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George L. Horton		3
Carl E. MacDonald		3
Carol E. McKinley		3
M. Priscilla Mesar		3
Ernest H. Nilges		3
Betsey A. Powers		3
Mary A. Self		3
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Def    Defeated  
 IP     Indefinitely Postponed  
 PO     Passed Over  
 Ref    Referred for further study  
 W     Withdrawn

ANNUAL TOWN ELECTION  
MARCH 27, 1995

The Annual Town Election was held at two locations. Precincts 1 & 2 voted at the Fairbank facility on Fairbank Road and Precincts 3 & 4 voted at the Loring School on Woodside Road. The polls were open from 7 a.m. to 8 p.m. There were 421 votes cast representing 4% of the Town's 9,844 registered voters. There was only one contested race. The results were announced by the Assistant Town Clerk, Kathleen D. Middleton, at 9:45 p.m. in the Town Hall.

SELECTMEN: FOR THREE YEARS

Lawrence L. Blacker	285
Blanks	136

PLANNING BOARD FOR THREE YEARS

(Vote for two)

Carmine L. Gentile	313
John O. Rhome	315
Blanks	214

BOARD OF ASSESSORS: FOR THREE YEARS

William J. Keller, Jr.	322
Blanks	99

SUDBURY SCHOOL COMMITTEE:

FOR THREE YEARS  
(Vote for two)

Stephenie Kay Cook	312
Blanks	109

GOODNOW LIBRARY TRUSTEES: FOR THREE YEARS

(Vote for two)

Carol Hull	325
Phyllis A. Cullinane	325
Blanks	192

LINCOLN-SUDBURY REGIONAL DISTRICT  
COMMITTEE: FOR THREE YEARS

(Vote for two)

David Wilson	325
Donna K. Coutu	315
Blanks	202

BOARD OF HEALTH: FOR THREE YEARS

Donald G. Kern	318
Blanks	103

(Note: Member of Lincoln-Sudbury Regional 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 are those cast in Sudbury only.)

MODERATOR: FOR ONE YEAR

Thomas G. Dignan	333
Blanks	88

PARK & RECREATION COMMISSIONERS: FOR THREE YEARS

(Vote for two)

Elizabeth J. Nikula	331
Stephanie Avgerinos	101
Melinda M. Berman	130
Thomas M. Reihle	156
Blanks	124

A true record, Attest:



Kathleen D. Middleton  
Assistant Town Clerk

TOWN OF SUDBURY  
ANNUAL TOWN MEETING

PROCEEDINGS

APRIL 3, 1995

Pursuant to a Warrant issued by the Board of Selectmen, March 10, 1995, and a quorum being present, the meeting was called to order at 7:40 pm by Thomas Dignan, the Moderator, at the Lincoln-Sudbury Regional High School Auditorium. Father Bova Conti of Our Lady of Fatima Parish delivered the invocation and Adam Gold, an outstanding senior at Lincoln-Sudbury Regional High School, led the hall in the Pledge of Allegiance to the Flag.

It was announced that certified Free Cash for the Town Meeting was \$489,849. The Call of the Annual Town Meeting, the Officer's Return of Service and the Town Clerk's Return of Mailing having been examined were all found to be in order.

Upon a motion by Lawrence L. Blacker, Chairman of the Board of Selectmen, which was seconded, 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.*

Various town officials, committee and board members present were introduced to the voters. Following, Selectman Drobinski read a resolution in memory of those citizens who had served the Town and had passed away this year.

*In Memoria*

*WHEREAS: THE TOWN OF SUDBURY HAS ENJOYED THE BLESSINGS 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:*

*FRANK L. BEMIS, JR.                         -(1915-1995)  
CUSTODIAN AT SUDBURY SCHOOLS: 1959-1975*

*WARREN E. BOYCE                         -(1930-1995) MOVED TO SUDBURY IN 1952  
ELECTION OFFICER: 1962-1963, 1968-1977, 1979-1983  
SPECIAL CONSTABLE: 1979-1995  
DEPUTY WIRING INSPECTOR: 1971-1980  
WIRING INSPECTOR: 1981-1995  
SUPERVISOR OF TOWN BUILDINGS: 1989-1995  
PERMANENT BUILDING COMMITTEE: 1992-1994*

APRIL 3, 1995

PAUL B. FREDRICKSON                    -(1932-1994) MOVED TO SUDBURY IN 1962  
SUDBURY CULTURAL COUNCIL: 1993-1994

JAMES F. GREENAWALT                   -(1919-1994) MOVED TO SUDBURY IN 1949  
RESUSCITATOR COMMITTEE: 1951-1952  
DEPUTY FIRE CHIEF: 1963-1968  
VETERANS ADVISORY COMMITTEE: 1982-1991

GEORGE L. HORTON                       -(1940-1994) FORMER SUDBURY RESIDENT  
TEACHER AT LINCOLN-SUDBURY REGIONAL HIGH  
SCHOOL: 1966-1994  
COACH FOR BASKETBALL, GOLF, SOFTBALL AND  
SOCCER - 23 DUAL COUNTY LEAGUE TITLES  
PARK AND RECREATION DIRECTOR: 1969-1990  
PARK AND RECREATION PROGRAM DIRECTOR:  
1990-1993

CARL E. MACDONALD                    -(1917-1994)  
CUSTODIAN AT SUDBURY SCHOOLS: 1972-1986

CAROL E. MCKINLEY                    -(1943-1994) MOVED TO SUDBURY IN 1974  
FINANCE COMMITTEE: 1976-1979

M. PRISCILLA MESAR                   -(1914-1994) MOVED TO SUDBURY IN 1984  
COUNCIL ON AGING: 1987-1991

ERNEST H. NILGES                      -(1931-1994)  
CUSTODIAN AT LINCOLN-SUDBURY REGIONAL  
HIGH SCHOOL: 1969-1994

BETSEY A. POWERS                      -(1928-1994) MOVED TO SUDBURY IN 1954  
FINANCE SUBCOMMITTEE OF THE COMMITTEE  
ON TOWN ADMINISTRATION: 1959  
ELECTION OFFICER: 1962-1966  
COMMITTEE FOR THE PRESERVATION OF  
ANCIENT DOCUMENTS: 1968-1983  
BOARD OF REGISTRARS: 1968-1983  
TOWN CLERK: 1968-1983

MARY A. SELF                            -(1926-1995) FORMER SUDBURY RESIDENT  
ASSISTANT TO THE LIBRARIAN AT  
LINCOLN-SUDBURY REGIONAL HIGH SCHOOL:  
1970-1975

NORMAN T. STEED                       -(1925-1994) MOVED TO SUDBURY IN 1970  
ELECTION OFFICER: 1989-1994

MARTHA L. SYMINGTON                   -(1926-1994) MOVED TO SUDBURY IN 1960  
SECRETARY AT LINCOLN-SUDBURY REGIONAL  
HIGH SCHOOL: 1968-1989

APRIL 3, 1995

RICHARD F. WHELPLEY, SR.

