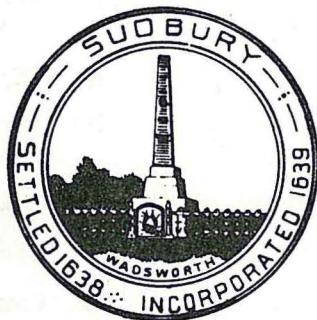


# **TOWN of SUDBURY**

## **Massachusetts**



### **OFFICIAL WARRANT**

**1983**

**ANNUAL TOWN MEETING**

**April 4, 1983 8:00 P.M.**

**AND**

**EMERGENCY SPECIAL TOWN MEETING**

**April 4, 1983 7:30 P.M.**

**Lincoln-Sudbury Regional High School Auditorium**

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### **ANNUAL TOWN ELECTION**

**Including Regional District School Committee**

**March 28, 1983 PETER NOYES SCHOOL**

**Polls Open 7:00 a.m. to 8:00 p.m.**

**BRING THIS BOOK WITH YOU**

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## APRIL 4, 1983 EMERGENCY SPECIAL TOWN MEETING WARRANT

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## 1983 FINANCE COMMITTEE REPORT

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

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

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

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

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

The Committee wishes to caution the Town Meeting regarding:

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

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



TOWN OF SUDBURY  
REVENUE & EXPENDITURE FORECAST

ACCOUNT	1982-1983 APPROPRIATION	FIN COM 1983-84 RECOMMENDED	% CHANGE	\$ CHANGE	1984-1985 PROJECTIONS	% CHANGE	\$ CHANGE
SUDBURY SCHOOLS	\$ 5,349,050	\$ 5,588,958	4.5	\$ 239,908	\$ 5,963,164	6.7	\$ 374,206
Community Use	12,000	12,000	0.0	0	12,000	0.0	0
Summer School	5,980	5,075	(15.1)	(905)	6,000	1.8	925
LSRHS	3,765,724	3,859,867	2.5	94,143	4,052,860	5.0	192,993
MMRVTHS	276,540	254,923	(8.0)	(21,612)	267,000	4.7	12,072
Sub-total Schools	9,409,294	9,720,828	3.3	311,534	10,301,024	5.9	580,196
DEBT	339,063	324,563	(4.2)	(14,500)	302,000	(6.9)	(22,563)
PROTECTION	1,805,569	2,019,954	11.8	214,385	2,238,401	10.8	218,447
HIGHWAY	843,968	999,443	18.4	155,475	1,051,182	5.1	51,739
GENERAL GOVERNMENT	593,728	670,063	12.8	76,335	703,059	4.9	32,996
LIBRARY	195,080	211,203	8.2	16,123	225,331	6.7	14,128
PARK & RECREATION	131,809	141,790	7.5	9,981	149,798	5.6	8,008
HEALTH	158,991	204,481	28.0	45,490	170,366	(16.7)	(34,115)
VETERANS	10,217	15,161	48.0	4,944	15,919	5.0	758
UNCLASSIFIED	947,820	1,011,590	6.7	63,770	1,003,805	(0.8)	(7,785)
Salary Adjustment	155,000	15,000	(90.3)	(140,000)	15,000	0.0	0
Sub-total Government	5,181,245	5,613,248	8.3	432,003	5,874,861	4.6	261,613
TOTAL BUDGET	14,590,539	15,334,076	5.1	743,537	16,175,885	5.5	841,809
State & County Assessments	622,041	650,000			650,000		
Special Articles	596,261	400,468			200,000		
Special Town Meeting	420,046	--			--		
Overlay	350,000	300,000			300,000		
Cherry Sheet Offsets	134,629	150,000			150,000		
Total Other Charges	2,122,977	1,500,468	(29.3)	(622,509)	1,300,000	(13.3)	(200,468)
GROSS APPROPRIATION	16,713,516	16,834,544	.7	121,028	17,475,885	3.8	641,341
Cherry Sheet Receipts	2,626,374	2,500,000			2,500,000		
Estimated Receipts	325,000	500,000			500,000		
Federal Revenue Sharing	200,000	180,000			180,000		
Motor Vehicle Excise	400,000	480,000			480,000		
Overlay Surplus	100,000	100,000			100,000		
Available Funds	175,394	203,149			150,000		
Conservation	42,500	--			--		
Borrowing	551,000	140,000			--		
Free Cash	293,654	300,000			250,000		
TOTAL RECEIPTS & FUNDS	4,713,922	4,403,149	(6.6)	(310,773)	4,160,000	(5.5)	(243,149)
TAX LEVY	11,999,594	12,431,395	3.6	431,801	13,315,885	7.1	884,490
100% TAX RATE	23.57	24.41			25.51		
2½ LEVY LIMIT	12,166,253	12,299,583			12,607,073		
Valuation	509,190,159	509,190,159			521,919,912		
Short Fall		131,812			708,812		



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

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

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

Respectfully submitted,

FINANCE COMMITTEE

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

## CONSENT CALENDAR

In the interest of expediting Town Meeting and saving valuable time for discussion of key issues, Sudbury has used the "Consent Calendar" to speed passage of articles which the Moderator and various Boards and Committees feel appear to raise no controversy. The purpose of the Consent Calendar is to allow the motions under these articles to be acted upon as one unit and to be passed by a unanimous vote without debate.

THE CONSENT CALENDAR WILL BE TAKEN UP AS THE FIRST ORDER OF BUSINESS  
AT THE COMMENCEMENT OF TOWN MEETING ON APRIL 4th.

Please do your homework. If you have any question about the articles, motions or procedure, please feel free to call the Moderator, Owen Todd, or call the Executive Secretary, Richard E. Thompson, at 443-8891, ext. 185, before Town Meeting time.

At the call of the Consent Calendar, the Moderator will call out the numbers of the articles, one by one. IF ANY VOTER HAS ANY DOUBT ABOUT PASSING ANY MOTIONS, OR WISHES AN EXPLANATION OF ANY SUBJECT ON THE CONSENT CALENDAR, HE SHOULD STAND AND SAY THE WORD "HOLD" IN A LOUD, CLEAR VOICE WHEN THE NUMBER IS CALLED. The article will then be removed automatically from the Consent Calendar and restored to its original place in the Warrant, to be brought up, debated and voted on in the usual way. Remember, it is only our opinion that these motions can be passed without debate. It is your opinion that counts, and if it differs from ours, we urge you to say so.

After the calling of the individual items in the Consent Calendar, the Moderator will ask that all items remaining be passed as a unit by a unanimous vote.

Please review the list of article and motions proposed for the Consent Calendar which follow. Complete reports, including those of Town Counsel, are to found under each article printed in this Warrant. Please review them carefully.

### ARTICLE

### MOTION

ARTICLE 2 - TEMPORARY BORROWING: Move in the words of the article. (p.2)

ARTICLE 6 - UNPAID BILLS: Move in the words of the article, with the sum of \$767.82 to be raised by taxation. (p.34)

ARTICLE 7 - STREET ACCEPTANCES: Move in the words of the article, with the sum of \$800 to be raised by taxation. (p.34)

ARTICLE 9 - AMBULANCE LEASE/PURCHASE: Move in the words of the article, with the sum of \$13,000 to be transferred from the Ambulance Reserve for Appropriation Account.(p.36)

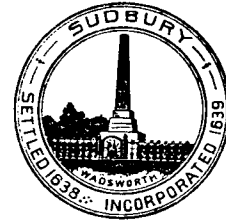
ARTICLE 11 - AMEND BYLAWS, ART. V, PUBLIC SAFETY, S. 18 - HANDICAPPED PARKING: Move in the words of the article. (p.37)

J. Owen Todd  
Town Moderator

T O W N W A R R A N T

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss.



To the Constables of the Town of Sudbury:

GREETINGS:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the inhabitants of the Town of Sudbury, qualified to vote in Town elections, to meet at the Peter Noyes School in said Town on Monday, March 28, 1983, at seven o'clock in the forenoon; then and there to choose by official ballot in accordance with law, one Moderator, one Highway Surveyor, one Tree Warden, all for one year; one member of the Board of Selectmen, one Constable, one member of the Board of Health, one member of the Sudbury School Committee, two members of the Board of Park and Recreation Commissioners, two members of the Goodnow Library Trustees, one Collector of Taxes, one Town Clerk, one Treasurer, all for three years; one member of the Board of Assessors, for three years; one member of the Board of Assessors for one year to fill a vacancy; one member of the Planning Board and one member of the Sudbury Housing Authority, for five years.

Included as part of the Annual Town Election will be an election of one member for one year to fill a vacancy and two members for three years each to the Lincoln-Sudbury Regional School District School Committee.

The polls will open at seven o'clock in the forenoon and will be closed at eight o'clock in the evening.

And you are required to notify and warn the inhabitants of said Town qualified to vote in Town affairs to meet at the Lincoln-Sudbury Regional High School Auditorium in said Town on Monday, April 4, 1983, at eight o'clock in the evening, then and there to act on the following articles:

1        ARTICLE 1

Hear        TO SEE IF THE TOWN WILL VOTE TO HEAR, CONSIDER AND ACCEPT THE REPORTS  
Reports     OF THE TOWN BOARDS, COMMISSIONS, OFFICERS, AND COMMITTEES AS PRINTED  
             IN THE 1982 TOWN REPORT OR AS OTHERWISE PRESENTED, OR ACT ON ANYTHING  
             RELATIVE THERETO.

Submitted by the Board of Selectmen.

BOARD OF SELECTMEN POSITION: The Board supports this article.

FINANCE COMMITTEE REPORT: Recommend approval.



2 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, 1983, 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.

BOARD OF SELECTMEN REPORT: This article provides for short-term borrowing in anticipation of tax revenue receipts. Recommend approval.

FINANCE COMMITTEE REPORT: Recommend approval.

3 ARTICLE 3

Personnel Bylaw TO SEE IF THE TOWN WILL VOTE TO AMEND SCHEDULE A, CLASSIFICATION PLAN, AND SCHEDULE B, SALARY PLAN, OF ARTICLE XI OF THE SUDBURY BYLAWS, BY DELETING IT IN ITS ENTIRETY AND SUBSTITUTING THE FOLLOWING:

Class. & Salary Plans "1983 - 1984

Art. XI SCHEDULE A - CLASSIFICATION PLAN

AND

SCHEDULE B - SALARY PLAN

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

FIRE DEPARTMENT  
ANNUALLY RATED

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

CLASSIFICATION	HRS PER WEEK	MINIMUM	STEP 1	STEP 2	STEP 3	MAXIMUM
<u>FIRE DEPARTMENT CONT'D</u>						
<u>SINGLE RATED</u>						
Call Firefighter		\$85.45 per year and \$8.22 per hour				
Fire Prevention Officer		\$600 per year				
Fire Alarm Superintendent		\$600 per year				
Master Mechanic		\$600 per year				
Fire Dept. Training Officer		\$600 per year				
<u>POLICE DEPARTMENT</u>						
<u>ANNUALLY RATED</u>						
Police Chief		INDIVIDUALLY RATED - MAXIMUM \$33,413				
Sergeant	37 1/3	\$22,030	\$22,541	\$23,069	\$23,589	\$24,058
Patrolman	37 1/3	18,358	18,783	19,225	19,657	20,048
Reserve Patrolman	37 1/3	18,358				
Provisional Patrolman		14,823	15,741			
<u>SINGLE RATED</u>						
Administrative Assitatnt		\$1,000 per year				
Fingerprint Officer		\$ 600 per year				
Juvenile Officer		\$ 600 per year				
Safety Officer		\$ 600 per year				
Detective		\$ 600 per year				
Police Matron		\$ 6.91 per hour				
<u>HIGHWAY DEPARTMENT</u>						
<u>ANNUALLY RATED</u>						
Foreman - Highway	40	17,869	18,249	18,629	19,037	19,417
Foreman - Tree & Cemetery	40	17,869	18,249	18,629	19,037	19,417
<u>HOURLY RATED</u>						
Mechanic	40	7.79	8.08	8.39	8.70	8.96
Heavy Equipment Operator	40	7.28	7.53	7.78	7.97	8.26
Tree Surgeon	40	7.28	7.53	7.78	7.97	8.26
Truck and/or Light Equipment Operator	40	6.81	7.02	7.23	7.45	7.62
Tree Climber	40	6.81	7.02	7.23	7.45	7.62
Laborer (Heavy)	40	6.40	6.55	6.77	6.94	7.15
Laborer (Light)	40	5.74	5.90	6.08	6.24	6.43
Temporary Laborer	40	4.06	4.20	4.35	4.49	4.70
<u>SINGLE RATED</u>						
Lead Foreman		\$1,050 per year				
Mechanic Foreman		\$1,000 per year				
<u>LIBRARY</u>						
<u>ANNUALLY RATED</u>						
Asst. Library Director	35	15,049	15,678	16,438	17,269	18,138
Children's Librarian	35	15,049	15,678	16,438	17,269	18,138
Staff-Asst. Child. Lib.	35	12,622	13,180	13,768	14,535	15,145
Staff-Reference Lib.	35	12,622	13,180	13,768	14,535	15,145
Staff-Cataloger	35	12,622	13,180	13,768	14,535	15,145
Librarian Assistant	35	11,245	11,599	12,088	12,345	12,719
<u>HOURLY RATED</u>						
Library Page		3.70	3.86	3.99		

CLASSIFICATION	HRS PER WEEK	MINIMUM	STEP 1	STEP 2	STEP 3	MAXIMUM
<u>PARK AND RECREATION DEPARTMENT</u>						
<u>ANNUALLY RATED</u>						
Recreation Director, Part-time		\$ 7,387	\$ 7,683	\$ 8,065	\$ 8,486	\$ 8,909
Maintenance Asst./Equip. Operator		13,415	13,999	14,554	15,166	15,693
<u>HOURLY RATED</u>						
Laborer (Heavy)		6.10	6.27	6.52	6.72	6.94
Laborer (Light)		5.36	5.53	5.72	5.92	6.13
<u>SEASONALLY RATED</u>						
Swimming Director		2,046	2,128	2,232	2,348	2,462
Playground Supervisor		1,577	1,642	1,723	1,810	1,902
Arts and Crafts Supervisor		1,577	1,642	1,723	1,810	1,902
Swimming Instructor		\$5.28 to \$6.17				
Playground Instructor		\$4.70 to \$5.42				
Temporary Laborer		\$4.20 to \$4.92				
Assistant Swim Instructor		\$4.20 to \$4.92				
Monitors (Tennis & Skating)		\$4.20 to \$4.92				
<u>TOWN ADMINISTRATION</u>						
<u>ANNUALLY RATED</u>						
Executive Secretary		INDIVIDUALLY RATED - MAXIMUM \$41,376 plus \$1241 Deferred Compensation				
Town Accountant/Dir. of Fin. & Admin.		INDIVIDUALLY RATED - RANGE \$21,100 - \$28,280				
Building Services Coord.		16,756	17,181	17,609	18,035	18,485
Custodian/Security Guard (Temp.)		INDIVIDUALLY RATED - RANGE \$10,800 - \$16,330				
Dog Officer		12,444	12,821	13,272	13,605	13,982
<u>HOURLY RATED</u>						
Custodian		5.72	5.93	6.17	6.38	6.64
Jr. Engineering Aide		6.22	6.31	6.46	6.70	6.99
Student Engineering Aide		4.73	4.89	5.11	5.31	5.53
<u>SINGLE RATED</u>						
Director, Sr. Citizen Ctr.		\$6,490 per year				
Veterans' Agent & Director		\$2,411 per year				
Animal Inspector		\$1,062 per year				
Custodian of Voting Machines		\$ 6.16 per hour				
Driver/Maintenance Person, Sr. Citizen Ctr.		\$ 5.36 per hour				
Census Taker		\$ 4.96 per hour				
Election Warden		\$ 4.96 per hour				
Election Clerk		\$ 4.96 per hour				
Deputy Election Warden		\$ 4.96 per hour				
Deputy Election Clerk		\$ 4.96 per hour				
Election Officers & Tellers		\$ 4.71 per hour				
Plumbing Inspector		100% of established fees				
<u>SUDBURY SUPERVISORY ASSOC.</u>						
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Library Director	\$22,278	\$22,945	\$23,633	\$24,343	\$25,073	\$25,825
Director of Health	26,144	26,927	27,737	28,568	29,425	30,308
Town Engineer	30,571	31,489	32,432	33,405	34,408	35,440
Supervisor of Parks	20,453	21,067	21,699	22,350	23,020	23,711
Asst. Highway Surveyor	23,083	23,776	24,488	25,222	25,980	26,758
Highway Operations Asst.	17,748	18,281	18,829	19,394	19,976	20,575
Building Inspector	25,430	26,194	26,979	27,789	28,622	29,480



CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<u>ENGINEERING ASSOCIATION</u>						
E-1 Engineering Aide I	\$12,085	\$12,447	\$12,821	\$13,206	\$13,603	\$14,012
E-2 Engineering Aide II	13,897	14,314	14,744	15,187	15,642	16,112
E-3 Engineering Aide III	15,983	16,462	16,956	17,465	17,989	18,528
E-4 Jr. Civil Engineer	18,579	18,932	19,499	20,085	20,686	21,307
E-5 Civil Engineer	20,678	21,298	21,937	22,595	23,275	23,971
E-6 Sr. Civil Engineer	23,263	23,961	24,680	25,421	26,183	26,968
E-7 Asst. Town Engineer	26,170	26,957	27,764	28,599	29,456	30,340

OVERTIME FOR NON-UNIONIZED EMPLOYEES SHALL BE PAID AT THE RATE OF TIME AND ONE-HALF IN EXCESS OF 40 HOURS IN ANY WORK WEEK, WHEN SUCH ADDITIONAL WORK TIME IS DIRECTED BY THE DEPARTMENT SUPERVISOR. THE OVERTIME RATE OF TIME AND ONE-HALF SHALL BE COMPUTED UPON THE EMPLOYEE'S BASE SALARY, WHICH BASE SALARY SHALL NOT INCLUDE LONGEVITY, CAREER INCENTIVE, OVER-TIME OR ANY OTHER BENEFIT.

