in the schools." After further questioning, Mr. Kenny commented that "The Selectmen take their negotiations very seriously and do what is in the best interests of the Town at all times."

Jim Bucknam of Firecut Lane inquired as to why the salaries for the Chief of Police, Fire Chief and Executive Secretary were considerably over the maximums as indicated in the Plan included in this Article 4. He asked if Paragraph "A" passed, would their salaries be frozen at something below what is in their individual budgets?

Town Counsel answered "The document is as it says it is. It is a plan and amendments take place in various ways over the year. In the event that salary increases are made during the year, they come before the Town Hall--Town Meeting at the end of the year, normally those are in the area of union people but the document itself is a plan, and that is what it is."

Jim Flanagan of the School Committee stated that Superintendent Jackson's contract was negotiated for three years in 1988. Fiscal '91 would call for a 6% increase. However, there being no funds in the budget, he fully expected to have a contractual agreement whereby there would be no increase in Jackson's salary next year.

Fire Chief Dunne inquired of Town Counsel if the union salaries, as the Town Meeting had been told by the Finance Committee, would be effectively frozen on July 1st?

Town Counsel, Paul Kenny, opined "To my understanding that the collective bargaining agreements are up on June 30th and new agreements will be negotiated for the upcoming year, nothing has been done since the Selectmen are required by law to bargain in good faith with respect to salaries, wages and other conditions of employment with the various unions. The Firefighters' Union would be one of those."

Chief Dunne accepted this answer to mean longevity increases, career incentive increases, etc., would be frozen as of July 1, whereupon Kenny said "Just the opposite". Asked again by Dunne if the firemen would receive those increases, Kenny said "It will depend on what is negotiated in the collective bargaining agreement for next year." Once again Dunne inquired "Absent collective bargaining, what happens on July 1? When I sign the payroll on July 1 and I have people that are due step increases, do they get those increases or not?"

Kenny replied "In order to answer your question, Chief, I would have to have the collective bargaining agreement in front of me. I would have to see who was due what, where and I think that I will have to ask the Moderator to end this line of questioning with respect to collective bargaining because it is inappropriate to do that in this

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fashion." To that comment Chief Dunne stated he supported Town Clerk MacKenzie's motion.

The motion to amend Article 4 was *VOTED*.

A counted vote was taken also. The counted vote was recorded as follows:

Total vote: 368      YES: 222      NO: 136

The main motion under Article 4, as amended, was *VOTED*.

ARTICLE 5. UNPAID BILLS

To see if the Town will vote to raise and appropriate, or appropriate from available funds, a sum of money for the payment of certain unpaid bills incurred in previous fiscal years or which may be legally unenforceable due to the insufficiency of the appropriation in the years in which such bills were incurred; or act on anything relative thereto.

Submitted by the Town Accountant

Town Account Report: Invoices that are submitted for payment after the accounts are closed 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 the Town Meeting, a Special Act of the Legislature, or a court judgment.

Finance Committee Report: RECOMMENDED APPROVAL

*UNANIMOUSLY VOTED IN THE WORDS OF THE ARTICLE TO APPROPRIATE \$68 FOR THE PAYMENT OF UNPAID BILLS INCURRED, WHICH MAY BE LEGALLY UNENFORCEABLE DUE TO THE INSUFFICIENCY OF THE APPROPRIATION IN THE YEAR IN WHICH THE BILL WAS INCURRED OR RECEIPT AFTER THE CLOSE OF THE FISCAL YEAR, AS FOLLOWS:*

*\$ 9.83 to pay Daniel Loughlin (Assessors)  
\$57.75 to pay Frank W. Riepe (Planning Board)*

*(Consent Calendar)*

*At this time in the proceeding, Chairman John Drobinski moved to postpone action on Article 6, the Budget, until the first order of business tomorrow evening.*

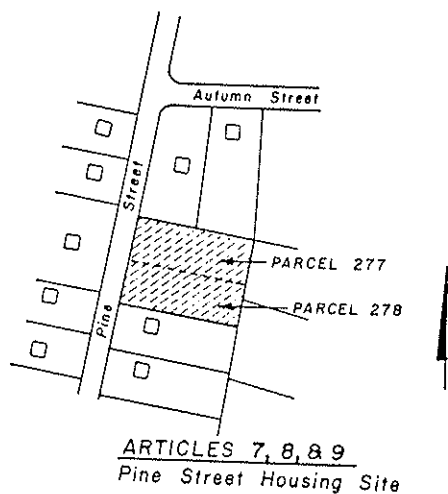
This motion was seconded and *VOTED*.