-(1923-1994) MOVED TO SUDBURY IN 1948  
AUDIO VISUAL ADVISORY COMMITTEE:  
1965-1968

AND BE IT FURTHER

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

The resolution was seconded and **UNANIMOUSLY VOTED.**

Lawrence Blacker, Chairman of the Board of Selectmen, presented the State of the Town address, noting the positive changes taking place with the increased amount of housing starts. He expressed that while this is very desirable for Sudbury, it brings added responsibilities to preserve and maintain all that makes Sudbury what it is today and for the future. Mr. Blacker remarked that the current hold-the-line policy regarding the budget has caused significant strain on the Town's ability to provide the services needed. The 1993 MMA Organization and Management Study revealed that the current Town government is providing the same services for less money than it did ten years ago. Improvements to the Town's infrastructure, new dollars for walkways, tennis courts and parking at the Fairbank Community Center were noted to have been accomplished last year. Plans for a new Library and Highway facility are being proposed this year. Selectman Blacker commented that the central theme for Collective Bargaining was "Total Compensation Bargaining" and will be part of all future Town bargaining. It is anticipated that the closing of the Landfill will be the second half of 1996, and will be replaced with a Convenience or Transfer Station with the continuation of the recycling program. Mr. Blacker expressed that the new Board of Selectmen/Town Manager form of government, which will be taking place soon, will have a significant and positive impact on coordinating all Town boards and departments. He assured that the Board will closely monitor Sudbury's Fort Devens property and keep the public advised with regard to its development and preservation.

Ms. Anderson-Palmer, Chairman of the Finance Committee, then presented the 1995 Finance Committee Report which was substantially the same as that printed in the Warrant.

### 1995 FINANCE COMMITTEE REPORT

#### OVERVIEW

The FY96 budget season is marked by financial dichotomy.

On the one hand, Sudbury continues to maintain a strong financial position and is viewed very positively by external financial organizations, such as the Massachusetts Department of Revenue, Moody's, Standard and Poor's, and financial institutions which purchase our debt offerings. Conservative financial practices, improvements in tax billing, cash management and tax collection activities; an aggressive two-year effort to reduce and contain health and other insurance-related costs; longer term financial planning for operating and capital requirements; and changes in financial management practice contribute to this solid financial foundation. The Town's credit rating is "Aa", placing it among highly rated communities in Massachusetts. Within Town Departments, the financial benefit of efficiencies and improvements identified by employees and citizen volunteers are evident.

On the other hand, Sudbury is distinctly challenged by addressing the costs of growth within the limits set by Proposition 2 1/2. Demands of growth continue to be felt by most Town and School departments, where services and staff were cut in the early 1990s to cope with the sharp downturn in fiscal conditions. Building activity, increase in the school population, and change in overall demographics has resulted in increased demands by citizens for services. The cost of growth has become evident - not just for the Schools - but in virtually all major departments in Town. After several years of paring back or holding the line on budgets, there is little or no margin left to absorb increased requests for service.



APRIL 3, 1995

This budget season - despite Sudbury's very strong financial condition - we found that the incremental operating revenues available under Proposition 2 1/2 were barely enough to fund the same level of service available to residents in FY95. A growing backlog exists of well-documented needs for restoration of previously offered services or initiation of new services for which there is a clear, measurable benefit. Such requests could not be funded within the FY96 budget; nor is it likely, given revenue projections for FY97 and FY98, that additional funding will be available then to make any meaningful progress in initiating or restoring services requested by citizens and department heads.

The budget which follows is one which holds the line on services, and also holds the line on taxes. It is bittersweet to note that after making the many needed improvements referenced above - in health care and overall labor costs, in financial management practice, and in more efficient operations - in an improving state and federal economic environment, the best we can do is stay even with where we were in FY95. While there is a strong commitment to continue to increase the efficiency of service delivery, service efficiencies do not realistically address the situation we have heard about this season: we have reached a point where there is no margin left to absorb the sustained growth we have already experienced in our community.

Not surprisingly, it is possible that residents may be presented with the opportunity to consider an operating override to the FY97 budget at next year's Annual Town Meeting. While this year's Finance Committee can not bind future committees to a course of action, we believe it is only responsible on our part to describe this financial situation and the outcome of our analyses, and to stimulate a period of questioning and dialog among citizens.

#### **BUDGET PROCESS**

In FY96, department heads and committees were asked to break their spending requirements into two areas: (i) costs associated with a "level effort" budget, and (ii) prioritized incremental spending requests. Conceptually, the addition of these two budget components equal the overall department requested budget.

Level effort analysis allowed us to focus on the cost of providing the same level of service to the same number of people, in that it assumes demand for services to be roughly the same as last year. Negotiated increases for salary and benefits are included in a level effort budget. Increases or decreases in operating expenses needed to provide the same level of effort as the prior year are also included in the base budget. One-time operating or capital expenses from FY95 were excluded in the FY96 level effort budget.

Each department or committee was further asked to characterize incremental spending requests as a) growth related; b) legally mandated during FY96 by local, state, or federal authorities; c) new program initiatives that provided clear and measurable benefits; d) restoration of previous services for which there is a substantiated current need. This approach has proved a very useful way to analyze how FY96 money has been allocated.

Managers of large budgets (\$50,000 or more) were also asked to provide three year financial projections and 4 to 6 measures of departmental performance which they felt best reflected the nature of their department's business issues and operating priorities. Overall, departmental budget presentations - both content and process - have strengthened considerably and have yielded very timely and useful information to aid FinCom deliberations.

The Finance Committee's top capital budget priority in FY96 has been to develop a multi-year funding strategy to address a backlog of projects valued at more than \$12 million and needed to replace or repair aging infrastructure. (See Investment Priorities Committee: Capital Plan, below.)

The Finance Committee's top operating budget priority in FY96 was to ensure that all departments were funded at least at level effort from FY95 except where there were legitimate business reasons to reduce the appropriation. Next, we allocated monies to those legally mandated projects/expenses which could not be reasonably deferred. Finally, to the extent possible, we allocated remaining funds to the highest priority requests identified by department heads. While the majority of these requests were growth related, others included planned replacement of equipment or restoration of service.

**REVENUE OUTLOOK**

The starting point for planning the FY96 budget allocation continues to be the revenue available to the Town, as described in the chart, below.