LONGEVITY SHALL BE PAID TO ALL PRESENT PERMANENT EMPLOYEES, EXCEPT INDIVIDUALLY-RATED POSITIONS, HAVING SERVED CONTINUOUSLY AS AN EMPLOYEE OF THE TOWN AS FOLLOWS: AFTER SIX (6) YEARS, AN ADDITIONAL TWO PERCENT (2%); AFTER TEN (10) YEARS, AN ADDITIONAL ONE PERCENT (1%); AND AFTER FIFTEEN (15) YEARS, AN ADDITIONAL ONE PERCENT (1%).

PERMANENT EMPLOYEES HIRED SUBSEQUENT TO JUNE 30, 1983, EXCEPT INDIVIDUALLY-RATED POSITIONS, HAVING SERVED CONTINUOUSLY AS AN EMPLOYEE OF THE TOWN, SHALL BE PAID LONGEVITY AS FOLLOWS: AFTER FIVE (5) YEARS, \$200; AFTER TEN (10) YEARS, AN ADDITIONAL \$100; AFTER FIFTEEN (15) YEARS, AN ADDITIONAL \$100. LONGEVITY SHALL BE PAID AS A LUMP SUM ON THE ANNIVERSARY OF THE EMPLOYEE'S DATE OF HIRE.

PERMANENT EMPLOYEES HIRED BEFORE JULY 1, 1983, MAY ELECT TO RECEIVE LONGEVITY UNDER THE NEW PLAN. AN EMPLOYEE WHO CHOOSES THIS OPTION SHALL RECEIVE, IN ADDITION TO THE LUMP SUM PAYMENT, ONE (1) EXTRA VACATION DAY AFTER SIX (6) YEARS, AN ADDITIONAL EXTRA DAY AFTER TEN (10) YEARS, AND AN ADDITIONAL EXTRA DAY AFTER FIFTEEN (15) YEARS. THIS CHOICE MUST BE MADE BY JULY 1, 1983 OR ONE (1) MONTH PRIOR TO THE EMPLOYEE'S ELIGIBILITY DATE, WHICHEVER IS LATER.

POSITIONS SET FORTH IN THE SALARY & CLASSIFICATION PLAN, SCHEDULES A & B, WHICH ARE CURRENTLY IN A CERTIFIED OR RECOGNIZED COLLECTIVE BARGAINING UNIT SHALL ONLY BE SUBJECT TO THE SALARY & CLASSIFICATION PLAN, SCHEDULES A & B PORTION OF THE PERSONNEL BYLAWS, AND ONLY TO THE EXTENT THAT IT IS NOT INCONSISTENT WITH A VALID CURRENT COLLECTIVE BARGAINING AGREEMENT."; OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Personnel Board.

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

This Article would also change the longevity payments for new employees from a percentage of salary to a fixed sum. The Personnel Board feels that the reward for

faithful continuous service should be independent of salary level. Provisions are included for present employees to switch to the new plan, if they so desire.

FINANCE COMMITTEE REPORT: Recommend approval.

BOARD OF SELECTMEN POSITION: The Board supports this article.

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

4A      ARTICLE 4A

Personnel      TO SEE IF THE TOWN WILL VOTE TO AMEND SECTION 3, "DEFINITION OF TERMS  
Admin. Plan      AND CLASSIFICATION PLAN", OF ARTICLE XI OF THE SUDBURY BYLAWS, REFERRED  
Art. XI, 3      TO AS THE "PERSONAL ADMINISTRATION PLAN", AS FOLLOWS:  
§ 10

Nepotism  
Definition/  
Policy

1) BY ADDING A NEW DEFINITION, AS FOLLOWS:

"NEPOTISM - NEPOTISM, WITHIN THE MEANING OF THE PERSONNEL BYLAWS SHALL MEAN EMPLOYMENT, WITHIN THE SAME DEPARTMENT OF THE TOWN, OF THE MOTHER, FATHER, BROTHER, SISTER, SON, DAUGHTER, MOTHER-IN-LAW, FATHER-IN-LAW, SON-IN-LAW, DAUGHTER-IN-LAW, SPOUSE, GRANDPARENT AND/OR GRANDCHILD, OF ANOTHER EMPLOYEE IN THE SAME DEPARTMENT.";

2) BY ADDING A NEW SECTION 10, "ANTI-NEPOTISM POLICY", AS FOLLOWS:

"NO PERSON SHALL BE HIRED BY THE TOWN OF SUDBURY AND EMPLOYED THEREBY IF SAID EMPLOYMENT WOULD CONSTITUTE NEPOTISM AS DEFINED IN THE BYLAW. PROVIDED, HOWEVER, THIS PROVISION SHALL NOT APPLY TO ANY PERSON EMPLOYED BY THE TOWN UNDER CIVIL SERVICE OR A UNION CONTRACT WHICH PROVIDES TO THE CONTRARY. PROVIDED, FURTHER, THE ANTI-NEPOTISM RULE MAY BE WAIVED IN ANY SPECIFIC INSTANCE BY A UNANIMOUS VOTE OF BOTH THE PERSONNEL BOARD AND THE BOARD OF SELECTMEN UPON THE CONDITION THAT THE PROPOSED WAIVER OF SAID PROVISION IS PUBLISHED TO THE TOWN BY THE CLERK OF THE TOWN BY PUBLICATION IN A NEWSPAPER OF GENERAL CIRCULATION IN THE TOWN FOR AT LEAST TWO CONSECUTIVE WEEKS BEFORE ANY VOTE THEREON BY EITHER THE PERSONNEL BOARD OR THE SELECTMEN. THIS PROVISION SHALL NOT REQUIRE THE TERMINATION OF ANY PRESENT EMPLOYEE OF THE TOWN, NOR SHALL IT PROHIBIT THE REHIRING OF ANY PERSON FOR THE SUMMER OF 1983 WHO WAS A TEMPORARY EMPLOYEE OF THE TOWN DURING THE SUMMER OF 1982.";

3) BY AMENDING THE NUMBERING OF SECTIONS 10 AND 11 TO BE SECTION 11, SEVERABILITY, AND SECTION 12, AMENDMENTS;

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Personnel Board.

PERSONNEL BOARD REPORT: The Personnel Board believes that it is inappropriate for persons who are closely related to be employed by the Town in the same Department. Some aspects of this Article are required by the state Conflict of Interest Law; other aspects are required by federal law in the administration of federal grants.

In order to protect existing Town employees, this amendment would not apply to them. It will also not apply, for the summer of 1983, to those who were employed by the Town last summer.

FINANCE COMMITTEE REPORT: Although the Finance Committee is concerned with the possibility of creating a negative effect upon Town workers and volunteers, the article was approved to apply only to members of a family working within the same department. The article applies to subsequent hirings and there is a waiver provision. Recommend approval.

BOARD OF SELECTMEN POSITION: The Board does not support this article. Report will be made at Town Meeting.

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

4B      ARTICLE 4B

Personnel      WITHDRAWN BY PERSONNEL BOARD.  
Admin. Plan

Art. XI, 7(1)

Holidays

4C      ARTICLE 4C

Personnel      WITHDRAWN BY PERSONNEL BOARD.  
Admin. Plan

Art. XI, 7(2)

Sick Leave

4D      ARTICLE 4D

Personnel      TO SEE IF THE TOWN WILL VOTE TO AMEND SECTION 7, "INCIDENTAL BENEFITS",  
Admin. Plan      ITEM (3) "VACATIONS", OF ARTICLE XI OF THE SUDBURY BYLAWS, REFERRED TO AS  
Art. XI,      THE "PERSONNEL ADMINISTRATION PLAN", BY DELETING ITEM (3) IN ITS ENTIRETY  
7(3)      AND SUBSTITUTING THEREFOR THE FOLLOWING:

Vacations      "(3) VACATIONS. A PERMANENT EMPLOYEE WITH AT LEAST FIVE MONTHS'  
CONTINUOUS SERVICE SHALL BE ENTITLED TO PAID VACATION DURING THE FIRST  
FISCAL YEAR OF EMPLOYMENT IN ACCORDANCE WITH THE FOLLOWING SCHEDULE:

<u>FIRST YEAR OF EMPLOYMENT</u>	<u>PAID VACATION ENTITLEMENT</u>	
<u>DATE OF EMPLOYMENT</u>	<u>DEPT. HEADS</u>	<u>OTHERS</u>
JULY OR AUGUST	12 DAYS	10 DAYS
SEPTEMBER THRU JANUARY	6 DAYS	5 DAYS
FEBRUARY THRU JUNE	NONE	NONE

AFTER THE FIRST FISCAL YEAR OF EMPLOYMENT, VACATION ENTITLEMENT SHALL BE BASED ON THE YEARS OF CONTINUOUS TOWN SERVICE WHICH SHALL BE COMPLETED DURING THE FISCAL YEAR AS FOLLOWS:



YEARS OF CONTINUOUS

PAID VACATION ENTITLEMENT

TOWN SERVICE

DEPT. HEADS

OTHERS

ONE (1) AND TWO (2)

15 DAYS

10 DAYS

THREE (3) AND FOUR (4)

15 DAYS

12 DAYS

FIVE (5) THRU SEVEN (7)

17 DAYS

15 DAYS

EIGHT (8) AND NINE (9)

20 DAYS

17 DAYS

TEN (10) AND ELEVEN (11)

20 DAYS

20 DAYS

TWELVE (12) THRU FOURTEEN (14)

22 DAYS

20 DAYS

FIFTEEN (15) AND ABOVE

25 DAYS

20 DAYS

IN NO CASE SHALL AN EMPLOYEE BE ENTITLED TO PAID VACATION PRIOR TO COMPLETING FIVE MONTHS' CONTINUOUS SERVICE. THE VACATION PERIOD SHALL BE THE FISCAL YEAR, I.E., JULY 1 THROUGH JUNE 30. HOWEVER, ELIGIBILITY SHALL BE DETERMINED BY THE ANNIVERSARY DATE, E.G., IF AN EMPLOYEE SHALL COMPLETE TEN (10) YEARS OF CONTINUOUS SERVICE DURING A FISCAL YEAR, HE SHALL BE ENTITLED TO TWENTY (20) DAYS OF VACATION IN THAT PERIOD OF JULY 1 THROUGH JUNE 30.

IN THE EVENT THAT AN EMPLOYEE VOLUNTARILY TERMINATES HIS EMPLOYMENT WITH THE TOWN, HIS PAID VACATION ENTITLEMENT FOR THAT FISCAL YEAR SHALL BE CALCULATED AS FOLLOWS:

WORK DAYS BETWEEN JULY 1  
AND TERMINATION  
260 WORK DAYS PER YEAR

X ANNUAL VACATION = VACATION ENTITLEMENT

IF THE EMPLOYEE HAS TAKEN PAID VACATION IN EXCESS OF THE ENTITLEMENT SO CALCULATED, SUCH EXCESS PAY SHALL BE DEDUCTED FROM HIS FINAL PAYCHECK.

A PERMANENT PART-TIME EMPLOYEE'S DAILY VACATION ENTITLEMENT SHALL BE PAID IN AN AMOUNT EQUAL TO THE PRESENT HOURLY RATE MULTIPLIED BY THE AVERAGE WEEKLY HOURS WORKED FOR THE PREVIOUS FIVE MONTHS DIVIDED BY FIVE (5).

VACATION ENTITLEMENT MAY NOT BE CARRIED FORWARD FROM ONE YEAR TO THE NEXT. LEAVE GRANTED FOR TEMPORARY MILITARY SERVICE MAY NOT BE CHARGED AGAINST AN EMPLOYEE'S VACATION WITHOUT HIS CONSENT.

THE VACATION SCHEDULE COMPENSATES DEPARTMENT HEADS FOR ADDITIONAL WORK BURDENS OUTSIDE THE NORMAL WORKING HOURS, AND COMPENSATORY TIME, IF IT EVER EXISTED FOR SAID PROFESSIONALS, IS HEREBY ABOLISHED.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Personnel Board.

PERSONNEL BOARD REPORT: Recognizing the beneficial effect that vacation time has on job performance, this Article provides additional time for all employees not covered by collective bargaining agreements. The increase for all employees other than Department Heads amounts to two additional vacation days in the third, fourth, eighth, and ninth year of employment. Since Department Heads are required to spend a significant amount of time in the performance of their duties outside of the normal working hours, additional vacation time is proposed for these individuals. At the same time, the Personnel Board feels that the proposed vacation schedule adequately compensates for these additional work burdens, and recommends the abolishment of compensatory time, if it ever existed.

Finally, the proposed amendment provides a formula for the calculation of vacation entitlement for the last fiscal year of employment in the event of voluntary termination of Town service. This will prevent the payment of a full year's vacation entitlement for a partial year of service.

FINANCE COMMITTEE REPORT: Recommend approval.

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

4E      ARTICLE 4E

Personnel      TO SEE IF THE TOWN WILL VOTE TO AMEND SECTION 7, "INCIDENTAL BENEFITS",  
Admin. Plan      ITEM (6) "BEREAVEMENT TIME", OF ARTICLE XI OF THE SUDBURY BYLAWS, REFERRED  
Art. XI,      TO AS THE "PERSONNEL ADMINISTRATION PLAN", BY DELETING ITEM (6) IN ITS  
7(6)      ENTIRETY AND SUBSTITUTING THEREFOR THE FOLLOWING:

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

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Personnel Board.

PERSONNEL BOARD REPORT: This simply allows a more reasonable time for an employee to handle personal matters related to a death. The former three days bereavement time seems to leave very little time to address death issues. Conceivably from learning of a death of a relative to the burial of that relative often exceeds the three days presently allowed.

FINANCE COMMITTEE REPORT: Recommend approval.

BOARD OF SELECTMEN POSITION: The Board supports this article.