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ARTICLE 7. TAX TITLE CLARIFICATION

To see if the Town will vote to authorize and direct the Selectmen to acquire by a taking by eminent domain, in fee simple, the land on Pine Street containing approximately .90 acres, shown as parcels 277 and 278 on Town Property Map H04, and to raise and appropriate, or appropriate from available funds, \$500, or any other sum, therefor and all expenses in connection therewith; or act on anything relative thereto.

Submitted by the Sudbury Housing Authority



Steven Swanger of the Sudbury Housing Authority *moved* to authorize and direct the Selectmen to acquire by a taking by eminent domain, in fee simple, the land on Pine Street containing approximately .90 acres, shown as parcels 277 and 278 on town property, Map H04, to remove a cloud on the Town's title resulting from the description contained in a prior tax taking which may or may not be cured as a result of the Town's ownership by adverse possession; and to appropriate the sum of \$500 therefor and all expenses in connection therewith, said sum to be raised by taxation.

Sudbury Housing Authority Report: This Article allows the Town another option to correct a technical defect which occurred in the 1933 tax taking of this parcel if the legal action now in place is not successfully concluded.

Finance Committee Report: (Robert Coe) Recommended approval

Board of Selectmen: (David Wallace) Recommended approval of this Article and the following two articles.

Town Counsel, Paul Kenny, provided the following clarification: "There was some concern raised with respect to eminent domain but eminent domain on this particular piece of property would be done to clear the title, and the onus of eminent domain and the cost associated therewith is not only minimal but probably nonexistent."

The motion under Article 7 was *UNANIMOUSLY VOTED*.



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ARTICLE 8. TRANSFER LAND TO SELECTMEN FOR SALE TO SHA - PINE STREET

To see if the Town will vote to transfer from the control of the Selectmen to the Selectmen for the purpose of sale to the Sudbury Housing Authority for the construction of family housing, the following described parcel of land:

The land on Pine Street containing approximately .90 acres, shown as parcels 277 and 278 on Town Property Map H04, for the construction of no more than one duplex;

or act on anything relative thereto.

Submitted by the Sudbury Housing Authority

Steven Swanger of the Housing Authority *moved* to transfer from the control of the Selectmen to the Selectmen for the purpose of sale to the Sudbury Housing Authority for the construction of family housing, the following described parcel of land:

*The land on Pine Street containing approximately .90 acres, shown as parcels 277 and 278 on town property Map H04, for the construction of no more than one duplex;*

*to be acquired by eminent domain under the authorization of Article 7 to remove a potential cloud in the title as set forth in the vote under Article 7.*

Sudbury Housing Authority Report: (See report under Article 9)

Finance Committee Report: (R. Coe) Recommended approval

Board of Selectmen: (D. Wallace) (See report under Article 7)

The motion under Article 8 was *UNANIMOUSLY VOTED*.

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ARTICLE 9. AUTHORIZE SALE OF LAND TO SHA - PINE STREET

To see if the Town will vote to authorize the Selectmen, acting on behalf of the inhabitants of the Town of Sudbury, to execute a deed conveying in fee simple the following described land to the Sudbury Housing Authority for the purpose of constructing family housing, for the sum of no less than \$1.00, and upon such other terms as the Selectmen shall consider proper:

The land on Pine Street containing approximately .90 acres shown as Parcels 277 and 278 on Town Property Map H04, for the construction of no more than one duplex;

or act on anything relative thereto.

Submitted by the Sudbury Housing Authority

*Steven Swanger of the Sudbury Housing Authority moved to authorize the Selectmen, acting on behalf of the inhabitants of the Town of Sudbury, to execute a deed conveying in fee simple the following described land to the Sudbury Housing Authority for the purpose of constructing family housing, for the sum of no less than \$1.00, and upon such other terms as the Selectmen shall consider proper:*

*The land on Pine Street containing approximately .90 acres shown as Parcels 277 and 278 on Town Property Map H04, for the construction of no more than one duplex.*

Sudbury Housing Authority Report: These Articles repeat Articles 26 and 27 voted affirmatively by the April 1988 Annual Town Meeting. Since that vote, a defect has surfaced affecting the Town's title to the property acquired through a 1933 tax taking, and legal action has been instituted to validate the Town's possession. Therefore, these Articles have been submitted for 1990 Annual Town Meeting affirmation, contingent upon the successful conclusion of this legal action, so that the process required for transfer to the Sudbury Housing Authority takes place in the proper sequence.