<b>REVENUE SUMMARY (000s)</b>					
	<u>FY1995</u>	<u>FY1996</u>	<u>\$ CHANGE</u>	<u>% CHANGE</u>	<u>% OF TOTAL REVENUE</u>
Property Tax Revenue					
Within Prop 2 1/2	\$24,216	\$25,348	\$1,132	4.7%	75%
Debt Exemptions	1,350	1,758		1.6%	5%
Net State Aid	2,790	2,945	155	5.5%	9%
Local Receipts	2,258	2,282	24	1.1%	7%
Free Cash	443	489	46	10.4%	1%
Other*	1,324	1,168	-156	-11.8%	3%
TOTAL	\$32,381	\$33,990	\$1,609	5.0%	100%

\* "Other" includes such categories as abatement surplus, stabilization fund, enterprise fund receipts, available funds, and other miscellaneous items. The transportation bond offset to Article 13 is not included in this chart.

Property tax revenue includes commercial and residential property taxes on existing property, plus the revenues associated with new construction. New construction remains at a high level, up from \$171,000 in FY92 and \$348,000 in FY93 to \$524,000 (FY94), \$504,000 (FY95), with \$525,000 projected for FY96. The Assessors indicate that new construction tax revenues are anticipated to be lower in FY97 and FY98. New construction revenues are welcome, but it is important to recognize the hidden costs of growth, which have been evident for at least five years in the K-8 budget, are just beginning to be felt by LSRHS in terms of increasing enrollment, and are very obvious in many Town departments. In general, property tax revenue associated with increased growth is not sufficient to cover the costs of increased demand for services generated by growth. [The Assessors indicate that the FY95 tax assessment on the average new home in Sudbury (assessed at \$430,000) is roughly \$6,742, as compared with taxes of \$4,453 for the average assessed value all homes (\$284,000)]. As a point of comparison, the average per pupil cost (including debt and indirect costs) for K-8 is roughly \$6000, and for LSRHS is roughly \$11,000.

Estimated State aid, also known as the "Cherry Sheet," is up 5.5%, or \$155,000, from FY95 levels, largely due to an additional \$25 per K-8 student received by the Town under Ed Reform, and an anticipated increase in Sudbury's portion of State lottery receipts. Local receipts which include motor vehicle excise, department fee revenues and penalties and interest are difficult to predict accurately at this point in the year but are essentially level funded as recommended by the Board of Assessors and the Treasurer.

Other sources of funds include Free Cash, Abatement Surplus, and the Stabilization Fund. The budget recommendation includes full use of available Free Cash in the amount of \$489,000, up \$46,000 from last year. (Beginning in FY95, we have not had to recertify Free Cash in mid-year as the Town recovered from the difficult financial period in the early 1990s.) Abatement Surplus, as determined by the Board of Assessors, is \$280,153, down from FY95 levels of \$400,000. In light of the tight operating budget this year, no additions have been made to Stabilization Fund, nor did FinCom recommend use of any monies from Stabilization, which serves as the Town's "savings account." Given the backlog of building maintenance and repair projects which remain unfunded, we are concerned that levels in this account remain sufficient to address any emergency situation which may occur.

**FY96 Budget and Article Recommendations**

The FY96 total operating budget recommended by FinCom rises by \$2.11million, or 6.8%. These numbers, which are further modified by offsets and other revenue sources elsewhere in the budget, are somewhat skewed due to the increase in debt-exempted taxation associated with the community debt projects approved last year.

APRIL 3, 1995

**SUMMARY OF RECOMMENDED APPROPRIATIONS (000s)**

	Appropriated FY95	Recommended FY96	Additional Dollars	% Increase
Sudbury Public Schools (Net)	\$11,196	\$12,005	\$809	7.2%
LSRHS Assessment	7,342	7,786	445	6.0%
Minuteman RHS Assessment	313	365	51	16.7%
100 Total Schools	\$18,851	\$20,156	\$1,305	6.9%
200 Debt Service	1,115	1,698	583	52.3%
300 Protection	3,276	3,465	189	5.8%
400 Highway/Landfill	1,659	1,669	10	0.6%
500 General Government	901	910	9	1.0%
560 Finance	560	576	16	2.9%
600 Library	435	461	26	6.0%
700 Recreation	457	482	25	5.5%
800 Health	217	222	5	2.3%
900 Veterans	12	8	-4	-33.3%
950 Unclassified	3,498	3,446	-52	-1.5%
<b>TOTAL OPERATING BUDGET</b>	<b>\$30,983</b>	<b>\$33,094</b>	<b>\$2,111</b>	<b>6.8%</b>

FinCom's funding recommendations for the roughly 20 articles submitted with financial impact are shown in the following Capital Spending section page entitled Monied Articles. The \$515,923 of article spending in the recommended FY96 budget is for a Transportation Bond, which is offset in total by state-provided revenue. No other articles were recommended for funding within the FY96 operating budget. We are still awaiting final cost estimates on several articles, and will report on those at Town Meeting. Please see the Investment Priorities Committee: Capital Plan section below for a discussion of major infrastructure projects. We anticipate recommending one or more major building projects for FY96 funding, which would be financed by debt exempted from Proposition 2 1/2 for the life of the borrowing. Again, specific details will be presented.

Within the limits set by Proposition 2 1/2, the FY96 Budget is not able to completely address the demands of growth which has already occurred. It is not likely that any meaningful restoration of service or new initiatives can be funded within the operating budget during the next two years. The backlog of restorations and new service initiatives identified during the FY96 budget process for the K-8 system was approximately \$600,000; LS approximately \$200,000; and Town Departments approximately \$550,000.

**INVESTMENT PRIORITIES COMMITTEE: CAPITAL PLAN**

In July, 1994, FinCom initiated the Investment Priorities Committee to objectively examine and evaluate a group of 5 - 7 major capital projects needed to improve or secure Sudbury's infrastructure. Collectively, these projects represented over \$12M of capital investment. Members of the Selectmen's Office, Finance Committee, Permanent Building Committee, and Long Range Planning Committee collaborated for a six-month period to create a priority listing and long-term financing strategy for known capital projects greater than or equal to \$500,000 in value with a useful life of at least 10 years.