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

4F      ARTICLE 4F

Personnel      TO SEE IF THE TOWN WILL VOTE TO AMEND ARTICLE XI OF THE SUDBURY BYLAWS,  
Admin. Plan      REFERRED TO AS THE "PERSONNEL ADMINISTRATION PLAN", BY ADDING A NEW SECTION  
Art. XI, 9      9A, "INJURIES DURING OR RELATED TO EMPLOYMENT", AS FOLLOWS:

Physical      "ANY TOWN EMPLOYEE WHO CLAIMS TO HAVE BEEN INJURED IN THE COURSE OF HIS  
Exams      EMPLOYMENT AND/OR AS A RESULT OF HIS EMPLOYMENT SHALL REPORT EACH SUCH  
INJURY TO HIS/HER SUPERVISOR IMMEDIATELY UNLESS SAID EMPLOYEE IS NOT  
PHYSICALLY ABLE TO DO SO. IN THE EVENT THAT THE EMPLOYEE IS NOT PHYSICALLY  
ABLE TO REPORT SAID INJURY IMMEDIATELY, HE/SHE SHALL MAKE SAID REPORT AS  
SOON AS POSSIBLE. IN THE EVENT THAT A TOWN EMPLOYEE SEEKS TO CLAIM BENEFITS  
UNDER G.L. C. 152, UNDER G.L. C. 41 § 111F OR OTHERWISE, SAID EMPLOYEE  
SHALL FURNISH TO THE TOWN COPIES OF ALL MEDICAL RECORDS, MEDICAL BILLS AND  
RECORDS OF TREATMENT WITHIN THIRTY (30) CALENDAR DAYS OF EACH TREATMENT  
AND/OR THE RECEIPT OF THE BILLS. EACH SUCH EMPLOYEE SHALL, IN ADDITION,  
SUBMIT TO A MEDICAL EXAMINATION BY A PHYSICIAN SELECTED BY THE TOWN FOR



THE PURPOSES OF DETERMINING THE VALIDITY OF THE CLAIM THAT THE EMPLOYEE WAS AND/OR IS INJURED. IN THE EVENT THAT ANY EMPLOYEE CLAIMS TO BE OUT OF WORK AND DISABLED AS A RESULT OF A WORK RELATED INJURY FOR MORE THAN THIRTY (30) DAYS, EACH SUCH EMPLOYEE SHALL SUBMIT TO THE TOWN, AT INTERVALS OF NOT MORE THAN ONE MONTH, A LETTER FROM THE TREATING PHYSICIAN ATTESTING TO THE NATURE OF THE INJURY AND THE DEGREE OF DISABILITY CAUSED THEREBY. IN THE CASE OF DISABILITIES ALLEGED BY THE EMPLOYEE TO CONTINUE LONGER THAN SIXTY (60) DAYS, EACH SUCH EMPLOYEE SHALL SUBMIT TO A MEDICAL EXAMINATION BY A PHYSICIAN SELECTED BY THE TOWN FOR THE PURPOSES OF VERIFICATION. IN THE CASE OF DISABILITIES VERIFIED UNDER THE FOREGOING SENTENCE, WHERE THE DISABILITY, AFTER FIRST BEING VERIFIED, CONTINUES FOR A PERIOD OF MORE THAN AN ADDITIONAL NINETY (90) DAYS, THE PERSONNEL BOARD, IN ITS SOLE DISCRETION, MAY REQUIRE THE EMPLOYEE TO SUBMIT TO A FURTHER VERIFICATION EXAMINATION BY A PHYSICIAN SELECTED BY THE TOWN. THE PERSONNEL BOARD MAY, IN ITS SOLE DISCRETION, REQUIRE THE EMPLOYEE CLAIMING DISABILITY, TO SUBMIT TO FURTHER VERIFICATION MEDICAL EXAMINATIONS AT INTERVALS NOT MORE FREQUENTLY THAN EVERY NINETY (90) DAYS. NOTHING CONTAINED HEREIN SHALL APPLY TO PROCEEDINGS UNDER G.L. C. 32 NOR SHALL IT BE CONSTRUED TO GRANT THE TOWN GREATER RIGHTS THAN THOSE PROVIDED, WHERE IT APPLIES, UNDER G.L. C. 152.

IN THE EVENT THAT THE PHYSICIAN SELECTED BY THE TOWN DETERMINES THAT AN EMPLOYEE IS NO LONGER DISABLED AND IS ABLE TO RETURN TO WORK, SAID EMPLOYEE SHALL BE REQUIRED TO RETURN TO WORK UNLESS THE INDUSTRIAL ACCIDENT BOARD HAS ISSUED A CONTRARY ORDER UNDER THE PROVISIONS OF G.L. C. 152.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Personnel Board.

PERSONNEL BOARD REPORT: In order to insure uniform treatment of Town employees who are either injured or become ill, and in order to provide for proper verification of both the injuries and the nature and extent of claimed disabilities, the Personnel Board asks the Town to adopt a provision which requires injured employees to report their injuries to their supervisors as soon as possible and to provide medical verification of the nature and extent of all injuries. In the case of disabilities lasting more than thirty days, the Board believes that the Town ought to have the right to obtain independent verification at regular but reasonable intervals.

Under M.G.L.C. 41 § 111F, the Town is required to pay police officers and fire-fighters 100% of their salary plus all medical bills for injuries incurred in the line of duty. This amendment would provide the Town with the tools to verify the nature and extent of disability problems when they arise. If, after a reasonable period of time, it becomes clear that a police officer or firefighter will not be able to return to work, obtaining adequate information and medical verification will permit the Town to commence involuntary disability retirement proceedings. The Town presently lacks the right to compel production of this information. This has proved to be a problem for the Board during the past several years. We have been called upon to decide grievances without having sufficient data. We have also been confronted with long-term disability claims which we have not been able to verify properly. Because of this lack of information, the Town has had substantial difficulty in dealing with these problems. The Board believes that the Town lost one contested case because of its inability to compel an independent medical examination.

The Board intends to use this new Article, if adopted, to assist its workmen's compensation insurer in defending such claims, to obtain verification of disabilities where they are claimed and to monitor on-going long-term disability claims in order to



insure their legitimacy. In addition, the Board intends to use the information gathered in order to provide the Town with the basis to commence involuntary disability retirement proceedings where appropriate. The Board is aware that abuses of the disability laws have been a severe problem in other communities and wants to take those steps reasonably necessary to make certain that this does not occur in Sudbury.

FINANCE COMMITTEE REPORT: Recommend approval.

BOARD OF SELECTMEN POSITION: The Board does not support this article. Report will be made at Town Meeting.

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

4G        ARTICLE 4G

Personnel        TO SEE IF THE TOWN WILL VOTE TO AMEND ARTICLE XI OF THE SUDBURY BYLAWS,  
Admin. Plan      REFERRED TO AS THE "PERSONNEL ADMINISTRATION PLAN", BY ADDING A NEW  
Art. XI, 11       SECTION 11, "SUMMER HIRING", AS FOLLOWS:

Summer           "ANY DEPARTMENT OF THE TOWN WHICH HIRES TEMPORARY SUMMER EMPLOYEES SHALL  
Hiring            ON OR BEFORE MAY 1 OF EACH YEAR ADVERTISE EACH POSITION TO BE FILLED BY  
                     POSTING A COMPREHENSIVE LIST OF SAID POSITIONS AT THE LINCOLN-SUDBURY  
                     REGIONAL HIGH SCHOOL, MINUTEMAN REGIONAL VOCATIONAL SCHOOL AND THE TOWN  
                     CLERK'S OFFICE, AS WELL AS ADVERTISING THEM IN A NEWSPAPER OF GENERAL  
                     CIRCULATION IN THE TOWN SETTING FORTH THE QUALIFICATIONS REQUIRED AND  
                     SALARY RANGE AVAILABLE.";

                     AND BY AMENDING SECTIONS 10 AND 11 TO BE SECTION 12, SEVERABILITY, AND  
                     SECTION 13, AMENDMENTS;

                     OR ACT ON ANYTHING RELATIVE THERETO.

                     Submitted by the Personnel Board.

PERSONNEL BOARD REPORT: This simply makes uniform a procedure that allows as many people as possible to be aware of summer employment opportunities so that with a larger pool of applicants Sudbury can continue to be assured of the highest caliber of summer help. This temporary hiring procedure also makes such employment possibilities better known to students who either do not live in Sudbury during the school year or do not go to one of the two public high schools that Sudbury supports.

FINANCE COMMITTEE REPORT: Recommend approval.

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

5

ARTICLE 5

Budget

TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, THE FOLLOWING SUMS, OR ANY OTHER SUM OR SUMS, FOR ANY OR ALL TOWN EXPENSES AND PURPOSES, INCLUDING DEBT AND INTEREST AND OUT-OF-STATE TRAVEL, TO FIX THE SALARIES OF ALL ELECTED OFFICIALS AND TO PROVIDE FOR A RESERVE FUND, ALL FOR THE FISCAL YEAR JULY 1, 1983 THROUGH JUNE 30, 1984, INCLUSIVE, IN ACCORDANCE WITH THE FOLLOWING SCHEDULE, WHICH IS INCORPORATED HEREIN BY REFERENCE; OR ACT ON ANYTHING RELATED THERETO.

Submitted by the Finance Committee.

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

NOTATIONS USED THROUGHOUT BUDGET ARTICLE (EXCEPT SCHOOLS):

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

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

100 EDUCATION: 110 SUDBURY PUBLIC SCHOOLS

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

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

\* As of 10/1/82

A ACCOUNT - SALARIES

Program	1982-83 Staffing				1983-84 Staffing				Proposed & Recommended
	Adm.	Tchrs.	Support	Budget	Adm.	Tchrs.	Support	Budget	
<u>K-5:</u>									
Elem.	-	48.0	-	\$1,259,426	-	46.0	-	\$1,334,615	
<u>Middle School:</u>									
6-8	-	33.6	2.0	942,950	-	32.0	2.0	927,995	
Typing	-	1.4	-	32,827	-	1.4	-	37,755	
For. Lang.	-	1.8	-	50,256	-	2.0	-	54,781	
Home Ec.	-	1.7	-	41,312	-	1.7	-	45,579	
Ind. Arts	-	2.0	-	49,327	-	2.0	-	59,692	
<u>System:</u>									
Art	-	2.8	-	72,035	-	2.8	-	78,505	
Music	-	4.4	-	110,012	-	4.4	-	112,680	
Phys. Ed.	-	6.0	-	154,394	-	6.0	-	168,294	
Reading	-	4.5	1.0	109,924	-	4.5	1.0	134,279	
Lib/Media	-	2.0	7.0	98,957	-	2.0	7.0	112,075	
Guidance	-	4.0	1.0	121,740	-	4.0	1.0	135,960	
Sp. Ed.	.5*	14.5	5.24	388,819*	.5*	14.0	3.9	417,248*	
Cent. Mgmt.	2.5*	-	5.18	136,504*	2.5*	-	5.18	163,952*	
Sch. Mgmt.	5.0	-	7.71	250,344	5.0	-	7.71	283,720	
Catalyst	-	2.0	-	43,920	-	3.0	-	77,240	
Custodians	-	-	11.1	152,342	-	-	11.1	167,855	
Maintenance	-	-	3.0	59,521	-	-	3.0	64,305	
Sch. Lunch	-	-	1.0	10,613	-	-	1.0	0	
Contractual provisions, substitute teacher, crossing guards, and miscellaneous	-	-	1.2	137,165	-	-	1.2	148,000	
TOTALS	8.0	128.7	45.43	\$4,222,388	8.0	125.8	44.09	\$4,525,365	
TOTAL STAFF					TOTAL STAFF				
1982-83 =			182.13	for \$4,222,388	1983-84 =		177.89	for \$4,525,365	

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

B ACCOUNTS - SUPPLIES, CONTRACTED SERVICES, TEXTS, ENERGY

	1982-83 BUDGET	PROPOSED 1983-84 BUDGET	RECOMMENDED 1983-84 BUDGET
Textbooks	\$ 44,553	\$ 57,636	\$ 57,636
School Supplies	114,285	120,519	120,519
School Contracted Services	5,300	5,400	5,400
Library Supplies & Contr'd Services	32,200	37,400	37,400
Special Education Contr'd Services	56,304	29,750	29,750
Pupil Personnel	13,997	13,990	13,990
Pupil Tuition	93,797	104,386	104,386
School Equip. - Maint. & Repair	16,689	18,100	18,100
Sudbury Public Health Nursing Assoc.	48,309	55,972	30,972
Regular Transportation	273,670'	261,798'	261,798'
School Lunch	5,280	0	0

<u>B ACCOUNTS Continued</u>	<u>1982-83 BUDGET</u>	<u>PROPOSED 1983-84 BUDGET</u>	<u>RECOMMENDED 1983-84 BUDGET</u>
	\$	\$	\$
Central Offc. & School Mgmt.	70,688**	70,165	70,165
Custodial Supplies & Services	22,956	21,922	21,922
Roof Maintenance	30,515	2,500	2,500
Bldg. & Equip. - Repairs & Maint.	34,150	45,800	45,800
Heat	189,290'	150,000'	150,000'
Electricity	91,945'	96,759'	96,759'
Gas	3,769'	4,170'	4,170'
Water	1,400'	2,040'	2,040'
Telephone	29,000'	32,000'	32,000'
Tuition Reimbursement	24,000	15,000	15,000
Other	5,850	2,950	2,950
School Comm., Staff & Legal	25,665	27,200	27,200
TOTAL	\$1,233,612	\$1,175,457	\$1,050,457

\*\* \$40,000 contained in account for Shared Services  
' Indicates B-prime Account - Energy Related

<u>C ACCOUNT - EQUIPMENT</u>	<u>1982-83 BUDGET</u>	<u>PROPOSED 1983-84 BUDGET</u>	<u>RECOMMENDED 1983-84 BUDGET</u>
New & Replacement Equipment	\$ 18,860	\$ 18,626	\$ 18,626

FINANCE COMMITTEE REPORT: The Finance Committee is recommending an 83/84 budget of \$5,588,958 which is \$25,000 less than requested. The Finance Committee recommendation is an increase of 4.5% from the 82/83 budget of \$5,349,050. The increase in spending is derived entirely from increases in salaries (overall spending for supplies, contracted services, texts, etc. has been decreased). While it is true that this year's budget exceeds by \$106,182 the amount which would be derived from only a 2½% increase, the fact is that even with this increase the school budget will have increased only an average of about 1% per year since FY 1981. In light of the foregoing, and with due recognition of the School Committee's belief that any lesser amount would result in an educationally unsound budget, the Finance Committee RECOMMENDS APPROVAL.

	<u>1982-83 BUDGET</u>	<u>1983-84 BUDGET</u>	<u>1983-84 Recommended</u>
120 Community Use of Schools	\$ 12,000	\$ 12,000	\$ 12,000
125 Summer School	5,980	5,075	5,075*

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

#### FINANCE COMMITTEE REPORTS:

120 COMMUNITY USE OF SCHOOLS: The Finance Committee recommends approval.

125 SUMMER SCHOOL: The Finance Committee recommends approval of \$5,075, such amount to be offset by fees.



100 EDUCATION: 130 LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT

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

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

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

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

FINANCE COMMITTEE REPORT: The requested assessment to Sudbury by the High School is \$3,912,996, representing an increase of 3.9% over last year's assessment. The total requested budget is \$6,220,000.

The increases in the budget include collectively bargained salary increases at 9½% and other inflationary increases in the areas of contracted services such as health insurance and county retirement.

Throughout the budget process, the School Committee has cooperated in assuring the clarity and sources of budget numbers. The Finance Committee, however, recommends that the "educationally sound" budget be further scrutinized by the School Committee.

The Finance Committee recommends approval of a Sudbury assessment of \$3,859,867. This amount is 2½% higher than last year's assessment and equates with a budget of \$6,061,743 under the most conservative offset assumptions. The Finance Committee recommendation is \$53,129 less than the amount requested. Should anticipated State Aid and Chapter 70 monies (\$94,000) be approved, the recommended assessment would support a budget of about \$6,156,000. Recommend approval of \$3,859,867.