Board of Selectmen Report: Recommended approval

Finance Committee Report: (R. Coe) Recommended approval

The motion under Article 9 was *UNANIMOUSLY VOTED.*

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ARTICLE 10. TRANSFER LAND TO SELECTMEN FOR SALE TO ABUTTER - HORSE POND ROAD

To see if the Town will vote to transfer from the control of the Selectmen to the Selectmen for the purpose of sale to Frederick and Laura McCarthy of 11 Elliot Road, the following described land:

A portion of the land adjacent to the Massachusetts Firefighting Academy containing approximately 2,780 square feet more or less, being a portion of the entire site shown as Parcel 036 on Town Property Map K06 and more particularly described as Parcel 1B on a plan entitled "COMPILED PLAN OF LAND IN SUDBURY, MASSACHUSETTS SHOWING LAND TO BE CONVEYED BY THE TOWN OF SUDBURY," dated December 28, 1989, Scale: 1 in. = 40 ft., prepared by the Town of Sudbury Engineering Department;

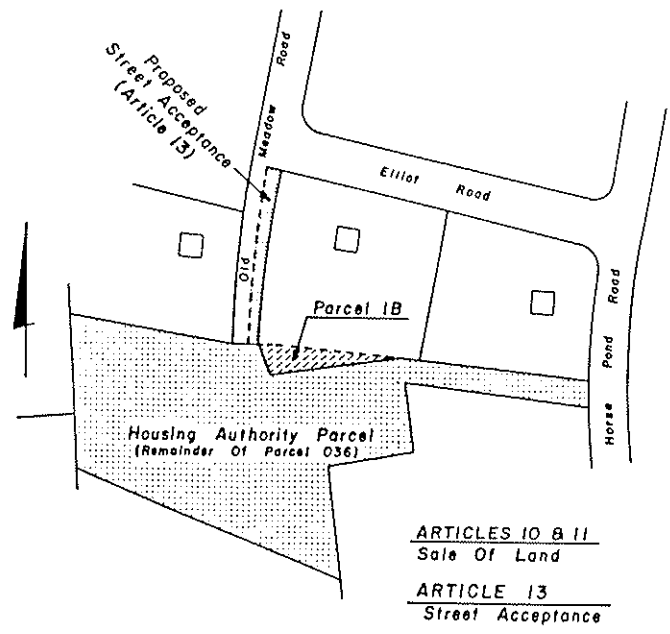
or act on anything relative thereto.

Submitted by the Sudbury Housing Authority

Sudbury Housing Report: (See report under Article 11)

Board of Selectmen Report: Recommended approval

Finance Committee Report: Recommended approval



UNANIMOUSLY VOTED: IN THE WORDS OF THE ARTICLE (Consent Calendar)

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ARTICLE 11. AUTHORIZE SALE OF LAND OFF HORSE POND ROAD TO ABUTTER

To see if the Town will vote to authorize the Selectmen, acting on behalf of the inhabitants of Sudbury, to execute a deed conveying in fee simple the following described land to Frederick and Laura McCarthy of 11 Elliot Road, for a sum of no less than \$1.00 and upon such other terms as the Selectmen shall consider proper:

A portion of the land adjacent to the Massachusetts Firefighting Academy containing approximately 2,780 square feet more or less, being a portion of the entire site shown as Parcel 036 on Town Property Map K06 and more particularly described as Parcel 1B on a plan entitled "COMPILED PLAN OF LAND IN SUDBURY, MASSACHUSETTS SHOWING LAND TO BE CONVEYED BY THE TOWN OF SUDBURY," dated December 28, 1989, Scale: 1 in. = 40 ft., prepared by the Town of Sudbury Engineering Department;

or act on anything relative thereto.