This process - which demonstrated a high level of communication and coordination among the four major committees concerned with long term financial planning for large capital projects - has in fact produced the foundation for a capital plan for the FY96 - FY01 time frame. Specifically, the committee worked to:

- create a multi-year timeline for facility and capital projects, looking well beyond the borders of an individual budget cycle;
- specify objective criteria for investment decisions that would help to sort through and prioritize known projects;
- involve all project sponsors openly and consistently in the process, providing them feedback and opportunity for input;

APRIL 3, 1995

- perform the specific individual responsibilities of each committee - FinCom, Selectmen, LRPC and PBC - as regards review and analysis of investment decisions in the normal manner.
- reach consensus on a priority list, timetable, and financing strategy for known investments so that our four committees might jointly and collaboratively recommend to Town Meeting a unified position which would address citizens' need for services and remain financially responsible.

On February 2, 1995, the Investment Priorities Committee members agreed to recommend the following prioritized projects to the Town for consideration - in the order listed - over a period of several years: 1) Department of Public Works Renovation; 2) Goodnow Library Expansion; 3) LSRHS Rogers Auditorium Instructional Center; 4) Landfill Closure; 5) Flynn Administrative Building Renovation. (A sixth project - a citizen petition for a comprehensive walkway system - was also evaluated but did not receive support within the prioritized list at this time.) It was explicitly recognized that unforeseen financial problems or structural/public safety issues could restructure this priority list or delay its completion. However, all four groups participating on the Investment Priorities Committee believe these projects represent significant investment decisions for the community of Sudbury, and should receive the consideration of this and future Town Meetings.

The Treasurer has prepared long-term debt scenarios which demonstrate that Sudbury could undertake these projects and not risk our Aa bond rating, assuming continuation of strong, conservative financial management practice. Our recommendation is to use exempted debt as the funding source for each project, given the existing and projected demands on the operating budget to sustain current levels of service. Debt offerings have been planned to minimize the annual tax impact to residents.

#### **SUMMARY**

The Finance Committee has attempted to be fair and consistent in all deliberations and recommendations. We believe the budget recommendation makes the best use of available funds and is in the overall best interest of the Town, but it is only a recommendation. The Town Meeting is the final decision-making authority.

We would like to take note of the open communication and positive attitude exhibited by all committees and departments during the budget review process this season. Departments and Committees have displayed a strong command of the dynamics which drive their business activities, and have been willing to propose or consider new approaches that might improve their ability to deliver services while containing costs. Their professionalism and dedication is a tremendous asset to the Town of Sudbury.

We would also like to thank Terri Ackerman, Budget and Personnel Officer, for her diligence and countless hours spent keeping the numbers straight. She has provided both a sense of humor and a valuable perspective to support the nine citizen volunteers on this committee.

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FY96 BUDGET

	Expend. FY 93*	Expend. FY 94**	Approp. FY 95	Dept Request FY96	FinCom Rec. FY96
Sudbury Pub. Schls. (Gross)	8,812,173	9,733,871	11,433,919	12,268,349	12,208,685
Sudbury Pub. Schls: Offsets	237,328	259,594	238,233	203,300	203,300
SUDBURY PUB. SCHLS. (Net)	8,574,845	9,474,277	11,195,686	12,065,049	12,005,385
L.S.R.H.S.(Assessment)	6,539,191	6,942,562	7,341,877	7,949,726	7,786,288
M.R.V.T.H.S.(Assessment)	381,446	300,448	313,488	364,789	364,789
<b>TOTAL SCHOOLS</b>	<b>15,495,482</b>	<b>16,717,287</b>	<b>18,851,051</b>	<b>20,379,564</b>	<b>20,156,462</b>
200: Debt Service	1,046,008	1,133,208	1,114,603	1,698,231	1,698,231
300: Protection	3,142,953	3,412,151	3,276,097	3,697,122	3,464,898
400: Highway/Landfill	1,610,924	1,846,048	1,659,037	1,939,546	1,668,922
500: General Govt.	763,173	858,584	901,675	970,563	910,021
560: Finance	437,657	517,890	560,219	620,257	576,264
600: Library	365,129	410,498	435,408	492,626	461,304
700: Recreation	434,394	451,005	457,922	546,207	482,209
800: Health	189,152	200,434	216,953	224,279	222,479
900: Veterans	20,635	14,725	11,823	21,545	7,500
950: Unclassified/Transfer Acct.	3,065,033	3,035,560	3,498,258	3,487,695	3,446,081
TOTAL TOWN (inc. Unclassif.)	11,075,057	11,880,104	12,131,995	13,698,071	12,937,909
<b>TOTAL OPERATING BUDGET</b>	<b>26,570,539</b>	<b>28,597,390</b>	<b>30,983,046</b>	<b>34,077,635</b>	<b>33,094,371</b>
STM Articles:	0	0	0		
ATM Articles:	2,492,637	566,893	6,350,161	9,814,643	515,923
Borrowing	2,134,424	0	5,850,000	9,114,500	0
<b>TOTAL ARTICLES</b>	<b>358,213</b>	<b>566,893</b>	<b>500,161</b>	<b>700,143</b>	<b>515,923</b>
<b>TOTAL APPROPRIATIONS</b>	<b>26,928,752</b>	<b>29,164,283</b>	<b>31,483,207</b>	<b>34,777,778</b>	<b>33,610,294</b>
Cherry Sheet Chgs.& Underest.	360,050	370,222	382,036	382,036	382,036
Cherry Sheet Offsets	217,587	264,744	270,783	270,783	270,783
Recap, Snow&Ice & Oth. chgs	47,015	166,305	204,620	15,000	15,000
Abatements & Exemptions	350,979	298,387	347,973	225,000	225,000
<b>TOTAL CHARGES</b>	<b>975,631</b>	<b>1,099,658</b>	<b>1,205,412</b>	<b>892,819</b>	<b>892,819</b>
<b>TOTAL TO BE RAISED</b>	<b>27,904,383</b>	<b>30,263,941</b>	<b>32,688,619</b>	<b>35,670,597</b>	<b>34,503,113</b>
Cherry Sh.Receipts & Overest.	2,093,538	2,462,417	2,790,114	2,945,114	2,945,114
Local Receipts	2,122,577	2,170,161	2,258,109	2,281,610	2,281,610
Enterprise Fund Receipts	645,544	711,868	751,903	711,706	711,706
Free Cash applied	399,536	482,894	443,000	489,000	489,000
Dog Licenses (& St Aid)	7,750	6,454	6,454	5,653	5,653
Wetlands Protection Fund	4,125	4,125	4,125	4,125	4,125
Abatement Surplus	0	179,383	400,000	280,153	280,153
Cemetery Fund	11,700	14,000	25,914	20,000	20,000
Stabilization Fund	0	0	102,000	0	0
Transfer from ATM 87/14		8,532	0	0	0
Transfer from ATM 90/24		140,000	3,918	0	0
Transfer from ATM 90/26				0	0
FY95 Budget Adjustments				100,000	
Retirement Trust Fund				14,001	14,001
Nixon School: Roof Settlement				102,000	102,000
Transport. Bond Offset	319,713	319,713	319,713	515,923	515,923
Ambulance Fund	50,000	93,500	30,000	30,000	30,000
<b>TOTAL RECEIPTS&amp;REVENUE</b>	<b>5,654,483</b>	<b>6,593,047</b>	<b>7,135,250</b>	<b>7,499,285</b>	<b>7,399,285</b>
<b>REQUIRED TAX LEVY</b>	<b>22,249,900</b>	<b>23,670,894</b>	<b>25,553,369</b>	<b>28,171,312</b>	<b>27,103,828</b>
Previous Limit +2.5%	21,710,546	22,610,636	23,712,938	24,822,051	24,822,051
New Construction	348,612	523,939	503,697	525,981	525,981
Prop 2 1/2 Override (Operating)	0	0			
<b>LEVY LIMIT</b>	<b>22,059,158</b>	<b>23,134,575</b>	<b>24,216,635</b>	<b>25,348,032</b>	<b>25,348,032</b>
Prop 2 1/2 Exemptions	1,185,553	1,296,109	1,350,269	1,757,864	1,757,864
<b>APPLICABLE LEVY LIMIT</b>	<b>23,244,711</b>	<b>24,430,684</b>	<b>25,566,904</b>	<b>27,105,896</b>	<b>27,105,896</b>
<b>UNDER LEVY LIMIT</b>			<b>13,535</b>	<b>0</b>	<b>2,068</b>
<b>OVER LEVY LIMIT</b>			<b>0</b>	<b>1,065,416</b>	