100 EDUCATION: 140 MINUTEMAN REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL

	Program Amount 1982-83	Proposed 1983-84	Difference	%
(Pupils)	(1413)	(1467)		
<u>VOCATIONAL PROGRAMS</u>	\$	\$	\$	
01 Building Trades	63,825	50,300	- 13,525	
02 Commercial Services w/D.E.	34,044	28,973	- 5,071	
03 Electronics	39,808	34,838	- 4,970	
04 Graphics	99,186	96,625	- 2,561	
05 Health Instruction w/Child Care	16,524	22,371	+ 5,847	
06 Metal Fabrication	51,811	42,459	- 9,352	
07 Power Mechanics	46,720	35,897	- 10,823	
32 Continuing Education	0	0	0	
08 Technology	30,015	18,210	- 11,805	
09 Afternoon Program/Summer Prog.	15,801	15,801	0	
10 Regional Occupational Program	29,835	14,918	- 14,917	
<u>ACADEMIC PROGRAMS</u>				
20 Reserve Officer (ROTC)	3,590	2,990	- 600	
21 Communications	9,200	9,000	- 200	
22 Human Relations	2,400	2,300	- 100	
28 Foreign Language	550	400	- 150	
29 Art	11,761	11,115	- 646	
30 Music	1,625	1,025	- 600	
23 Mathematics	13,476	10,575	- 2,901	
24 Science	19,870	17,910	- 1,960	
25 Physical Education	18,770	10,525	- 8,245	
26 Athletics w/o Coach Salaries	64,795	59,945	- 4,850	
27 Business Instruction	5,590	3,432	- 2,158	
31 Driver Education	850	0	- 850	
<u>SUPPORT PROGRAMS</u>				
51 Instructional Resources	44,210	40,275	- 3,935	
52 Pupil Support	45,091	43,841	- 1,250	
71 Principal	56,162	56,162	0	
79 Transportation	567,189	667,000	+ 99,811	
72 Vocational Coord.	9,525	7,875	- 1,650	
73 Computer Services	71,566	74,995	+ 3,429	
74 Dean	3,130	2,230	- 900	
75 School Committee	19,040	31,624	+ 12,584	
76 Superintendent	5,150	5,150	0	
77 Planning & Academics	7,860	7,360	- 500	
78 Business Office	398,023	491,150	+ 93,127	
80 Cafeteria	7,540	7,360	- 180	
<u>OTHER</u>				
82 Debt Management & Capital	1,359,700	84,246	-1,275,454	
81 Operations/Maintenance	625,558	609,492	- 16,066	
N/A Salaries	3,960,110	4,207,716	+ 247,606	
FINAL TOTAL, operating, bonds, construction	\$ 7,759,900	\$ 6,826,085	- 933,815	-12.0%

	Program Amount 1982-83	Proposed 1983-84	Difference	%
REVENUE AID, and/or BALANCES to be used to reduce assessments (estimated)	\$ 4,627,020	\$ 3,373,614	\$ -1,253,406	-27.1%
TOTAL TO ALL MEMBER TOWNS	\$3,132,880(16)	\$3,452,471	+ 319,591	+10.2%
TO ORIGINAL 12 TOWNS	\$2,663,298	\$2,908,870	+ 245,572	+ 9.2%
SUDBURY ASSESSMENT	\$ 276,540	\$ 254,928*	- 21,612	- 7.8%
FINANCE COMMITTEE RECOMMENDED ASSESSMENT		\$ 254,928		

DISTRICT APPORTIONMENT - 1983-1984

I. OPERATING BUDGET:

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

II. SPECIAL OPERATING:

Special Operating Costs	112,230	
Credits	<u>- 85,000</u>	
Special Costs Apportionment		27,230

III. CAPITAL BUDGET:

Capital Payments - New Towns' Surcharges	58,800	
- Original Towns' Credits	<u>- 58,800</u>	
Apportionment, Net	0	<u>0</u>

TOTAL APPORTIONMENT \$ 3,452,471

FINANCE COMMITTEE REPORT: The proposed assessment to Sudbury\* represents a 7.8% decrease from 1982/83. Sudbury's assessment has decreased due to a decline in Sudbury student enrollment by 13.

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

\* Apportionment formula:

% of Students + Operating + Special Operating + Capital = Apportionment

Sudbury: .0755 \$ 258,434 \$ 1,655 - \$5,161 = \$254,928



200 DEBT SERVICE

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

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

300 PROTECTION OF PERSONS AND PROPERTY

310 FIRE DEPARTMENT

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

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

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

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

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

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

320 POLICE DEPARTMENT

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

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

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

	EXPENDITURES 7/1/81- 6/30/82	APPROPRIATED 7/1/82- 6/30/83	EXPENDITURES 7/1/82- 12/31/82	FISCAL YEAR 1984 7/1/83-6/30/84	
				REQUESTED	RECOMMENDED
<u>340 BUILDING INSPECTOR</u>					
340-10 Inspector's Salary	24,502	24,500	13,437	29,481	29,481
340-12 Overtime	6,062*	2,000	948	2,000	2,000
340-13 Clerical	13,099	13,907	6,262	13,387	13,387
340-14 Deputy Inspector	1,010	1,200	725	1,200	1,200
340-15 Custodial	37,025	42,159	22,674	45,542	45,542
340-16 Plumbing	2,988	3,000	1,886	3,000	3,000
340-17 Retainer	2,000	2,000	1,000	2,000	2,000
340-18 Sealer	321	1,000	250	1,000	1,000
340-19 Wiring Inspector	5,200	5,200	2,600	5,200	5,200
340-21 General Expense	587	670	373	1,020	1,020
340-31 Vehicle Maint.	1,404	1,200	736	1,400	475
340-32 Town Bldg. Maint.	90,886	96,530	33,169	57,970	57,970
340-33 Excess Bldgs.	--	--	--	35,000	35,000
340-41 Travel	384	400	100	400	400
<u>340 TOTAL</u>	<u>185,468</u>	<u>193,766</u>	<u>84,160</u>	<u>198,600</u>	<u>197,675</u>

FINANCE COMMITTEE REPORT: Recommend approval.

350 DOG OFFICER

350-10 Dog Officer Salary	12,227	12,347	6,600	14,402	14,402
350-12 Overtime & Ext. Hire	900	843	129	966	966
350-21 General Expense	3,204*	2,850	1,194	2,934	2,934
350-31 Vehicle Maintenance	601*	500	167	500	250
<u>350 TOTAL</u>	<u>16,932</u>	<u>16,540</u>	<u>8,090</u>	<u>18,802</u>	<u>18,552</u>

FINANCE COMMITTEE REPORT: Recommend approval.

360 CONSERVATION

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

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

370 BOARD OF APPEALS

370-13 Clerical	3,533*	3,306	1,346	3,822	3,822
370-21 General Expense	774*	800	178	800	800
<u>370 TOTAL</u>	<u>4,307</u>	<u>4,106</u>	<u>1,524</u>	<u>4,622</u>	<u>4,622</u>



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

	EXPENDITURES 7/1/81- 6/30/82	APPROPRIATED 7/1/82- 6/30/83	EXPENDITURES 7/1/82- 12/31/82	FISCAL YEAR 1984 7/1/83-6/30/84 REQUESTED	RECOMMENDED
385 SIGN REVIEW BOARD					
385-13 Clerical	183	300	--	--	--
385-21 General Expense	29	100	--	300	300
385 TOTAL	212	400	--	300	300

FINANCE COMMITTEE REPORT: Recommend approval.

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

400 HIGHWAY DEPARTMENT

410-10 Surveyor's Salary	29,104	31,723	16,161	33,944	34,261
410-11 Asst. Surv. Sal.	23,595	24,556	13,356	27,829	27,829
410-12 Oper. Asst. Sal.	15,647	16,425	9,402	19,820	19,820
410-13 Clerical	10,017	10,412	5,777	12,590	12,590
410-14 Tree Warden	600	600	--	651	651
410-21 General Expense	4,489	4,500	2,227	4,500	4,500
410-31 Maintenance	3,093	4,040	1,296	4,500	4,500
410-32 Utilities	17,169 <sup>+</sup>	14,650	3,276	17,500	17,500
410-41 Travel	98	100	58	100	100
410-42 Out-of-State Travel	--	--	--	500	500
410-71 Uniforms	5,198	5,200	3,877	5,000	5,000
410 Sum	109,010	112,186	55,430	126,934	127,251
420-11 Operating Salary	256,108	269,448	133,913	314,196	314,196
420-12 Extra Hire	12,221	13,289 <sup>+</sup>	11,221	14,352	14,352
420-13 Overtime	5,415 <sup>+</sup>	4,700	3,361	5,100	5,100
420-10 Sum	273,744	287,437	148,495	333,648	333,648
420-20 Road Work					
420-21 Oper. Materials	15,998	16,000	5,107	18,000	16,000
420-23 Hired Equipment	4,998	9,000	3,887	9,000	9,000
420-24 Street Seal	60,000	60,000	55,685	60,000	60,000
420-25 Signs & Markings	7,996	8,000	2,151	10,000	10,000
420-26 Street Maint.	34,498	34,500	27,340	34,500	34,500
420-28 Sweeping	13,987	14,000	--	20,000	20,000
420-20 Sum	137,477	141,500	94,170	151,500	149,500

	EXPENDITURES 7/1/81- 6/30/82	APPROPRIATED 7/1/82- 6/30/83	EXPENDITURES 7/1/82- 12/31/82	FISCAL YEAR 1984 7/1/83-6/30/84	
				REQUESTED	RECOMMENDED
420-30 Trees					
420-31 Tree Materials	2,499	3,000	2,714	3,000	3,000
420-34 Contractors	4,911	6,000	6,000	7,000	7,000
420-30 Sum	7,410	9,000	8,714	10,000	10,000
420-40 Landfill					
420-41 Materials	--	--	--	1,000	1,000
420-43 Hired Equipment	999	1,000	250	1,000	1,000
420-44 Utilities	328	500	97	1,000	1,000
420-45 Maintenance	397	500	199	500	500
420-40 Sum	1,724	2,000	546	3,500	3,500
420-50 Cemeteries					
420-51 Materials	1,619	2,620	1,807	2,920	2,920
420-53 Hired Equipment	--	--	--	2,000	2,000
420-50 Sum	1,619	2,620	1,807	4,920	4,920
420-62 Chap. 90 Maint	6,000	6,000	--	6,000	6,000
420-60 Sum	6,000	6,000	--	6,000	6,000
430 Machinery					
430-20 Fuels & Lubr.	55,000 <sup>+</sup>	51,000	19,684	51,000	51,000
430-30 Parts & Repairs	63,757*	55,000 <sup>+</sup>	33,714	70,000	70,000
430-41 Equipment	37,125	25,765	35,765	94,800	94,800
430 Sum	155,882	141,765	89,163	215,800	215,800
460 Snow & Ice					
460-12 Overtime	25,170 <sup>+</sup>	23,699	3,432	25,713	25,713
460-30 Materials	36,937	44,415	1,860	44,415	44,415
460-40 Equipment	5,392	7,696	223	7,696	7,696
460-50 Contractors	13,951	18,000	00	18,000	18,000
460 Sum	91,990	93,810	4,515	95,824	95,824
470 Street Lighting					
470-20 Street Lighting	50,843 <sup>+</sup>	47,650	20,375	53,000	53,000
470 Sum	50,843	47,650	20,375	53,000	53,000
400 TOTAL	835,699	843,968	423,215	1,001,126	999,443

OFFSETS:

Cemeteries:

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

	EXPENDITURES 7/1/81- 6/30/82	APPROPRIATED 7/1/82- 6/30/83	EXPENDITURES 7/1/82- 12/31/82	FISCAL YEAR 1984 7/1/83-6/30/84	
				REQUESTED	RECOMMENDED
400 NET BUDGET	828,199	795,866	423,215	933,626	931,943

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

#### 500 GENERAL GOVERNMENT

##### 501 SELECTMEN

501-10 Exec. Sec. Salary	38,311	38,311	20,688	42,617	42,617
501-12 Overtime	542	550	297	2,600	600
501-13 Clerical Salary	44,418*	44,458	24,006	52,358	52,358
501-14 Selectmen's Salary	1,600	3,200	1,600	3,200	3,200
501-21 General Expense	7,547*	4,000	2,719	4,000	4,000
501-31 Maintenance	218	400	247	400	400
501-41 Travel	1,625*	1,200	552	1,500	1,500
501-42 Out-of-State Travel	--	600	--	600	600
501-51 Equipment Purchase	--	--	--	900	--
501-81 Surveys & Studies	974*	400	--	400	400
501 TOTAL	95,235	93,119	50,109	108,575	105,675

##### 502 ENGINEERING

502-10 Town Engineer Sal.	30,943	30,943	16,971	36,149	36,149
502-11 Salaries	85,998	90,029	48,817	107,375	107,375
502-12 Overtime	35	1,000	141	1,000	1,000
502-13 Clerical Salary	12,633	12,886	9,162	12,925	12,925
502-21 General Expense	7,978	5,590	3,462	5,700	5,700
502-31 Maint. & Repair Veh.	3,063	3,040	1,366	3,200	1,400
502-51 Equipment Purchase	--	15,000	13,142	8,000	8,000
502 TOTAL	140,650	158,488	93,061	174,349	172,549
Offset		11,811.88			
502 NET BUDGET	140,650	146,676.12	93,061	174,349	172,549

##### 503 LAW

503-10 Retainer	14,980	14,980	8,089	16,178	16,178
503-11 Asst. Counsel Sal.	11,482	11,482	6,315	12,630	12,630
503-21 General Expense	10,635	18,250	6,697	18,250	18,250
503 TOTAL	37,097	44,712	21,101	47,058	47,058



		EXPENDITURES	APPROPRIATED	EXPENDITURES	FISCAL YEAR 1984	
		7/1/81- 6/30/82	7/1/82- 6/30/83	7/1/82- 12/31/82	7/1/83-6/30/84 REQUESTED	RECOMMENDED
<u>504</u>	<u>ASSESSORS</u>					
504-10	Asst. Assessor Sal.	--	--	--	26,000	26,000
504-12	Overtime	2,213	2,300	755	2,300	2,300
504-13	Clerical Salary	31,319	32,132	17,326	37,484	37,484
504-14	Assessors' Salary	2,500	2,500	1,117	2,500	2,500
504-21	General Expense	16,918	20,660	576	20,300	20,300
504-31	Maintenance	--	175	--	175	175
504-41	Travel	117	100	30	100	100
504-51	Equipment Purchase	--	--	--	225	225
<u>504</u>	<u>TOTAL</u>	<u>53,067</u>	<u>57,867</u>	<u>19,804</u>	<u>89,084</u>	<u>89,084</u>
<u>505</u>	<u>TAX COLLECTOR</u>					
505-10	Collector's Salary	14,285	15,285	7,642	16,600	16,508
505-12	Overtime	899	900	433	2,000	2,000
505-13	Clerical Salary	21,664	22,214	11,853	25,911	25,911
505-14	Attorney's Salary	--	1,500	--	3,000	--
505-21	General Expense	1,160	2,615	614	2,615	1,915
505-31	Maintenance	--	100	48	100	100
505-41	Travel	84	100	100	150	150
505-45	Petty Cash	--	--	--	10	10
505-51	Equipment Purchase	140+	500	335	--	--
<u>505</u>	<u>TOTAL</u>	<u>38,232</u>	<u>43,214</u>	<u>21,025</u>	<u>50,386</u>	<u>46,594</u>
<u>506</u>	<u>TOWN CLERK &amp; REGISTRARS</u>					
506-10	Town Clerk's Sal.	16,400	17,876	8,938	17,876	19,306
506-13	Clerical Salary	36,473	37,198	19,766	44,115	44,115
506-14	Registrars	600	600	600	600	600
506-21	General Expense	5,372	6,560	2,174	6,225	6,225
506-31	Maintenance	217	346	191	355	355
506-41	Travel	450	450	76	450	450
506-51	Equipment Purchase	435	--	--	--	--
506-61	Elections	2,455	8,071	5,461	3,855	3,855
<u>506</u>	<u>TOTAL</u>	<u>62,402</u>	<u>71,101</u>	<u>37,206</u>	<u>73,476</u>	<u>74,906</u>
<u>507</u>	<u>TREASURER</u>					
507-10	Treasurer's Salary	9,000	9,900	4,950	9,900	10,692
507-13	Clerical Salary	11,866	12,262	6,483	14,461	14,461
507-21	General Expense	749	1,000	556	1,100	1,100
507-31	Maintenance	--	100	--	100	100
507-41	Travel	686	800	229	900	900
507-61	Tax Title Expense	270	4,000	2,270	3,000	3,000
507-71	Bond & Note Issue	6,009	8,000	6,220	1,000	1,000
507-81	Tuitions	--	225	--	250	250
<u>507</u>	<u>TOTAL</u>	<u>28,580</u>	<u>36,287</u>	<u>20,708</u>	<u>30,711</u>	<u>31,503</u>