Submitted by the Sudbury Housing Authority

Sudbury Housing Authority Report: Town Meeting of April 1988 voted to transfer one to two acres of land adjacent to both the Firefighting Academy and the McCarthy's back yard to the Sudbury Housing Authority for the purpose of constructing one duplex house. The intended access is off the end of Old Meadow Road, which is paved to a width of 18-20 feet. However, it has come to the Town's attention that the deed for a portion of this paved area, ranging from nine to nineteen feet wide, which was accepted by Town Meeting in 1962, was not recorded. Nevertheless, the area to be deeded was paved and has been used as a portion of the public way since its construction. In order to correct the error, the Town must take that land under the street by eminent domain under the Street Acceptance Article in the Warrant for this Town Meeting. In fairness to the McCarthy's, who would like to maintain a lot of the same square footage as they purchased in 1988, the Housing Authority has requested that the Town give the McCarthy's an amount of Town-owned land at the rear of their property which equals the amount being taken from the side of their property. This land was included in the area designated as the one to two-acre parcel voted to be transferred to the Housing Authority in 1988, and is not land that the Town would have retained.

Board of Selectmen Report: Recommended approval

Finance Committee Report: Recommended approval

*UNANIMOUSLY VOTED: IN THE WORDS OF THE ARTICLE (Consent Calendar)*

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ARTICLE 12. ACCEPT G.L. CHAPTER 40 AMENDMENT - MAJORITY VOTE TO TRANSFER LAND FOR LOW AND MODERATE INCOME HOUSING

To see if the Town will vote to accept the provisions of Chapter 235 of the Acts of 1989, amending section 15A of Chapter 40 of the General Laws, to allow the Town to authorize the transfer of land for the purpose of constructing low and moderate income housing by a majority vote of Town Meeting; or act on anything relative thereto.

Submitted by the Sudbury Housing Authority

Section 15A of Chapter 40, second paragraph:

In any city or town which accepts the provisions of this paragraph, when land is being transferred for the purpose of constructing low and moderate income housing, the vote required of the city council or the town meeting shall be by a majority vote.

Sudbury Housing Authority Report: Currently a two-thirds Town Meeting vote is required when land owned by the Town is transferred to the Housing Authority (SHA) or Housing Partnership Committee (SHPC) for construction of affordable housing. The Commonwealth will pay for construction and maintenance of housing, but not for the purchase of land; therefore, the Town must donate land if Sudbury is to meet its affordable housing needs. Many communities throughout the Commonwealth have been unable to garner the two-thirds vote necessary for land transfer and so a bill was passed by the legislature last summer which changes the required vote to a simple majority for land transfers when the purpose is the construction of low and moderate income housing. This change does not take effect automatically, but must be voted upon and passed by Town Meeting in order to become effective in any given community.

Board of Selectmen Report: (D. Wallace) Recommended approval

Finance Committee Report: In the absence of any obvious financial impact on the Town, the Finance Committee took no position on this article.

Several citizens of the Town stood in opposition to this article as it would require a majority vote and not a two-thirds vote to transfer land to the Housing Authority for the construction of low and moderate income housing. Bill Cooper of Cedar Creek Road stated it was in the Town's best interest to retain land and to transfer it only by a two-thirds vote. Sidney Wittenberg of Surrey Lane stated the Authority in their zeal and desire for affordable housing, don't seem to understand their limits as to what they can handle. There is need for control, for better direction, for the benefit of the Town.

The motion Under Article 12 was defeated.

At this time, the Moderator introduced Beverly Bentley, Chairman of the 350th Anniversary Town Committee. Mrs. Bentley reported on the successful financial returns of the Celebration. Mrs. Bentley reported that \$26,000 had been raised over the past seven (7) years to fund the Celebration. Through the Committee's investment in the sale of memorabilia, such as T-shirts and many other items, and after having paid all their bills, the Committee realized a profit of \$29,877.76. \$14,877.67 was donated to the Wood-Davison Fund and \$15,000 was turned back to the Town to the General Fund as an offset to the amount of money that had been appropriated in 1988.

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ARTICLE 13. STREET ACCEPTANCES