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{The full text of all discussions 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 1994 Town Report or as otherwise presented; or act on anything relative thereto.

Submitted by the Board of Selectmen

Kenneth Richie of Goodman's Hill Road *moved* to accept the reports of the Town Boards, Commissions, Officers and Committees as printed in the 1994 Town Report or as otherwise presented subject to the correction of errors, if any, where found.

The motion under Article 1 was seconded and **UNANIMOUSLY VOTED.**

The Consent Calendar was the next business taken up. 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: 11, 12.

On a motion by Selectman Blacker and seconded, it was,  
**UNANIMOUSLY VOTED; TO TAKE ARTICLES 9, 10, 13, 30, 31, 32 AND 33 OUT OF ORDER  
AND CONSIDER THEM TOGETHER AT THIS TIME.**

The motion was received, seconded and  
**UNANIMOUSLY VOTED: IN THE WORDS OF THE CONSENT CALENDAR MOTIONS AS  
PRINTED IN THE WARRANT FOR THESE ARTICLES 9, 10, 13, 30, 31, 32 AND 33.**

(See individual articles for reports and motions voted.)

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ARTICLE 2. AMEND PERSONNEL BYLAW, ART. XI -  
CLASSIFICATION AND SALARY PLAN

To see if the Town will vote to amend Article XI of the Town of Sudbury Bylaws, entitled, "The Personnel Administration Plan", by deleting the Classification and Salary Plan, Schedules A & B, in its entirety and substituting therefor the following:

**TOWN OF SUDBURY - FY96**  
**SCHEDULE A - CLASSIFICATION PLAN**  
**AND SCHEDULE B - SALARY PLAN**

GRADE 1		GRADE 7	
GRADE 2	Clerk I	Assistant Assessor	
	Switchboard Operator/Receptionist	Assistant Town Accountant	
GRADE 3		Assistant Town Clerk	
	Clerk II/Senior Clerk	Assistant Children's Librarian	
	Library Clerk	Head of Circulation, Library	
	Recording Secretary	Head of Technical Services, Library	
GRADE 4		GRADE 8	
	Fire Dispatcher (40 hrs/wk)	Conservation Coordinator	
	Library Technician	Director, Council on Aging	
	Secretary I	Adult Services/Reference Librarian	
	Van Driver, Senior Citizens Center	Children's Librarian	
	Senior Data Processing Clerk	Assistant Town Treasurer & Collector	
	Grounds Person (40 hrs/wk)		
	Maintenance Custodian(40 hrs./wk)	GRADE 9	
	Accounting Clerk	Administrative Asst. to Board of Selectmen	
GRADE 5		Assistant Library Dir. (Not filled)	
	Outreach Case Manager	Aquatic Director	
	Library Office Coordinator	GRADE 10	
	Grounds Mechanic (40 hrs/wk)	Community Social Worker	
	Census and Documentation Coord.	# Town Clerk	
	Accounting Administrative Asst.	GRADE 11	
	Part-Time Reference Librarian	Budget & Personnel Officer	
	Aquatic Coordinator	Park & Recreation Director	
GRADE 6		GRADE 12	
	Dog Officer	GRADE 13	
	Police Dispatcher	GRADE 14	
	Secretary/Legal Secretary	Highway Surveyor	
	Secretary II/Office Supervisor	GRADE 15	
	Grounds Foreman (40 hrs./wk)	Fire Chief	
	Board of Health Coordinator	Police Chief	
		GRADE 16	
		GRADE 17	

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# Town Manager - Non Union - Contracted Position

The following are union positions:

Supervisor of Town Buildings	Director of Public Health
Assessor/Appraiser	Inspr. of Bldg./Zoning Enforcement Agent
Library Director	Town Treasurer/Collector
Supt. Parks and Grounds	Director of Finance/Town Accountant
Town Planner	Town Engineer

# = Change in status from FY95

Town Clerk from elected to appointed.

New position: Town Manager

Position eliminated: Executive Secretary



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**FY96 NON-UNION SALARY GRID**  
**7/1/95 - 6/30/96**