	EXPENDITURES 7/1/81- 6/30/82	APPROPRIATED 7/1/82- 6/30/83	EXPENDITURES 7/1/82- 12/31/82	FISCAL YEAR 1984 7/1/83-6/30/84	
				REQUESTED	RECOMMENDED
<u>508</u> <u>FINANCE COMMITTEE</u>					
508-13 Clerical Salary	2,273	2,700	720	2,993	3,202
508-21 General Expense	<u>179</u>	<u>180</u>	<u>109</u>	<u>180</u>	<u>180</u>
<u>508</u> TOTAL	2,452	2,880	829	3,173	3,382
 <u>509</u> <u>MODERATOR</u>					
509-10 Salary	50	100	10	160	160
509-21 General Expense	<u>23</u>	<u>60</u>	<u>33</u>	<u>--</u>	<u>--</u>
<u>509</u> TOTAL	73	160	43	160	160
 <u>510</u> <u>PERMANENT BUILDING COMMITTEE</u>					
510-13 Clerical Salary	511	700	107	755	755
510-21 General Expense	<u>33</u>	<u>110</u>	<u>--</u>	<u>110</u>	<u>110</u>
<u>510</u> TOTAL	544	810	107	865	865
 <u>511</u> <u>PERSONNEL BOARD</u>					
511-13 Clerical Salary	1,333	2,000	657	2,000	2,000
511-21 General Expense	<u>101</u>	<u>200</u>	<u>--</u>	<u>200</u>	<u>200</u>
<u>511</u> TOTAL	1,434	2,200	657	2,200	2,200
 <u>512</u> <u>PLANNING BOARD</u>					
512-13 Clerical Salary	2,799	3,400	1,788	3,800	3,800
512-21 General Expense	385	650	117	650	650
512-31 Maintenance	60	60	--	75	75
512-41 Travel	--	50	--	50	50
512-51 Equipment Purchase	35	--	--	--	--
512-61 Special Studies	<u>--</u>	<u>--</u>	<u>--</u>	<u>4,500</u>	<u>4,500</u>
<u>512</u> TOTAL	3,279	4,160	1,905	9,075	9,075
 <u>513</u> <u>ANCIENT DOCUMENTS COMMITTEE</u>					
513-21 General Expense	1,567	1,600	157	1,600	1,600
 <u>514</u> <u>HISTORIC DISTRICTS COMMISSION</u>					
514-13 Clerical Salary	111	120	--	120	120
514-21 General Expense	<u>74</u>	<u>75</u>	<u>--</u>	<u>80</u>	<u>80</u>
<u>514</u> TOTAL	185	195	--	200	200

	EXPENDITURES 7/1/81- 6/30/82	APPROPRIATED 7/1/82- 6/30/83	EXPENDITURES 7/1/82- 12/31/82	FISCAL YEAR 1984 7/1/83-6/30/84	
				REQUESTED	RECOMMENDED
<u>515 HISTORICAL COMMISSION</u>					
515-13 Clerical Salary	--	70	--	76	76
515-21 General Expense	<u>323</u>	<u>800</u>	<u>--</u>	<u>800</u>	<u>800</u>
<u>515</u> TOTAL	323	870	--	876	876
 <u>518 COUNCIL ON AGING</u>					
518-10 Director's Salary	5,564	5,564	3,004	6,490	6,490
518-11 Driver's Salary	--	3,812	2,060	4,450	4,450
518-21 General Expense	3,652	3,380	1,679	3,240	3,240
518-31 Utilities/Maint.	2,670	3,090	556	3,800	3,800
518-51 Equipment Purchase	40	50	50	50	50
518-61 Sr. Citizen Program	250	250	--	250	250
518-62 Transportation Prog.	<u>2,908</u>	<u>600</u>	<u>380</u>	<u>1,050</u>	<u>1,050</u>
<u>518</u> TOTAL	15,084	16,748	7,729	19,330	19,330
 <u>519 TALENT SEARCH COMMITTEE</u>					
519-21 General Expense	--	89	46	89	89
 <u>520 COMMITTEE ON TOWN ADMINISTRATION</u>		--	--	--	--
 <u>521 ACCOUNTING</u>					
521-10 Acct./DFA Salary	23,336	26,000	14,040	28,080	28,080
521-12 Overtime	1,035	500	376	500	500
521-13 Clerical Salary	22,846	25,321	13,504	31,352	31,352
521-21 General Expense	936+	1,100	322	1,000	1,000
521-22 Computer	--	--	--	3,050	2,490
521-31 Maintenance	4,109	4,257	3,577	245	245
521-41 Travel	324	350	56	350	350
521-42 Out-of-State Travel	--	200	--	200	200
521-51 Equipment Purchase	<u>7,925</u>	<u>1,500</u>	<u>--</u>	<u>700</u>	<u>700</u>
<u>521</u> TOTAL	60,511	59,228	31,875	65,477	64,917
 <u>500 GROSS BUDGET</u>	<u>540,715</u>	<u>593,728</u>	<u>306,362</u>	<u>676,684</u>	<u>670,063</u>
Offsets		11,811.88			
<u>500 NET BUDGET</u>	<u>540,715</u>	<u>581,916.12</u>	<u>306,362</u>	<u>676,684</u>	<u>670,063</u>

FINANCE COMMITTEE REPORTS:

501 SELECTMEN: Recommend approval.

502 ENGINEERING: Recommend approval.

503 LAW: Recommend approval.

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

505 TAX COLLECTOR: Recommend approval.

506 TOWN CLERK & REGISTRARS: Recommend approval.

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

508 FINANCE COMMITTEE: Recommend approval.

509 MODERATOR: Recommend approval.

510 PERMANENT BUILDING COMMITTEE: Recommend approval.

511 PERSONNEL BOARD: Recommend approval.

512 PLANNING BOARD: Recommend approval.

513 ANCIENT DOCUMENTS COMMITTEE: Recommend approval.

514 HISTORIC DISTRICTS COMMISSION: Recommend approval.

515 HISTORICAL COMMISSION: Recommend approval.

518 COUNCIL ON AGING: Recommend approval.

519 TALENT SEARCH COMMITTEE: Recommend approval.

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



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

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

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

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

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

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

<u>900</u>	<u>VETERANS</u>					
900-10	Agent's Salary	2,067	2,067	1,116	2,411	2,411
900-21	General Expense	222	750	127	750	750
900-61	Benefits	2,308	7,400**	5,050	12,000	12,000
<u>900</u>	<u>TOTAL</u>	<u>4,597</u>	<u>10,217</u>	<u>6,293</u>	<u>15,161</u>	<u>15,161</u>

FINANCE COMMITTEE REPORT: Recommend approval.

		EXPENDITURES	APPROPRIATED	EXPENDITURES	FISCAL YEAR 1984	
		7/1/81-	7/1/82-	7/1/82-	7/1/83-6/30/84	
		6/30/82	6/30/83	12/31/82	REQUESTED	RECOMMENDED
950	UNCLASSIFIED					
950-11	Blue Cross/Shield	271,860	302,500	146,499	310,000	310,000
950-12	Life Insurance	3,757	3,800	1,741	3,800	3,800
950-21	Fidelity Bonds	970	1,200	--	1,200	1,200
950-31	Casualty Insurance	108,845	110,000	109,914	135,000	110,000
950-41	Print Town Report	4,882	5,000	10	5,500	5,500
950-51	Memorial Day	868	850	--	950	950
950-61	Veterans' Graves	229*	--	--	--	--
950-71	Fire Pension	1,500	1,500	750	1,500	1,500
950-81	Reserve Fund	76,690	100,000	23,900	100,000	100,000
950-89	School Tuition	--	4,000	--	2,000	2,000
950-92	Communications	3,801*	3,500	1,552	3,500	3,500
950-93	Hydrant Rental	22,295	22,470	11,235	22,715	22,715
950-94	Copying Service	6,762	8,000	2,436	8,800	8,800
950-95	Word Processor	--	--	--	6,200	7,200
950-96	Retirement Fund	303,265	351,000	326,148	351,000	351,000
950-97	Town Meetings	4,898	9,500	1,980	9,500	9,500
950-98	Postage	11,500	11,500	4,089	12,100	12,100
950-99	Telephone	15,988*	13,000	5,060	15,000	15,000
950-100	Unemployment				10,000	--
950-101	Salary Adjustment	50,666	187,000 <sup>1</sup>	77,773	15,000	15,000 <sup>2</sup>
950-102	Gasoline	--	--	--	46,825	46,825
950	TOTAL	888,776	1,134,820	713,087	1,060,590	1,026,590
	Overlay Surplus	50,000	100,000	--	100,000	100,000
950	NET BUDGET	838,776	1,034,820	713,087	960,590	926,590

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

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

FINANCE COMMITTEE REPORT: Recommend approval.

PROPOSED WRAP-UP MOTION OF FINANCE COMMITTEE

- A. THAT APPROPRIATIONS WITHIN DEPARTMENT BUDGETS ARE FUNDED HEREUNDER AS INTEGRATED LINE ITEMS, PROVIDED, HOWEVER, THAT THE DEPARTMENTAL APPROPRIATION FOR ONE SUCH LINE ITEM CANNOT BE USED FOR ANOTHER LINE ITEM WITHOUT THE PRIOR APPROVAL, IN EACH INSTANCE, BY THE FINANCE COMMITTEE;
- B. THAT, WITH THE EXCEPTION OF ACCOUNT 100 EDUCATION AND THE INTEGRATED LINE ITEMS PROVIDED BY THIS MOTION, ALL THE LINE ITEMS IN ALL OTHER ACCOUNTS HAVE BEEN VOTED IN SEGREGATED LINE ITEMS FOR ACCOUNTING AND EXPENDITURE PURPOSES;
- C. THAT ALL AUTOMOBILE MILEAGE SHALL BE PAID AT THE RATE OF 18.5¢ PER MILE UPON SUBMISSION OF A PROPER VOUCHER;

- D. THAT ALL APPROPRIATIONS UNDER ARTICLE 5 ARE FOR THE FISCAL YEAR JULY 1, 1983 TO JUNE 30, 1984;
- E. THAT ANY STATE OR FEDERAL FUNDS RECEIVED BY THE TOWN WHICH MUST BE OBLIGATED OR EXPENDED PRIOR TO THE NEXT ANNUAL TOWN MEETING MAY BE USED TO OFFSET THE COST OF AN APPROPRIATE LINE ITEM IN THE BUDGET UPON THE ACCEPTANCE OF THE FINANCE COMMITTEE AND CERTIFICATION OF THE TOWN ACCOUNTANT;
- F. THAT FUNDS APPROPRIATED FOR THE SALARY ADJUSTMENTS LINE ITEM, 950-101, ARE TO BE USED FOR SALARY INCREASES; SUCH SALARY INCREASES MAY BE TRANSFERRED TO ANOTHER LINE ITEM WITH PRIOR APPROVAL, IN EACH INSTANCE, BY THE FINANCE COMMITTEE;
- G. TO LAY ON THE TABLE THE USE OF FREE CASH AS AN OFFSET TO BUDGETS AND THE TAX RATE UNTIL ACTION IS TAKEN ON ARTICLE 27 OF THIS TOWN MEETING.

1981-82 TRANSFERS

Reserve Fund Appropriation \$125,000.00

ACCOUNT NUMBER/NAME	TRANSFER NO.	AMOUNT
310-31 Fire Department, Maintenance	1061	1,634.74
320-12 Police Department, Overtime	1034	19,000.00
320-31 Police Department, Maintenance	1035	4,000.00
320-31 Police Department, Maintenance	1052	4,000.00
320-51 Police Department, Equipment	1022	550.00
320-51 Police Department, Equipment	1042	6,453.55
320-81 Police Department, Tuition Reimbursement	1050	69.70
340-12 Building Department, Overtime	1024	1,700.00
340-12 Building Department, Overtime	1026	3,000.00
350-21 Dog Officer, General Expense	1044	600.00
350-31 Dog Officer, Vehicle Maintenance	1045	150.00
370-13 Board of Appeals, Clerical	1040	463.50
370-21 Board of Appeals, General Expense	1051	145.00
430-30 Highway, Machinery, Parts & Repairs	1031	15,000.00
501-13 Selectmen, Clerical	1042	460.00
501-21 Selectmen, General Expense	1025	3,650.00
501-41 Selectmen, Travel	1043	425.00
501-51 Selectmen, Equipment Purchase	1057	6,436.00
501-81 Selectmen, Surveys & Studies	1058	474.38
600-31 Library, Maintenance	1021	2,000.00
600-31 Library, Maintenance	1055	1,790.11
950-61 Unclassified, Veterans' Graves	1038	1,000.00
950-92 Unclassified, Communications	1028	1,000.00
950-99 Unclassified, Telephone	1047	1,800.00
950-99 Unclassified, Telephone	1065	888.21
TOTAL		\$ 76,690.19
BALANCE		\$ 48,309.81



Inter-Account Transfers

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

1982-83 TRANSFERS

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

Inter-Account Transfers

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

6

ARTICLE 6

Unpaid  
Bills

TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, A SUM OF MONEY TO PAY FOR ANY ONE OR MORE OF THE FOLLOWING UNPAID BILLS, INCURRED IN PRIOR FISCAL YEARS, TOTALLING \$767.82:

\$ 200.00 TO PAY WARREN J. COURVILLE, M.D., INC. FOR MEDICAL BILLS OF VINCENT J. PATRUNO (POLICE);

567.82 TO PAY EARL RYDER FOR CAREER INCENTIVE PAY (POLICE);

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Town Accountant.

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

FINANCE COMMITTEE REPORT: Recommend approval.

BOARD OF SELECTMEN POSITION: The Board supports this article.

7

ARTICLE 7

Street  
Acceptances

TO SEE IF THE TOWN WILL VOTE TO ACCEPT THE LAYOUT OF ANY ONE OR MORE OF THE FOLLOWING WAYS:

- |                  |  |
|------------------|--|
| AUSTIN ROAD      | - FROM PEAKHAM ROAD TO HOBART ROAD, A DISTANCE OF 2107 FEET, MORE OR LESS;         |
| AXDELL ROAD      | - FROM AUSTIN ROAD TO END, A DISTANCE OF 660 FEET, MORE OR LESS;                   |
| BREWSTER ROAD    | - FROM GOODMAN'S HILL ROAD TO END, A DISTANCE OF 1682 FEET, MORE OR LESS;          |
| BULKLEY ROAD     | - FROM AUSTIN ROAD TO END, A DISTANCE OF 560 FEET, MORE OR LESS;                   |
| CHANTICLEER ROAD | - FROM FORD ROAD TO LONGFELLOW ROAD, A DISTANCE OF 1836 FEET, MORE OR LESS;        |
| FORD ROAD        | - FROM WILLIS ROAD TO ELAINE ROAD, A DISTANCE OF 4483 FEET, MORE OR LESS;          |
| HARVARD DRIVE    | - FROM FORD ROAD TO LONGFELLOW ROAD, A DISTANCE OF 1181 FEET, MORE OR LESS;        |
| HUNT ROAD        | - FROM RIDGE HILL ROAD TO END, A DISTANCE OF 1545 FEET, MORE OR LESS;              |
| LONGFELLOW ROAD  | - FROM FORD ROAD ELAINE ROAD, A DISTANCE OF 2594 FEET, MORE OR LESS;               |
| RIDGE HILL ROAD  | - FROM MORSE ROAD TO HUNT ROAD, A DISTANCE OF 1760 FEET, MORE OR LESS;             |
| POWERS ROAD      | - FROM NORTH ROAD TO THE CONCORD TOWN LINE, A DISTANCE OF 4329 FEET, MORE OR LESS; |
| POWDER MILL ROAD | - FROM NORTH ROAD TO THE MAYNARD TOWN LINE, A DISTANCE OF 4805 FEET, MORE OR LESS; |

AS LAID OUT BY THE BOARD OF SELECTMEN IN ACCORDANCE WITH THE DESCRIPTIONS AND PLANS ON FILE IN THE TOWN CLERK'S OFFICE; TO AUTHORIZE THE ACQUISITION BY PURCHASE, BY GIFT OR BY A TAKING BY EMINENT DOMAIN, IN FEE SIMPLE, OF THE PROPERTY SHOWN ON SAID PLANS; AND TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, \$800, OR ANY OTHER SUM THEREFOR AND ALL EXPENSES IN CONNECTION THEREWITH; OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

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

FINANCE COMMITTEE REPORT: Recommend approval.

8         ARTICLE 8

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

Automatic     Submitted by the Fire Chief.  
Sprinklers

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

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

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

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

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



9

ARTICLE 9

Ambulance Lease Purchase TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, \$13,000, OR ANY OTHER SUM, TO BE EXPENDED UNDER THE DIRECTION OF THE FIRE CHIEF, FOR THE SECOND YEAR PAYMENT OF THE LEASE PURCHASE AGREEMENT, APPROVED UNDER ARTICLE 11 OF THE 1982 ANNUAL TOWN MEETING, FOR THE NEW AMBULANCE AND EQUIPMENT; OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Fire Chief.