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

|                              |   |
|------------------------------|---|
| SUFFOLK ROAD                 | From Belcher Drive to Ford Road,<br>a distance of 693 feet, more or less;                                 |
| BELCHER DRIVE                | From the end of the public way of Belcher Drive<br>to Ford Road, a distance of 2,491 feet, more or less;  |
| RUN BROOK CIRCLE             | From Fairbank Road to a dead end,<br>a distance of 656 feet, more or less;                                |
| WEBSTER CIRCLE               | From Phillips Road to a dead end,<br>a distance of 1,004 feet, more or less;                              |
| PHILLIPS ROAD                | From the end of the public way of Phillips Road<br>to a dead end, a distance of 1,302 feet, more or less; |
| MARY CATHERINE LANE          | From North Road,<br>a distance of 1,065 feet, more or less;   |
| WHITE OAK LANE               | From Moore Road to a dead end,<br>a distance of 1,490 feet, more or less;                                 |
| LAUREL CIRCLE                | From White Oak Lane to a dead end,<br>a distance of 399 feet, more or less;                               |
| KATO DRIVE                   | From Goodman's Hill Road to a dead end,<br>a distance of 2,264 feet, more or less;                        |
| KATO SUMMIT                  | From Kato Drive to a dead end,<br>a distance of 255 feet, more or less;                                   |
| CANDLEWOOD CIRCLE            | From Peakham Road to a dead end,<br>a distance of 326 feet, more or less;                                 |
| WALKER FARM ROAD             | From Goodman's Hill Road to a dead end,<br>a distance of 956 feet, more or less;                          |
| OLD MEADOW ROAD<br>(Portion) | From Elliot Road southerly to a dead end,<br>a distance of 197 feet, on average, 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, \$1,400, or any other sum, therefor and all expenses in connection therewith; or act on anything relative thereto.

Submitted by the Board of Selectmen

Judith Cope of the Board of Selectmen, *moved to postpone consideration of this article until the completion of business on Article 50.*

In explanation, it was stated that some unforeseen technical problems needed to be resolved before proceeding with this article. These should be all resolved in the next few days.

Finance Committee Report: (R. Pettingell) Recommended approval

The motion to postpone was *VOTED*,

(See page 100 for motion and vote on this article.)

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ARTICLE 14. METROWEST AND M.A.G.I.C. PLANNING FUNDS WITHDRAWNARTICLE 15. PURCHASE AMBULANCE RADIO & EQUIPMENT

To see if the Town will vote to raise and appropriate, or appropriate from the Ambulance Reserve for Appropriation Account, \$4,500, or any other sum, to be expended under the direction of the Fire Chief, for the purchase of a two-way radio and ambulance equipment; or act on anything relative thereto.

Submitted by the Fire Chief.

Fire Chief Report: Authorization is requested to use funds in the Ambulance Reserve for Appropriation Account to purchase a new two-way radio for the ambulance and to purchase medical supplies as needed. The price of the radio is approximately \$2,000; the present radio was purchased with our original ambulance in 1976 and is in need of replacement. The additional \$2,500 is the same amount as requested in FY90 and will be used to purchase equipment and supplies required to operate the ambulance by the State Department of Public Health (105 CMR 170.00). All funds collected by the Town for the use of the ambulance are deposited in the Ambulance Reserve for Appropriation Account, which was established to offset the cost of operating the ambulance without having to use tax dollars.

Board of Selectmen Report: Recommended approval

Finance Committee Report: Recommended approval

*UNANIMOUSLY VOTED: IN THE WORDS OF THE ARTICLE TO APPROPRIATE \$4,500, TO BE EXPENDED UNDER THE DIRECTION OF THE FIRE CHIEF, FOR THE PURCHASE OF A TWO-WAY RADIO AND AMBULANCE EQUIPMENT, SAID SUM TO BE RAISED BY TRANSFER FROM THE AMBULANCE RESERVE FOR APPROPRIATION ACCOUNT. (Consent Calendar)*

ARTICLE 16. GASOLINE TANKS & PUMPS - REPLACEMENT

To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$70,000, or any other sum, for the removal of two gasoline tanks and pumps at the South Fire Station, 550 Boston Post Road, and for the removal of two tanks and pumps at the Highway Department, 275 Old Lancaster Road, and for the installation of one new gasoline tank with pump and one new diesel fuel tank with pump at the Highway Department, 275 Old Lancaster Road; or act on anything relative thereto.

Submitted by the Fire Chief and Highway Surveyor

Fire Chief Report: The Town presently has three gasoline tanks and one diesel tank on Town property which are approximately twenty years old. The life expectancy of a steel tank is twenty years and these tanks are reaching the end of their useful life. It is in the Town's best interest to replace these tanks before a leak occurs as the clean-up costs of a leak can be extremely high. This will remove the two tanks which are located at the South Fire Station in Water Resource Protection District No. 2, and place all the fuel tanks at the Highway Department garage. Since all town vehicles are now able to operate on unleaded gasoline, only one gasoline tank is needed. In order to meet new federal and state regulations, the new tanks will be double-walled fiberglass tanks with monitoring of the interstitial space to detect leaks.