	Minimum 1	2	3	4	5	6	Maximum 7
GRADE							
1	9.20	9.56	9.94	10.33	10.73	11.15	11.59
2	9.94 18,155	10.33 18,867	10.73 19,607	11.15 20,377	11.59 21,176	12.04 22,007	12.52 22,870
3	10.73 19,607	11.15 20,377	11.59 21,176	12.04 22,007	12.52 22,870	13.01 23,767	13.52 24,700
4	11.59 21,176	12.04 22,007	12.52 22,870	13.01 23,767	13.52 24,700	14.05 25,669	14.60 26,675
5	12.52 22,870	13.01 23,767	13.52 24,700	14.05 25,669	14.60 26,676	15.17 27,722	15.77 28,810
6	13.52 24,700	14.05 25,669	14.60 26,676	15.17 27,722	15.77 28,810	16.39 29,940	17.03 31,114
7	14.60 26,676	15.17 27,721	15.77 28,809	16.39 29,940	17.03 31,114	17.70 32,335	18.39 33,603
8	15.91 29,076	16.54 30,216	17.19 31,402	17.86 32,634	18.56 33,914	19.29 35,245	20.05 36,628
9	17.35 31,693	18.03 32,936	18.73 34,228	19.47 35,571	20.23 36,966	21.03 38,417	21.85 39,924
10	18.91 34,545	19.65 35,900	20.42 37,308	21.22 38,772	22.05 40,293	22.92 41,875	23.82 43,517
11	20.61 37,654	21.42 39,131	22.26 40,666	23.13 42,261	24.04 43,919	24.98 45,643	25.96 47,434
12	22.46 41,043	23.35 42,653	24.26 44,326	25.21 46,065	26.20 47,872	27.23 49,751	28.30 51,703
13	24.49 44,737	25.45 46,492	26.45 48,315	27.48 50,211	28.56 52,181	29.68 54,229	30.85 56,356
14	26.69 48,763	27.74 50,676	28.83 52,664	29.96 54,730	31.13 56,877	32.35 59,109	33.62 61,428
15	29.09 53,152	30.23 55,237	31.42 57,404	32.65 59,656	33.93 61,996	35.26 64,429	36.65 66,957
16	31.71 57,935	32.95 60,208	34.25 62,570	35.59 65,025	36.99 67,575	38.44 70,228	39.95 72,983
17	34.56 63,149	35.92 65,627	37.33 68,201	38.79 70,877	40.32 73,657	41.90 76,549	43.54 79,552



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UNION EMPLOYEES

FIRE DEPARTMENT

	MIN	Step 1	Step 2	Step 3	MAX
Firefighter					
Annual	30,219	30,920	31,637	32,337	33,098
Hourly	13.78	14.10	14.43	14.75	15.10
Firefighter/EMT					
Annual	31,572	32,272	32,989	33,690	34,451
Hourly	14.40	14.72	15.05	15.37	15.71
Lieutenant					
Annual	33,695	34,476	35,275	36,056	36,905
Hourly	15.37	15.73	16.09	16.45	16.83
Lieutenant/EMT					
Annual	35,203	35,984	36,783	37,564	38,413
Hourly	16.06	16.41	16.78	17.13	17.52
Fire Captain					
Annual	37,570	38,440	39,332	40,203	41,149
Hourly	17.14	17.53	17.94	18.34	18.77
Fire Captain/EMT					
Annual	39,251	40,122	41,013	41,884	42,830
Hourly	17.90	18.30	18.71	19.10	19.54

Single Rated:

•Call Firefighter \$250 Annual Stipend \$13.84/Hour

Other Single Rated:

•Fire Prevention Officer \$700/Year  
•Fire Alarm Superintendent 700/Year  
•Master Mechanic 700/Year  
•Fire Dept. Training Officer 700/Year  
•Emerg. Med'l. Tech. Coord. 700/Year  
•Fire Alarm Foreman 400/Year

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 those hourly rates.

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Police Department

	Hrs/Week	MIN	Step 1	Step 2	Step 3	MAX
Sergeant	37.33					
Hourly		19.27	19.72	20.18	20.63	21.05
Annual		37,553	38,422	39,321	40,206	41,007
Patrolman	37.33					
Hourly		16.06	16.43	16.82	17.20	17.53
Annual		31,292	32,015	32,769	33,506	34,171

SINGLE RATED

•Matron	\$12.06/hour
•Crime Prevention Officer	700/year
•Photo/Fingerprint Officer	700/year
•Juvenile Officer	700/year
•Safety Officer	700/year
•Detective	700/year
•Training Officer	700/year
•Parking Clerk	700/year
•Mechanic	700/year
•Fire Arms Instructor	700/year

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.

Sudbury Supervisory Association

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Library Director	45,726	47,098	48,511	49,966	51,465	53,009
Director of Health	46,797	48,201	49,647	51,136	52,670	54,251
Town Engineer	56,361	58,052	59,794	61,588	63,435	65,338
Supt Parks/Grds Mgmt*	36,610	37,708	38,840	40,005	41,205	42,441
Asst Highway Surveyor	41,315	42,555	43,832	45,146	46,501	47,896
Highway Oper. Asst.	34,889	35,935	37,014	38,124	39,268	40,446
Building Inspector	45,518	46,883	48,290	49,739	51,231	52,768
Supv. of Town Bldgs.#	34,360	35,391	36,452	37,546	38,672	39,832
Assessor/Appraiser	45,519	46,885	48,291	49,740	51,232	52,769
Town Planner	48,503	49,958	51,457	53,001	54,591	56,228
Police Lt./Adm. Asst.	50,444	51,957	53,516	55,122	56,775	58,479
Dir. of Fin./Town Acct.	57,626	59,355	61,136	62,970	64,859	66,805
Treasurer/Collector	47,172	48,587	50,044	51,546	53,092	54,685

\* This does not include salary paid by Lincoln-Sudbury Regional School District, if any.

# This does not include \$10,440 per year as Wiring Inspector.

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Engineering Department

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
E1 Eng Aide I	21,419	22,063	22,727	23,411	24,113	24,838
E2 Eng Aide II	24,631	25,372	26,132	26,920	27,725	28,558
E3 Eng Aide III	28,327	29,179	30,053	30,954	31,882	32,839
E4 Jr Civil Eng	32,577	33,554	34,559	35,596	36,664	37,763
E5 Civil Eng	36,651	37,749	38,886	40,050	41,250	42,487
E6 Sr Civil Eng	38,865	40,032	41,233	42,470	43,745	45,053
E7 Asst. Town Eng	45,713	47,083	48,495	49,950	51,449	52,993

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.

Highway Department

	<u>START</u>	<u>Step 1</u> After 6 mos.	<u>Step 2</u> After 1 yr.	<u>Step 3</u> After 2 yrs.	<u>Step 4</u> After 3 yrs.	<u>Step 5</u> After 4 yrs.	<u>Step 6</u> After 5 yrs.
Landfill Supervisor	31,099	32,033	32,993	33,983	35,002	36,053	37,318
Foreman, Hwy	30,488	31,122	31,804	32,438	33,087	33,746	34,930
Foreman, Tree/Cem	30,488	31,122	31,804	32,438	33,087	33,746	34,930
Master Mechanic	14.40	14.88	15.33	15.75	16.14	16.55	17.13
Asst. Mechanic	13.76	14.24	14.69	15.10	15.50	15.91	16.47
Hvy Equip Oper	12.93	13.30	13.58	14.04	14.49	14.95	15.48
Tree Surgeon	12.93	13.30	13.58	14.04	14.49	14.95	15.48
Truck or Lt Equip Oper	12.15	12.46	12.80	13.05	13.31	13.58	14.06
Tree Climber	12.15	12.46	12.80	13.05	13.31	13.58	14.06
Hvy Laborer	11.45	11.78	12.04	12.35	12.68	13.01	13.47
Lt Laborer	10.45	10.73	10.97	11.26	11.55	11.85	12.26
Landfill Monitor	9.76						

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.