FIRE CHIEF REPORT: Article 11 of the 1982 Annual Town Meeting authorized the entering into a lease purchase agreement for a new ambulance, using monies from the ambulance reserve for appropriation account.

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

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

BOARD OF SELECTMEN POSITION: The Board supports this article.

10

ARTICLE 10

Retirement Pension Fund TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, \$20,000, OR ANY OTHER SUM, TO BE PLACED IN A SPECIAL FUND WHICH SHALL BE USED FROM TIME-TO-TIME, AND SUBJECT TO APPROPRIATION, FOR THE PURPOSE OF OFFSETTING THE ANTICIPATED FUTURE COST OF FUNDING THE CONTRIBUTORY RETIREMENT SYSTEM, OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

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

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



11

ARTICLE 11

Amend Bylaws TO SEE IF THE TOWN WILL VOTE TO AMEND ARTICLE V, PUBLIC SAFETY, OF THE  
TOWN OF SUDBURY BYLAWS, BY ADDING A NEW SECTION TO READ AS FOLLOWS:

Public  
Safety,

Art. V, s.26

Handicapped  
Parking

"SECTION 26. HANDICAPPED PARKING.

- (a) ANY PERSON OR BODY THAT HAS LAWFUL CONTROL OF A PUBLIC OR PRIVATE WAY OR OF IMPROVED OR ENCLOSED PROPERTY USED AS OFF-STREET PARKING AREAS FOR BUSINESSES, SHOPPING MALLS, THEATERS, AUDITORIUMS, SPORTING OR RECREATIONAL FACILITIES, CULTURAL CENTERS, RESIDENTIAL DWELLINGS, OR OF ANY OTHER PLACE WHERE THE PUBLIC HAS A RIGHT OF ACCESS AS INVITEES OR LICENSEES, SHALL RESERVE PARKING SPACES IN SAID OFF-STREET PARKING AREAS FOR ANY VEHICLE OWNED AND OPERATED BY A DISABLED VETERAN OR HANDICAPPED PERSON WHOSE VEHICLE BEARS THE DISTINGUISHING LICENSE PLATE AUTHORIZED BY SECTION TWO OF CHAPTER NINETY, ACCORDING TO THE FOLLOWING FORMULA:

IF THE NUMBER OF PARKING SPACES IN ANY SUCH AREA IS MORE THAN FIFTEEN BUT NOT MORE THAN TWENTY-FIVE, ONE PARKING SPACE; MORE THAN TWENTY-FIVE BUT NOT MORE THAN FORTY, FIVE PERCENT OF SUCH SPACES BUT NOT LESS THAN TWO; MORE THAN FORTY BUT NOT MORE THAN ONE HUNDRED, FOUR PERCENT OF SUCH SPACES BUT NOT LESS THAN THREE; MORE THAN ONE HUNDRED BUT NOT MORE THAN TWO HUNDRED, THREE PERCENT OF SUCH SPACES BUT NOT LESS THAN FOUR; MORE THAN TWO HUNDRED BUT NOT MORE THAN FIVE HUNDRED, TWO PERCENT OF SUCH SPACES BUT NOT LESS THAN SIX; MORE THAN FIVE HUNDRED BUT NOT MORE THAN ONE THOUSAND, ONE AND ONE-HALF PERCENT OF SUCH SPACES BUT NOT LESS THAN TEN; MORE THAN ONE THOUSAND BUT NOT MORE THAN TWO THOUSAND, ONE PERCENT OF SUCH SPACES BUT NOT LESS THAN FIFTEEN; MORE THAN TWO THOUSAND BUT LESS THAN FIVE THOUSAND, THREE-FOURTHS OF ONE PERCENT OF SUCH SPACES BUT NOT LESS THAN TWENTY; AND MORE THAN FIVE THOUSAND, ONE-HALF PERCENT OF ONE PERCENT OF SUCH SPACES BUT NOT LESS THAN THIRTY.

- (b) PARKING SPACES DESIGNATED AS RESERVED UNDER THE PROVISIONS OF PARAGRAPH (a) SHALL BE IDENTIFIED BY THE USE OF ABOVE GRADE SIGNS WITH WHITE LETTERING AGAINST A BLUE BACKGROUND AND SHALL BEAR THE WORDS "HANDICAPPED PARKING: SPECIAL PLATE REQUIRED. UNAUTHORIZED VEHICLES MAY BE REMOVED AT OWNER'S EXPENSE"; SHALL BE AS NEAR AS POSSIBLE TO A BUILDING ENTRANCE OR WALKWAY; SHALL BE ADJACENT TO CURB RAMPS OR OTHER UNOBSTRUCTED METHODS PERMITTING SIDEWALK ACCESS TO A HANDICAPPED PERSON; AND SHALL BE TWELVE FEET WIDE OR TWO EIGHT-FOOT WIDE AREAS WITH FOUR FEET OF CROSS HATCH BETWEEN THEM.
- (c) IT SHALL BE UNLAWFUL TO LEAVE ANY UNAUTHORIZED VEHICLE UNATTENDED WITHIN PARKING SPACES DESIGNATED AND IDENTIFIED BY SIGN AS RESERVED FOR VEHICLES OWNED AND OPERATED BY DISABLED VETERANS OR HANDICAPPED PERSONS; OR TO LEAVE ANY UNAUTHORIZED VEHICLE UNATTENDED IN SUCH A MANNER AS TO OBSTRUCT A CURB RAMP DESIGNED FOR USE BY HANDICAPPED PERSONS AS A MEANS OF EGRESS TO A STREET OR PUBLIC WAY.

- (d) THIS BYLAW SHALL BE ENFORCED BY THE POLICE DEPARTMENT OF THE TOWN OF SUDBURY IN ACCORDANCE WITH M.G.L. c. 90, s. 20A½ AND SUBSEQUENT AMENDMENTS THERETO. THE PENALTY FOR VIOLATION OF PARAGRAPH (c) OF THIS BYLAW SHALL BE TEN DOLLARS FOR EACH OFFENSE.
- (e) THE BOARD OF SELECTMEN MAY AUTHORIZE THE ISSUANCE OF HANDI-CAPPED STICKERS FOR TEMPORARY OR PERMANENT USE, WHICH SHALL HAVE THE SAME EFFECT AS THE DISTINGUISHING LICENSE PLATE, AND ADOPT RULES AND REGULATIONS CONCERNING THE ISSUANCE AND USE OF SUCH STICKERS.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

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

FINANCE COMMITTEE REPORT: Recommend approval.

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

12	<u>ARTICLE 12</u>
Accept	TO SEE IF THE TOWN WILL VOTE TO ACCEPT THE PROVISIONS OF GENERAL LAWS,
G.L. c. 41,	CHAPTER 41, SECTION 108L, AS ADDED BY CHAPTER 835 OF THE ACTS OF 1970,
s. 108L -	AS AMENDED, WHICH PROVIDES A CAREER INCENTIVE PAY PROGRAM OFFERING
Career	BASE SALARY INCREASES TO REGULAR FULL-TIME MEMBERS OF THE POLICE
Incentive	DEPARTMENT, AS A REWARD FOR FURTHERING THEIR EDUCATION IN THE FIELD
	OF POLICE WORK, A COPY OF WHICH IS AVAILABLE FOR INSPECTION AT THE
<u>Petition</u>	OFFICE OF THE BOARD OF SELECTMEN; OR ACT ON ANYTHING RELATIVE THERETO.
	Submitted by Petition.

PETITIONER REPORT: It is the intention of the International Brotherhood of Police Officers Local #315 Sudbury Police that if this Article is passed by the 1983 Annual Town Meeting to abide by the following language.

The Town shall not pay more than is presently outlined in Article XIII of the collective bargaining agreement, and in the event that Chapter 835 of the Acts of 1970 is repealed or becomes ineffective, the present career incentive pay set forth in Article XIII of the collective bargaining agreement shall be reinstituted.

In the event that the application or implementation of Chapter 835 of the Acts of 1970 is changed by the State, no such change shall be applicable to the Town of Sudbury; and further, that the Town and Union specifically agree that the Town can vote to rescind its acceptance of that statute.

The above language is currently in the Police contract and it is our intention it will remain in full force and effect if the Board of Selectmen so concur.

FINANCE COMMITTEE REPORT: The Finance Committee will make its report at Town Meeting.

BOARD OF SELECTMEN POSITION: The Board supports this article.

13        ARTICLE 13

Amend        TO SEE IF THE TOWN WILL VOTE TO AMEND THE SUDBURY ZONING BYLAW:  
Bylaws,  
Art. IX,I        A.    ARTICLE IX, I, B - BASIC REQUIREMENTS, BY DELETING THE WORDS  
                      "MUNICIPAL PURPOSES OR";  
Basic        B.    ARTICLE IX, I, BY ADDING THE FOLLOWING PARAGRAPH:  
Requirements        "H.    ENVIRONMENTAL IMPACT STATEMENT  
Environ-        ALL USES OF LAND OR BUILDINGS IN ANY DISTRICT, OR ANY  
mental        ALTERATIONS THEREOF, SHALL BE CONSISTENT WITH ACCEPTED  
Impact        SAFE, LONG TERM PRACTICES AND POLICIES REGARDING EFFECT  
                      AND IMPACT ON THE OVERALL ENVIRONMENT. ENVIRONMENTAL  
                      IMPACT STATEMENTS SHOWING THE EFFECT OF ANY INDUSTRIAL  
                      OR BUSINESS DEVELOPMENT MAY BE REQUIRED BY THE BOARD OF  
                      SELECTMEN. SUCH ENVIRONMENTAL IMPACT STATEMENTS (EIS)  
                      MAY BE REQUIRED TO ESTABLISH THE EFFECT UPON THE ECOLOGY,  
                      ENVIRONMENTAL QUALITY, AESTHETICS, HUMAN INTERESTS OF THE  
                      COMMUNITY, GENERAL PROPERTY VALUE, AND PRESERVATION OF  
                      LOCAL CHARACTER. GUIDELINES FOR PREPARATION AND ESTABLISH-  
                      ING THE ENVIRONMENTAL IMPACT ARE ON FILE WITH THE BOARD OF  
                      SELECTMEN.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Planning Board.

PLANNING BOARD REPORT: The proposed deletion of "municipal purposes" in Article IX, I, B, would take away the Town's ability to construct and use a facility which is not an allowed use in a district. The Town would be required to go before Town Meeting for approval or to apply to the Board of Appeals for a variance from the existing zoning. Town Meeting vote would decide if the Town should use land in any way not allowed in a district which has been zoned by prior Town Meeting vote.

The Planning Board acting under the Rules and Regulations to govern the subdivision of land in Sudbury can require an Environmental Impact Statement (EIS) on proposed residential development. Current Bylaws do NOT have a similar provision to provide environmental information about proposed industrial or business development. Since it is the Board of Selectmen which acts on applications for Site Plan approval, Paragraph H would make it possible for the Selectmen to require an EIS if it is evident that this additional data would aid them in making an informed decision on proposed site for commercial development.

FINANCE COMMITTEE REPORT: This article has two parts. The first would delete the words "municipal purposes" from Section IX, I, B of the Zoning Bylaw which would have the effect of requiring the Town to follow the same procedures as a private citizen if it desired to utilize municipal land in any way not normally allowed in the district in which the land is located. It is the view of the Finance Committee



that such a change would be beneficial in that it would assure abutters of land owned by the Town an opportunity to be heard prior to the imposition of a nonconforming use upon a neighborhood.

The second portion of the article would permit the Board of Selectmen, in its discretion, to require a business developer to file a so-called Environmental Impact Statement (EIS). The Finance Committee is concerned with the vagueness of this portion of the article. First, there are no specifics as to what will be required in an EIS; second, no criteria are set as to when one would be required; third, it is unclear what, if any, penalty will be imposed for failure to file one when it is required; and fourth, the imposition of such a requirement on a small business could be disproportionately costly.

In conclusion, the Finance Committee recommends that the article be amended by deleting paragraph B. thereof, and, as so amended, the Finance Committee recommends approval.

BOARD OF SELECTMEN POSITION: The Board does not support this article. Report will be made at Town Meeting.

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

14      ARTICLE 14

Amend Bylaw	TO SEE IF THE TOWN WILL VOTE TO AMEND THE SUDBURY ZONING BYLAW ARTICLE IX, II, C
Art. IX, II, C	A. BY DELETING BUSINESS DISTRICT #7 IN ITS ENTIRETY;
	B. BY DELETING BUSINESS DISTRICT #9 IN ITS ENTIRETY;
Rezone areas to	C. BY DELETING BUSINESS DISTRICT #10 IN ITS ENTIRETY;
Residential	D. BY DELETING BUSINESS DISTRICT #12 IN ITS ENTIRETY;
	E. BY DELETING THE PORTION OF LIMITED BUSINESS DISTRICT #5 WHICH LIES WEST OF THE EASTERLY SIDE OF RAILROAD RIGHT-OF-WAY;
	F. BY DELETING THE PORTION OF INDUSTRIAL PARK #1 WHICH LIES NORTH OF CODJER LANE;

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Planning Board.

PLANNING BOARD REPORT: The Planning Board, at the request of the Selectmen, began a comprehensive review of the Town's Zoning Districts in 1982 to establish whether these zones are still appropriate, having been created over twenty years ago.

The Board made initial conclusions which are recommended in this and other Warrant articles. This article is intended to eliminate remote, small industrial and business zones which are located in primarily residential areas of the Town, and the reduction in size of the Town's only Industrial Park. It is strongly felt that full utilization of those Districts by businesses would have a very detrimental effect on safety, health and welfare of nearby residents, as well as congestion and hazard on public ways and the expanded possibility of contamination and pollution.

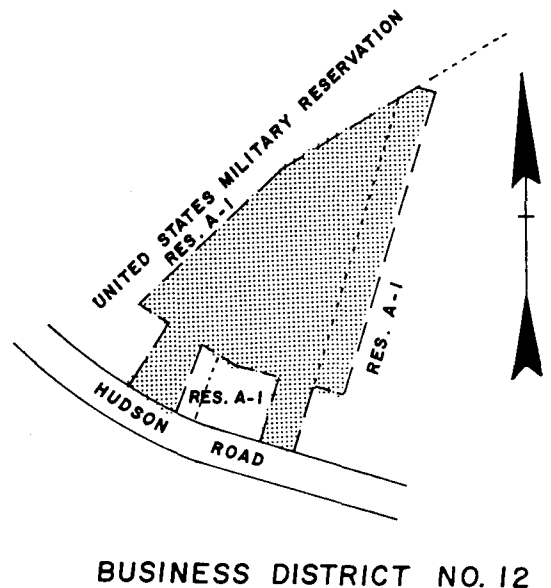
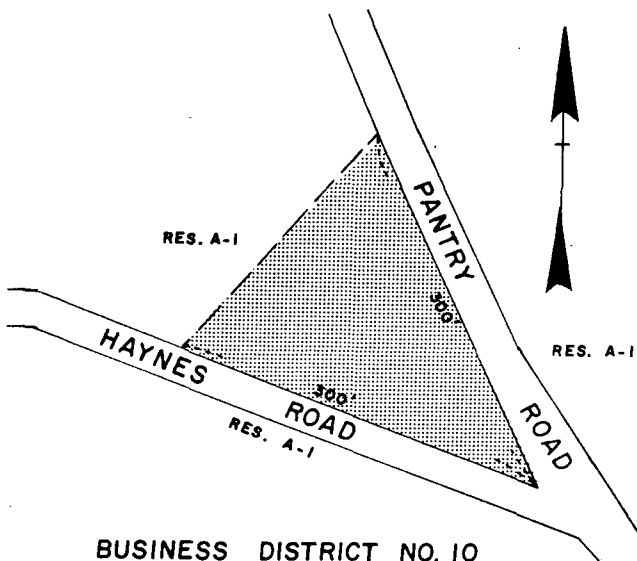
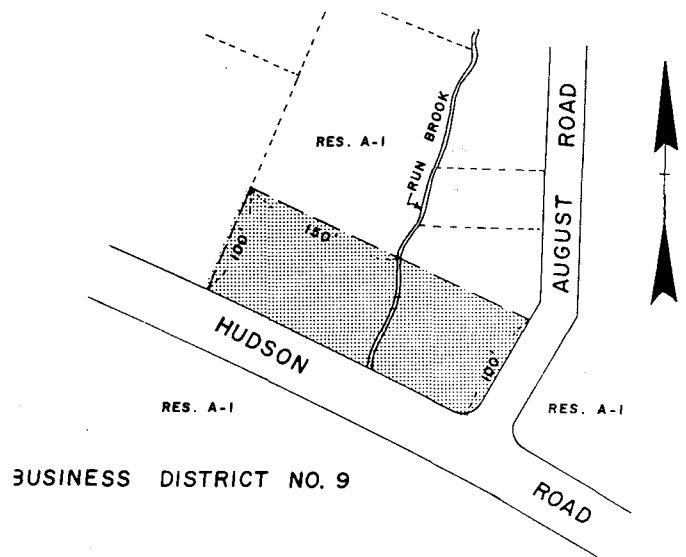
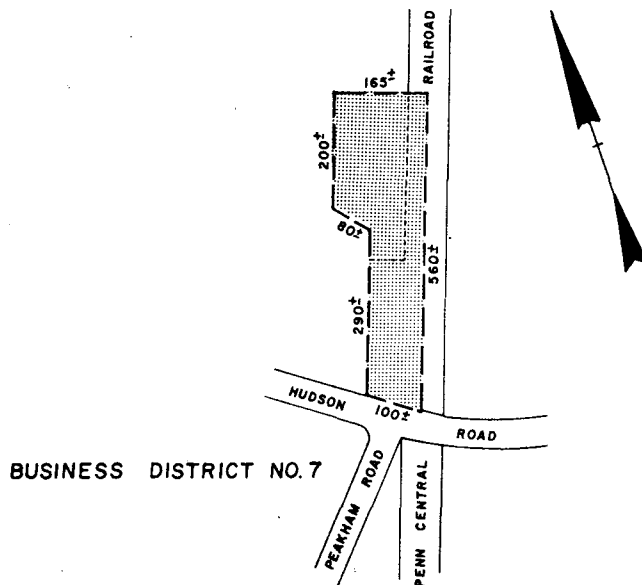


It is the Board's studied opinion that business development in Sudbury should be directed toward the Route 20 area for the long term, and that Route 20 should be properly controlled and maintained to assure profitable activity for our Town's business as well as consideration of the pleasant residential character of the major sectors of the Town.

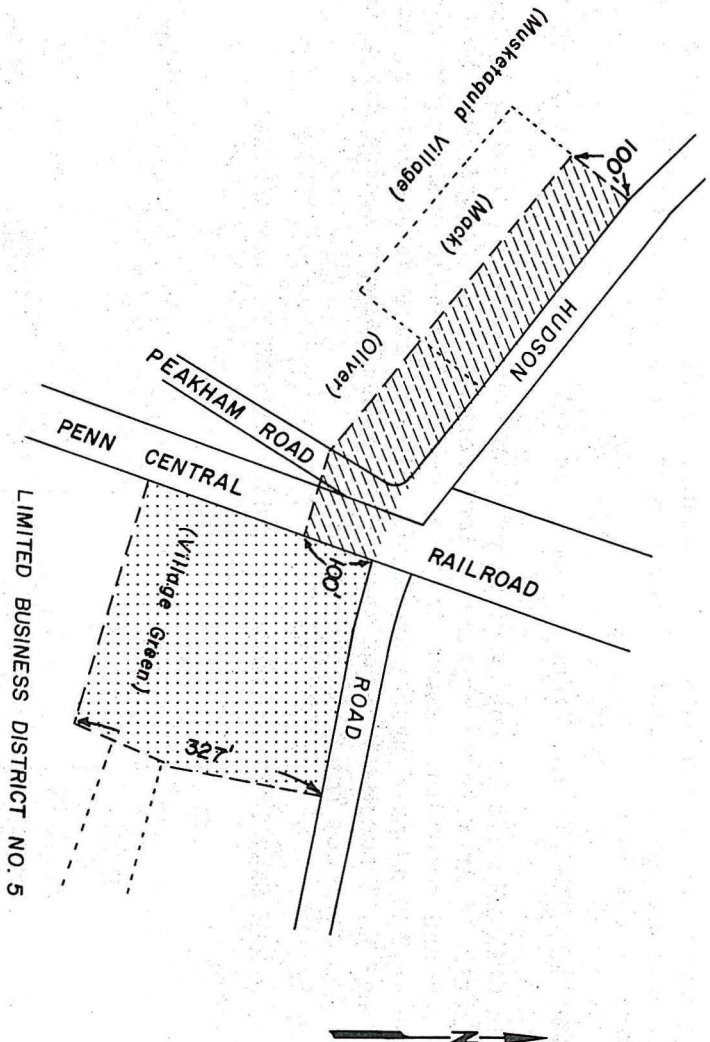
FINANCE COMMITTEE REPORT: The Finance Committee will make its report at Town Meeting.

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

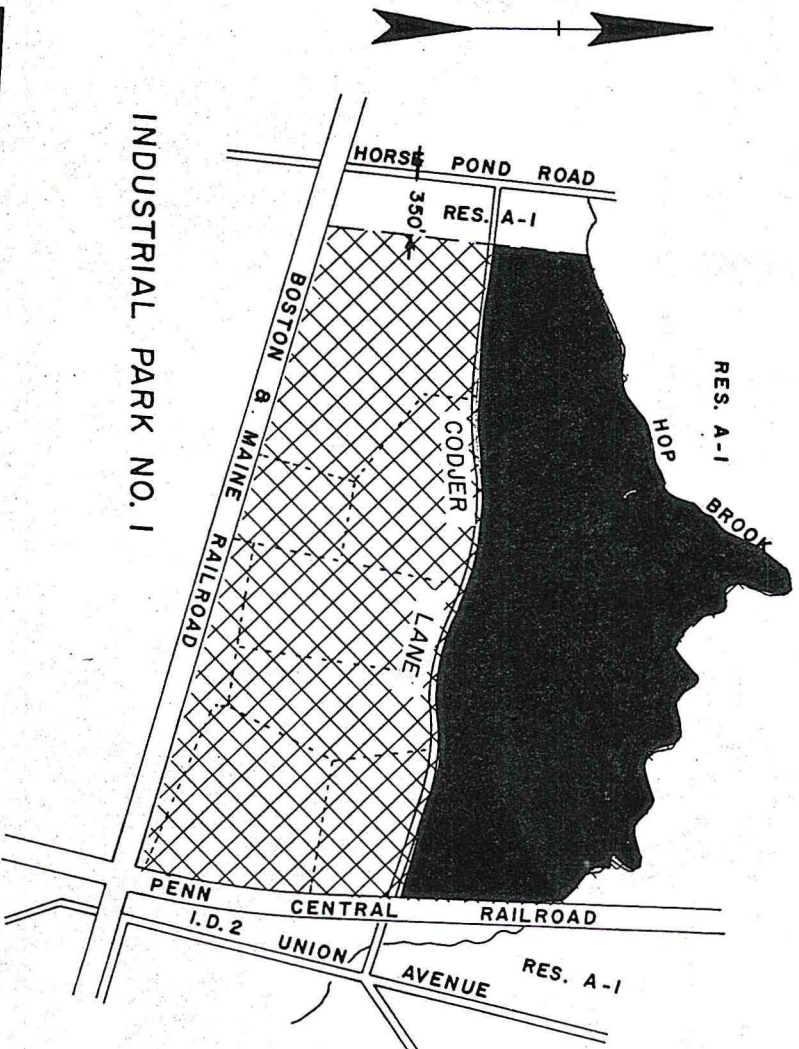
MAP SKETCHES: ARTICLE 14, REZONE AREAS TO RESIDENTIAL



MAP SKETCHES: ARTICLE 14, REZONE AREAS TO RESIDENTIAL



AREA TO BE REZONED "RESIDENTIAL"



AREA TO BE REZONED "RESIDENTIAL"

15      ARTICLE 15

Concord Rd.      WITHDRAWN BY PLANNING BOARD.  
and Rt. 20  
Historic  
District

16      ARTICLE 16

Amend Bylaw      TO SEE IF THE TOWN WILL VOTE TO AMEND THE SUDBURY ZONING BYLAW:

Art. IX, IV      A.      ARTICLE IX, SECTION IV, A - BY ADDING THE FOLLOWING:

Intensity  
Regulations

"5.      SURFACE COVERAGE

THE TOTAL NON-PERCOLATING COVERAGE OF ANY LOT IN ANY DISTRICT SHALL NOT EXCEED SIXTY PERCENT (60%) OF THE TOTAL LOT AREA. NON-PERCOLATING COVERAGE IS DEFINED AS BUILDINGS, PAVEMENT AND ANY OTHER SURFACE TREATMENT WHICH WILL CONTAIN SURFACE WATER. THE USE OF COBBLE, BRICK, AND CORED BLOCK IS ENCOURAGED. (SEE LANDSCAPE BYLAW FOR OPEN SPACE REQUIREMENTS).";

B.      ARTICLE IX, SECTION IV, B. SCHEDULE OF INTENSITY REGULATIONS, BY CHANGING MAXIMUM BUILDING COVERAGE IN BUSINESS DISTRICTS (BD-), LIMITED BUSINESS DISTRICTS (LBD-) AND INDUSTRIAL DISTRICTS (ID-) FROM "SIXTY PERCENT (60%)" TO READ "FORTY PERCENT (40%)";

C.      ARTICLE IX, SECTION IV, C. MODIFICATION AND EXCEPTIONS 1. a., BY ADDING THE WORDS "AND LOT COVERAGE BY NON-PERCOLATING SURFACES" AFTER THE WORD "STRUCTURES" AND CHANGE "SEVENTY-FIVE PERCENT (75%)" TO "SIXTY PERCENT (60%)", SO THAT ARTICLE IX, SECTION IV, C, I, a. will read:

"IN BUSINESS (BD-) AND LIMITED BUSINESS (LBD-) DISTRICTS BUILDINGS AND STRUCTURES AND LOT COVERAGE BY NON-PERCOLATING SURFACES MAY NOT COVER MORE THAN SIXTY PERCENT (60%) OF ANY CORNER LOT.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Planning Board.

PLANNING BOARD REPORT: The Planning Board continues to review site plans which propose the construction of very large structures on small lots of land. In addition, these large buildings are required to be supported by certain numbers of parking spaces.

Current Zoning Bylaws for commercial districts allow for coverage of 80% of a lot. This article would reduce the total coverage to 60% and the maximum size of a building would be reduced to 40% of the lot size.

The Board's purpose in urging acceptance of this article is to reduce the impact of non-percolating surface coverage on sensitive ground water systems as well as to minimize the effects of congestion and overcrowding on the Town's traffic safety.

This article, in conjunction with landscaping and off-street parking articles which were approved at the 1982 ATM will provide for enhanced aesthetics in commercial districts.

FINANCE COMMITTEE REPORT: The Finance Committee will make its report at Town Meeting.



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

17      ARTICLE 17

Town Office      TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE  
Facilities      FROM AVAILABLE FUNDS, \$20,000, OR ANY OTHER SUM, TO BE EXPENDED UNDER  
Study/Plans      THE DIRECTION OF THE BOARD OF SELECTMEN, FOR A STUDY OF TOWN GOVERNMENT  
OFFICE SPACE NEEDS, INCLUDING LOCAL SCHOOLS' ADMINISTRATIVE AND  
SUPPORTIVE STAFF NEEDS, AND FOR PREPARATION OF PLANS AND SPECIFICATIONS  
BY A QUALIFIED FIRM TO MEET THOSE NEEDS; OR ACT ON ANYTHING RELATIVE  
THERETO.

Submitted by the Board of Selectmen.

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

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

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

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

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

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



custodial, for example) and also enabling the sharing of equipment, such as computers and word processing systems; improvement of the quality of life for both the public and Town employees.

The Selectmen urge your support of this article.

FINANCE COMMITTEE REPORT: Recommend approval.

18      ARTICLE 18

Disposition of Loring School      TO SEE IF THE TOWN WILL VOTE TO AUTHORIZE THE SELECTMEN, ACTING IN THE NAME OF THE TOWN, TO EXECUTE A DEED OR DEEDS CONVEYING THE LAND, OR A PORTION OF THE LAND, WITH BUILDING THEREON KNOWN AS THE LORING SCHOOL, UPON SUCH TERMS AND CONDITIONS AS THE SELECTMEN SHALL CONSIDER PROPER AND TO DETERMINE THE MINIMUM PRICE THEREFOR; OR TO SEE WHAT SUM THE TOWN WILL VOTE TO CONTRACT FOR THE DEMOLITION OF SAID BUILDING OR A PORTION THEREOF AND/OR TO AUTHORIZE THE SELECTMEN, ACTING IN THE NAME OF THE TOWN, TO EXECUTE A DEED OR DEEDS CONVEYING THE LAND OR A PORTION THEREOF WITHOUT THE BUILDING THEREON, AND TO DETERMINE THE MINIMUM PRICE FOR THE SALE OF SAID LAND, OR TO RETAIN THE LAND AFTER DEMOLITION OF THE BUILDING; OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

BOARD OF SELECTMEN REPORT: The Selectmen still feel that the Loring School building should be demolished. It is twenty-four years old and has outlived its usefulness as an elementary school--the local School Committee has assured us, and we agree, that it will not be needed again for elementary school purposes.

The Loring building has had little maintenance over the past years and future maintenance costs will be increasingly expensive. To keep the building means an annual maintenance cost of approximately \$30,000, plus custodial personnel and vandalism cost, all of which will, in all likelihood, rise each year. In 1982 the cost of vandalism was approximately \$1,500. In addition, we will be faced with future capital expenses for furnace repair, energy conservation and roof repair. It is the intention of the Board, if Town Meeting approves, to offset the demolition costs of the Loring School in total or in part with funds in the Building Department Maintenance Account #340-33.

As far as the site is concerned, we believe all the land should be retained for active and passive recreational purposes.

In accordance with recommendations of the Town Facilities Committee, in January 1982, the Selectmen advertised for proposals for the purchase/lease of Loring School; nine proposals were received and were rejected by the Board. Not one outweighed the value to the Town of keeping the land for recreational purposes.

In January of this year, the Selectmen again advertised requesting proposals for the Loring School. No proposals were received.

The Board of Selectmen feels that it is not in the best interest of the Town to keep and maintain the Loring School building. In our opinion it is an unsound economic venture which would only cause more financial drain on the Town each year, with no offsetting benefit. The Board of Selectmen strongly urges your support of this article because we feel the Town must now reserve all monies possible to maintain the current level of Town services in the next year.

FINANCE COMMITTEE REPORT: The Finance Committee will make its report at Town Meeting.

19      ARTICLE 19

Community  
Center -  
Fairbank  
School

TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, \$39,500, OR ANY OTHER SUM, TO BE EXPENDED UNDER THE DIRECTION OF THE BOARD OF SELECTMEN, FOR THE RENOVATION, DEMOLITION, OR OTHER DISPOSITION OF THE FAIRBANK SCHOOL; OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

BOARD OF SELECTMEN REPORT: The October 7, 1982 Special Town Meeting voted \$10,000 to make certain repairs to the Fairbank School which needed immediate attention, i.e., furnace, roof and security. The repairs have been completed.

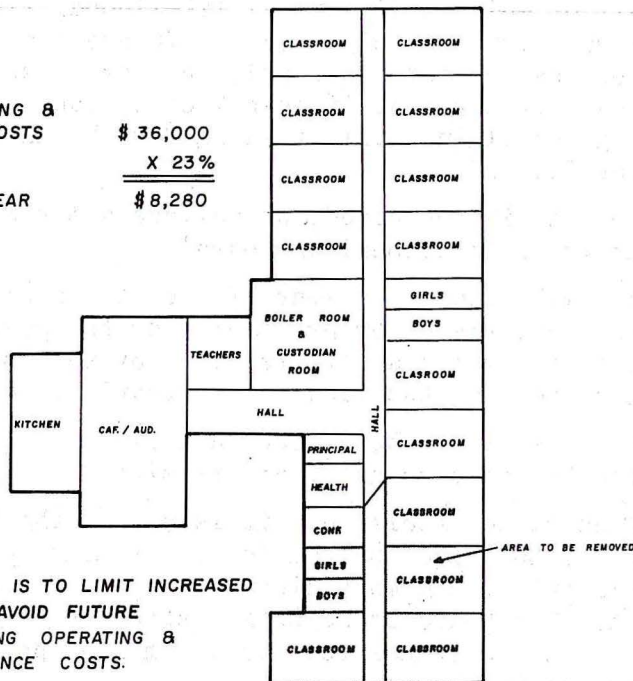
As stated at the Special Town Meeting, "The Selectmen unanimously believe that Fairbank Community Center, near the center of Town, and adjacent to the large Haskell Land recreational center, is the best conceived plan for the future betterment of all Town residents....".