Submitted by the Personnel Board

Bill Clark, Personnel Board, *Moved to amend Article XI of the Town of Sudbury bylaws entitled, "The Personnel Administration Plan" by deleting the Classification and Salary Plan Schedules A & B, in its entirety and substituting therefor plan entitled: "Town of Sudbury - FY96 Schedule A - Classification Plan Schedule B - Salary Plan" as set forth in the 1995 Annual Town Meeting Warrant under Article 2 except that the salary for Veterans' Agent and Director shall be changed to \$6,200/year and all Fire Department salaries, excluding single rated salaries, shall be increased by 4.04%.*

The motion received a second.

Personnel Board Report: Mr. Clark explained that the salary plan presented on page 5 of the Warrant represents a 3.1% increase over FY95, and that the Personnel Board recommended this to bring the nonunion employees into parity with the union employees. He added that the nonunion employees received a 1% increase last year which was substantially less than the union employees. The Veterans' Agent stipend, listed at \$4,148 in error, has been increased to reflect the recommendation

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by the Personnel Board. Because the union contract for the Fire Department has been settled since the printing of the Warrant and the establishment of a single rate, the Fire Department salaries excluding the single rated salaries should be increased by 4.04%.

Finance Committee Report: (K. Precourt) Recommended approval.

Donald Oasis, Willis Road, asked if this was the proper time to amend the salary for the Veterans' Agent. After conferring with Town Counsel, the Moderator asked Mr. Oasis to amend with a different number than \$6,200, at which time Mr. Oasis Moved to alter the motion by replacing the figure \$6,200 with respect to the Veterans' Agent to \$4,000.

The motion received a second.

Mr. Oasis remarked that he thinks it is a bad deal for the Town to pay \$6,200 to expend \$10,000, particularly when it appears the case load is not rising, and the job does not require that much work.

In defense of her position, Mary Jane Hillery, Veterans' Agent, stated that the exact worth of this position comes up every year, and she is not sure why or what the problem is, but wishes that the people involved would come forward. She noted that she has worked with the Board of Selectmen and several boards in Town to accomplish the necessary work to bring all records up to date, and believes the salary figure recommended is commensurate with the job.

Mr. Clark explained how the Personnel Board arrived at their recommendation.

The motion to amend was presented to the voters and was defeated by a hand vote.

The main motion under Article 2 was presented to the voters and **VOTED** by a hand vote.

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ARTICLE 3. 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 Accountant 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 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.

Board of Selectmen Position: The Board of Selectmen supports this article.

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

There being no unpaid bills, Article 3 was **PASSED OVER.**

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ARTICLE 4. AMENDMENT TO THE "ACT ESTABLISHING A BOARD OF SELECTMEN-TOWN MANAGER FORM OF ADMINISTRATION IN THE TOWN OF SUDBURY"

To see if the Town will vote to petition the General Court to pass legislation to amend the Act Establishing a Board of Selectmen-Town Manager Form of Administration in the Town of Sudbury as follows:

Insert the phrase, "by by-law or by town meeting vote," immediately following the phrase, "except as otherwise provided by this act," wherever it appears; or act on anything relative thereto.

Submitted by Petition

Petitioners Report: The purpose of this proposed amendment is to restore to town meeting legislative authority that has been eliminated as a result of passage of the "Act Establishing a Board of Selectmen-Town Manager Form of Administration in the Town of Sudbury".

NOTE: Printed below is the one paragraph to which the proposed amendment (inserted in italics) applies. The full text of the Board of Selectmen-Town Manager Special Act is available at the Selectmen's Office, Town Clerk's Office, and Goodnow Library.

Section 8. Appointment responsibilities.

Except as otherwise provided by this act, *by by-law or by town meeting vote*, the town manager shall appoint, based upon merit and fitness alone, a director of finance, a police chief, a fire chief, a town clerk, a treasurer-collector, a director of assessing, a director of public works and all department heads and officers, subordinates, and employees under the direct supervision of the town manager and officers, subordinates, employees for whom no other method of selection is provided in this act, except employees of the school and health departments. The town manager may appoint ad hoc committees as is deemed necessary.

Board of Selectmen Report: The Board of Selectmen **opposes** this article because it weakens the Town Manager Act before it is even implemented. The enactment of the Board of Selectmen-Town Manager Act was a long process that involved much community dialogue; it went before Town Meeting voters and passed (two nights of discussion), was approved by the State legislature, and was implemented by Sudbury voters at the general election this past November. To now partially undo what has evolved from a fair democratic process is close to making a mockery of our actions.

It is obvious that the intent of this article is to weaken the Town Manager's powers in his/her appointment of town department heads. We believe the original Act should be given a chance to succeed! We urge your defeat of this article.

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

Russ Kirby, Boston Post Road, *Moved in the words printed in the article in the Warrant under Article 4.*

The motion received a second.

Mr. Kirby noted that last November the Town made significant changes to its government in an effort to obtain better services from tax dollars through greater efficiency. While he is not against these changes, nor is he in opposition to anything, he believes there has been an oversight regarding the removal of Town Meeting legislative authority by the language in the Special Act. He stated the purpose of this article is to provide an opportunity to re-examine some of that language and to decide if corrective action is appropriate at this time. Mr. Kirby contends that omission of the proposed language limits Town Meeting to passing a request of the legislature to amend the Special Act, which then results in going through a year long process of public hearings, a vote by both houses of the State Legislature, signing by the Governor and passage of a referendum in a general or Special Election to accomplish the same thing. In thinking about future problems that might arise, Mr. Kirby said that Town Meeting legislative action would be more efficient with regard to making adjustments in one evening within the Town's own legislative body than to submit them to the State Legislature and wait a year to enact them.



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Finance Committee member Kathleen Precourt stated that if this article is passed, it could lead to, but not in itself, a decrease in the Town Manager's responsibilities and authority and, therefore, decrease his or her accountability for results, including financial results.

Selectman Blacker reiterated the Board's recommendation for disapproval and opined that the article deals with only the ability for Town Meeting to override the hiring of department heads by the Town Manager, which takes away the accountability of the Town Manager. He reminded that the Town Manager is accountable to the Selectmen who are in turn accountable to the voters. He believes the Town Manager's performance will speak for itself.

Mrs. Wilhelmina Dole, Longfellow Glen, expressed concern over how past experiences have been handled by the Town particularly by those in authority, and opined that it is not a good policy for any one person to have too much power. She asked that this article be put on hold.

Long Range Planning Committee member John Burns remarked that this article as presented heavily dilutes the entire purpose of the Town Manager form of government and undermines the entire concept of the act that was debated at length at last year's Town Meeting. He said the Long Range Planning Committee does not support this article.

Ralph Tyler, Deacon Lane, concurred with Mr. Kirby even though he was on the Blue Ribbon Committee. He expressed certain reservations about some aspects of the new form of government particularly the notion that the new manager will be able to appoint without gaining the approval of the Selectmen. He also favors the idea that problems or changes be dealt with at Town Meeting, as opposed to going through the year long process. He assured that this article does not negatively impact the current Town Manager form of government, but does allow for changes to occur through the democratic process of Town Meeting.

Hale Lamont-Havers, Morse Road, asked that this article be defeated based on the observation of the sparse turnout tonight. She said Town Meeting is becoming outdated and nobody shows up, and to tie the hands of the new Town Manager might result in nothing getting accomplished.

Hank Sorett, Longfellow Road, voted against the passage of the Town Manager Act last year, but said the electorate has spoken and believes it should be given a chance to work. He urged defeat of this article.

Roy Sanford, Deer Pond Road, urged defeat of this article because of the financial impact and impact on time schedules to come back and ratify in Special Town Meetings appointments which the Town Manager would have to request the Town to ratify in any other month or months besides April Town Meeting.

The motion under Article 4 was presented to the voters and **failed** by a hand vote.

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ARTICLE 5. FY95 BUDGET ADJUSTMENTS

To see if the Town will vote to amend the votes taken under Article 13 of the 1994 Annual Town Meeting, by adding to or deleting from line items thereunder, by transfer between or among accounts or by transfer from available funds; or act on anything relative thereto.

Submitted by the Board of Selectmen

At this time the Finance Committee Chairman addressed both Article 5 and Article 6, the Budget, saying, the FY96 Budget holds the line on services and also holds the line on taxes. The operating budget is about 6.9% higher than in FY95, and revenues are projected to increase by 5% from FY95. Ms. Anderson-Palmer reviewed the sources of revenues and how overall revenues are applied other than the operating budget. She briefly discussed the Stabilization Fund saying, the Finance Committee is not recommending the use of this Fund to support the FY96 budget. Ms. Palmer reported that the Town has a bond rating of Double A, with the anticipation of increasing it to Triple A status in the near future, which will help in borrowing at the most advantageous rates. The financial foundation is strong due to a number of sound practices performed by Town employees and volunteers. Because of sustained growth in demand for services, and the paring back or holding the line on budgets, there is little or no margin left to absorb requests for services.

Departments with budgets of \$50,000 or higher were asked to develop specific measures of department performance; to provide three year spending projections and to discuss cost savings activities which they had initiated. Starting the process early in the year allowed the Finance Committee more time for evaluation and recommendations. The departments were asked to work with a level effort budget and to prioritize their incremental spending requests, initiatives over and above the base activity from last year. Ms. Anderson presented a chart which shows the recommendations on how incremental revenues be allocated, which includes legal mandates and department head priorities, some of which are related to growth. In addition, she reviewed how the department requests were satisfied in terms of incremental spending, noting that a substantial amount were not funded.

With regard to FY96 appropriations, the overall funding pattern is much the same as it was last year. An Investment Priorities Committee was initiated to objectively examine and evaluate a group of five to seven major capital projects needed to improve or secure Sudbury's infrastructure. Members of several committees collaborated to create a priority listing and long term financing strategy for capital projects greater than or equal to \$500, 000 with a useful life of at least ten years. Two top priorities were presented for consideration in FY96 which include as first priority, the DPW Building Project and the second priority, the Library Building Project, in that order, but both. Ms. Anderson-Palmer reviewed what the cost would be based on assessed valuations of property. She commented that there is unified support for a phased capital plan.

Ms. Anderson-Palmer noted that the primary reasons for adjustments to the FY 95 appropriated budget and the FY96 recommended budget concerns union negotiations. She explained the primary reason for the adjustments is due to union negotiations and pointed out the recommendations supported by both the Negotiations Advisory Committee and the Finance Committee to this Town Meeting. In addition to the union settlement changes, there are other changes as well--the largest one being unallocated monies in the FY95 because of unanticipated one time reductions in the Unclassified Account. Finance Committee recommendations were given for the disbursement of these unallocated monies.

Ms. Anderson-Palmer, Chairman of the Finance Committee, *Moved to amend the votes taken under Article 13 of the 1994 Annual Town Meeting by adding to or deleting from line items thereunder by transfer between or among accounts or transfer from available funds as follows: amount \$53,102 to line item 110, Sudbury Public Schools from line item 950, Unclassified Retirement; \$28,897 to line item 310, Fire Personnel Services from line item 950, Unclassified Property Liability Insurance; Amount \$3,200 to Fire Expenses, line 310 from 950, Unclassified Property and Liability Insurance; \$1,500 to 310 Fire Expenses from Ambulance Reserve for Appropriation Account; \$26,200 to 310 Fire Capital Items from 950, Unclassified Property Liability Insurance; \$23,500 to 502 Engineering, Capital Items from 950, Unclassified Retirement; \$100,000 to 510 Permanent Building Committee Capital Items from 950, Unclassified Retirement; \$27,442 to 561 Accounting Expense from 950, Unclassified Retirement; \$17,500 to 950 Unclassified Town Meeting, Elections Account from 950, Unclassified Property Liability Insurance; \$5,000 to 970, Reserve Fund from 506, Town Clerk Personnel Services.*

The motion received a second.

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Board of Selectmen Report: Recommended approval.

Negotiations Advisory Committee representative, Marge Wallace, reported that all Town union contracts have been settled and all but the following three have been approved for funding: Sudbury School Custodial Contract, Fire Fighters' Contract, and Sudbury Support Staff Contract. She noted that the school related contracts are consistent with the teachers' contract previously settled, 1-3/4%, 2-1/2 and 3% on the base salaries. The Fire Union Contract has a base salary increase of 1-1/2, 2-1/2, and 3%, and addresses the Fire Chief's concerns regarding adequately manning all shifts and keeping stations open by reducing the number of men absent due to vacation or holiday time, and keeping the North Station open more of the time. She explained the goal of the NAC (Negotiations Advisory Committee) has been to highlight total compensation which is a combination of salary and benefits.

The motion under Article 5 was presented to the voters and was **UNANIMOUSLY VOTED** by a hand vote.