At the October Special Town Meeting the Selectmen presented plans for the further renovation of the building which they now bring before this Annual Town Meeting. The major items contemplated under this article are demolishing the area shown on the sketch below, which involves cutting and re-routing steam and water lines, electrical rewiring, building an enclosure wall after demolition, replacing outside doors, and making general repairs.

The section of the facility intended for demolition is the southerly section toward Hudson Road containing four large classrooms, two restrooms and a conference room. This partial demolition will save approximately \$8,280, on a yearly basis at this year's prices, in heating and operating costs and will limit future expansion in use of the building to contain increasing operating and maintenance costs.

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

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



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

FAIRBANK SCHOOL

It is the intention of the Selectmen to ask that monies for this article be transferred from the Horse Pond School Rental Account presently containing \$62,750, in accordance with M.G.L. c.44, s.33B. We urge your support of this article.

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

FINANCE COMMITTEE REPORT: The Finance Committee will make its report at Town Meeting.

20      ARTICLE 20

LSRHS Roof Repair      TO SEE IF THE TOWN WILL VOTE TO APPROVE THE AMOUNT OF ADDITIONAL INDEBTEDNESS OF \$300,000 AUTHORIZED BY THE VOTE OF THE LINCOLN-SUDBURY REGIONAL DISTRICT SCHOOL COMMITTEE ON FEBRUARY 24, 1983, FOR THE PURPOSE OF REPAIRING SEVERAL REMAINING SECTIONS OF THE REGIONAL SCHOOL BUILDING ROOF, OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Lincoln-Sudbury Regional District School Committee.

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

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

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

21      ARTICLE 21

Nixon Roof Engineering      TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE \$7,500, OR ANY OTHER SUM, TO BE EXPENDED UNDER THE DIRECTION OF THE PERMANENT BUILDING COMMITTEE, FOR THE EMPLOYMENT OF A QUALIFIED ENGINEERING FIRM FOR ALL ENGINEERING RELATIVE TO THE MAINTENANCE, REPAIR AND/OR REPLACEMENT OF THE NIXON SCHOOL ROOF, OR PORTIONS THEREOF, INCLUDING BUT NOT LIMITED TO PREPARATION OF BIDDING DOCUMENTS, PLANS AND SPECIFICATIONS LEADING TO AWARD OF BID; OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Permanent Building Committee.

PERMANENT BUILDING COMMITTEE REPORT: This article provides necessary engineering funds required to continue the five-year roof repair/replacement program approved at the 1982 Annual Town Meeting. The study completed in 1981 by Gale Engineering, Inc., of Braintree established a five-year planned program for repair, maintenance and/or necessary replacements of the school roofs in order that sufficient funds may be appropriated to follow through on such work and prevent "surprises." The following program was established.

ROOF MAINTENANCE PROGRAM  
SUDBURY SCHOOL DEPARTMENT

Cost Data (Nov. 1981 Prices)

		1982	1983	1984	1985	1986
CURTIS MIDDLE SCHOOL	Maintenance	--	1,000	1,000	1,000	1,000
	(New Portion) Repair	6,500	--	--	--	--
	(Old Portion) Replacement	250,000	--	--	--	--
NOYES SCHOOL	Maintenance	--	500	500	500	500
	(New Portion) Repair	5,000	2,500	--	--	--
	(Old Portion) Replacement	175,000	--	--	--	--
HAYNES SCHOOL	Maintenance	1,000	1,000	1,000	1,000	1,000
	Repair	4,250	3,500	--	--	--
	Replacement	--	--	--	225,000	--
NIXON SCHOOL	Maintenance	1,000	1,000	750	750	750
	Repair	7,500	--	--	--	--
	Replacement	--	--	150,000(flat)	--	25,000(gym)

This chart of the five-year roof maintenance program is based on 1981 costs, as reported to us, in November 1981, by Gale Engineering. These figures do not include inflation, engineering, supervision costs or contingency. Therefore, the requested expenditures now, in the future and in these articles may well have to be higher than those shown on this five-year summary.

The 1982 Annual Town Meeting approved Articles 30 and 31 appropriating funds for roof replacements of the old portions of the Curtis Middle School and the Peter Noyes School. Bids were solicited and contracts for both roofs were awarded with the work carried out during the summer and early fall of 1982 well within the amounts of the appropriations.

The five-year program establishes that the Nixon School roof is scheduled for replacement during 1984. In order to accomplish this goal, the Permanent Building Committee is requesting \$7,500 to prepare plans, specifications and bid documents for the Nixon School roof in order that bids may be solicited prior to the 1984 Annual Town Meeting.

The roof repair/replacement program has clearly identified the replacement of the Nixon roof as a necessary step in maintaining the building as a useable facility. The Permanent Building Committee recommends passage of this article.

FINANCE COMMITTEE REPORT: The Finance Committee will make its report at Town Meeting.

BOARD OF SELECTMEN POSITION: The Board supports this article.



22

ARTICLE 22

Implement TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE  
Energy FROM AVAILABLE FUNDS, \$21,900, OR ANY OTHER SUM, TO BE EXPENDED UNDER  
Conservation THE DIRECTION OF THE PERMANENT BUILDING COMMITTEE, FOR THE PURPOSE OF  
IMPLEMENTING ENERGY CONSERVATION MEASURES IN TOWN SCHOOLS, INCLUDING BUT  
NOT LIMITED TO REPLACEMENT OF LIGHTING FIXTURES AND RELATED ITEMS; OR  
ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Permanent Building Committee.

PERMANENT BUILDING COMMITTEE REPORT: The Permanent Building Committee has been and is continuing its efforts on the energy conservation program for Town schools and municipal buildings.

During the 1981 Annual Town Meeting the Committee presented evidence that the energy conservation measures which had been completed by that time had resulted in a significant reduction in oil consumption in the schools, and presented for voter consideration, under Article 32, a continuing program where additional savings could be achieved. This article, providing that \$106,000 be expended under the direction of the Permanent Building Committee for Energy Conservation Implementation, was approved. Part of the work under this article included the first portion of replacing lighting fixtures in the schools currently in use; i.e., Curtis Middle School, Peter Noyes, Nixon and Haynes Schools, which was completed during February 1982. The first portion of this Program consisted of implementing lighting conservation measures with the faster paybacks. This work and the work for this article consists of replacing incandescent lights with fluorescent lamps and fixtures providing approximately two-and-one-half times more light output for the same wattage, thus reducing electric operating cost. The simple payback for the completed first portion of the "Improve Lighting Efficiency Program" is about 2.7 years.

During the process of approving Article 32, Energy Conservation Implementation, at the 1981 Annual Town Meeting, the voters indicated their desire to spread the "Improve Lighting Efficiency Program" portion over several years. The Permanent Building Committee has continued work on this basis and recently directed our energy conservation consultant to review the second portion of the Program for the present use of the schools and as they are expected to be used in the future: Nixon predominantly a school administration building, and Haynes, Noyes and Curtis Middle Schools as teaching facilities. To complete this "Improve Lighting Efficiency Program", funding of \$21,900 is requested at the 1983 Annual Town Meeting. This energy conservation investment for the second portion of this Program has a simple payback of about 3.5 years.

The Permanent Building Committee recommends approval for the full amount requested.

FINANCE COMMITTEE REPORT: Recommend approval.

BOARD OF SELECTMEN POSITION: The Board supports this article.

23

ARTICLE 23

Reconstruct  
Portion of  
Union Ave.

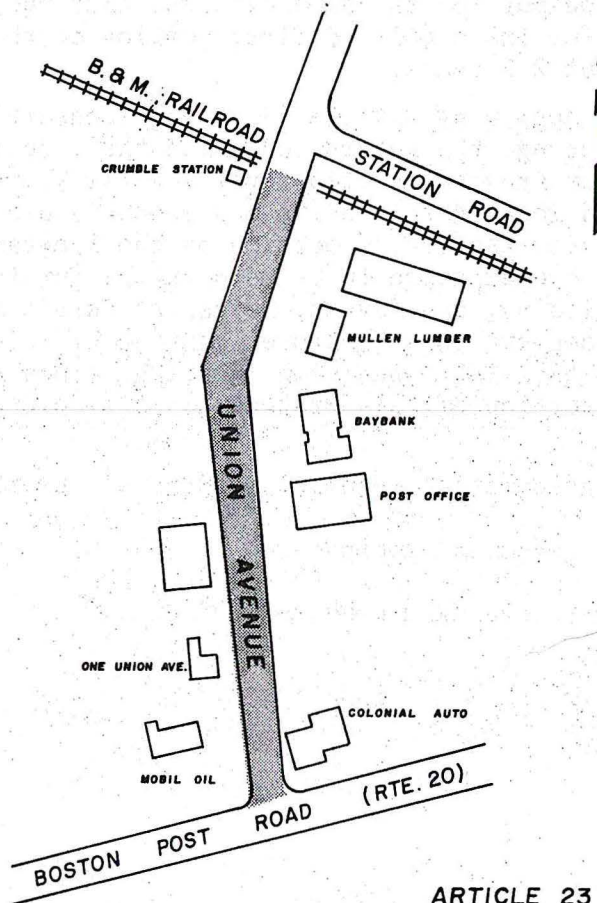
TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, \$80,000, OR ANY OTHER SUM, TO BE EXPENDED UNDER THE DIRECTION OF THE HIGHWAY SURVEYOR, FOR THE RECONSTRUCTION OF A PORTION OF UNION AVENUE, SOUTHERLY FROM THE BOSTON & MAINE RAILROAD TRACK TO THE BOSTON POST ROAD, APPROXIMATELY 950 FEET; AND TO DETERMINE WHETHER SAID SUM SHALL BE RAISED BY BORROWING IN ACCORDANCE WITH THE PROVISION OF GENERAL LAWS CHAPTER 44, SECTION 6A, OR OTHERWISE; OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Highway Surveyor.

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

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

BOARD OF SELECTMEN POSITION: The Board supports this article.



ARTICLE 23  
UNION AVENUE RECONSTRUCTION

24

ARTICLE 24

Reconstruct  
Portion of  
Dutton Rd.

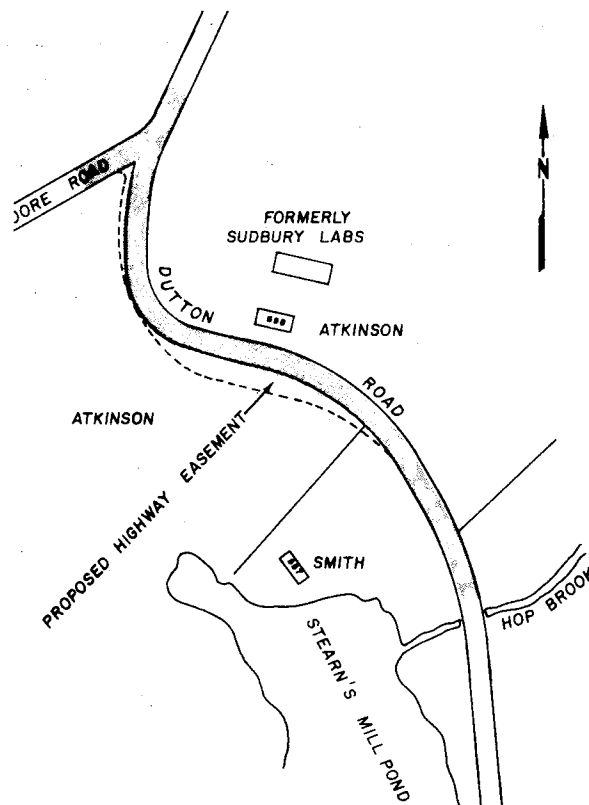
TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, \$100,000, OR ANY OTHER SUM, TO BE EXPENDED UNDER THE DIRECTION OF THE HIGHWAY SURVEYOR, FOR THE RELOCATION AND RECONSTRUCTION OF A PORTION OF DUTTON ROAD, AS SHOWN ON A PLAN ON FILE IN THE TOWN CLERK'S OFFICE, PREPARED BY THE TOWN OF SUDBURY ENGINEERING DEPARTMENT, ENTITLED "PLAN OF LAND IN SUDBURY, MASSACHUSETTS SHOWING HIGHWAY EASEMENT DUTTON ROAD", DATED SEPTEMBER 3, 1982; AND TO DETERMINE WHETHER SAID SUM SHALL BE RAISED BY BORROWING IN ACCORDANCE WITH THE PROVISIONS OF GENERAL LAWS CHAPTER 44, SECTION 6A, OR OTHERWISE; OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Highway Surveyor.

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

FINANCE COMMITTEE REPORT: The Finance Committee believes that the improved safety achieved by this project far outweighs the \$25,000 portion that would not be reimbursed by State funds. Recommend approval.

BOARD OF SELECTMEN POSITION: The Board supports this article.



ARTICLE 24  
DUTTON ROAD RECONSTRUCTION

25

ARTICLE 25

Discontinue  
Portion of  
Powder Mill  
Road

Petition

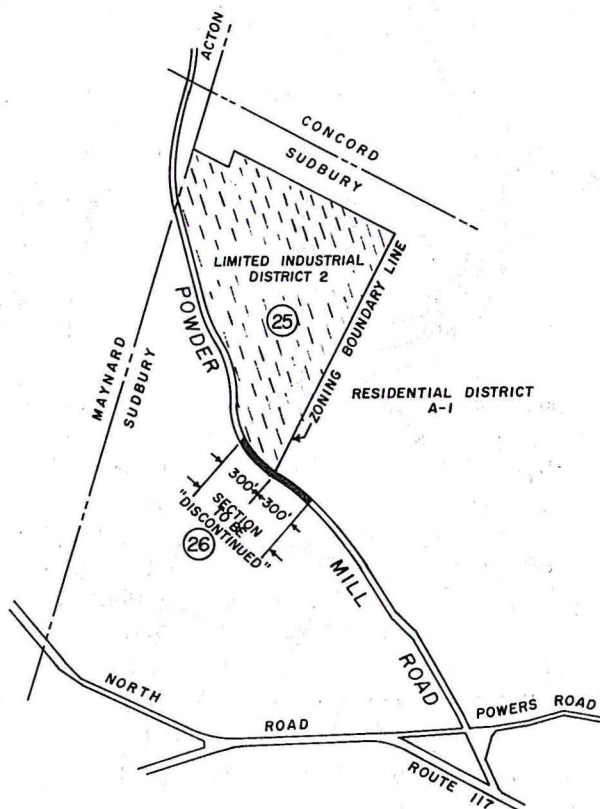
TO SEE IF THE TOWN WILL VOTE THAT POWDER MILL ROAD, A PUBLIC TOWN WAY, BE DISCONTINUED FOR A DISTANCE OF APPROXIMATELY 300 FEET MORE OR LESS IN BOTH THE NORTHERLY AND SOUTHERLY DIRECTIONS AT THAT POINT WHERE IT INTERSECTS THE BOUNDARY BETWEEN THE RESIDENTIAL AND LIMITED INDUSTRIAL ZONES AS SHOWN ON THE TOWN OF SUDBURY ZONING MAP, SO THAT TRAFFIC TO OR FROM THE INDUSTRIALLY ZONED AREA WILL NOT BE ABLE TO PASS THROUGH THE RESIDENTIAL ZONE, AND VICE VERSA, PROVIDED, HOWEVER, THAT EMERGENCY ACCESS THROUGH OR AROUND THE DISCONTINUED PORTION OF SUCH WAY FOR FIRE, POLICE AND OTHER MUNICIPAL SERVICES SHALL CONTINUE; AND THAT THE BOARD OF SELECTMEN BE AND HEREBY ARE AUTHORIZED AND DIRECTED TO TAKE ANY AND ALL NECESSARY ACTION TO ACCOMPLISH THE FOREGOING, INCLUDING TO ACQUIRE BY GIFT, PURCHASE OR BY EMINENT DOMAIN AS THE SELECTMEN SHALL DETERMINE, A REASONABLE PORTION OF THE LAND OWNED BY PROJECT MANAGEMENT, INC., OR ITS SUCCESSORS ADJACENT TO SUCH DISCONTINUED PORTION OF THE WAY FOR TURNAROUNDS, EMERGENCY ACCESS AND THE LIKE, OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by Petition.

PETITIONER REPORT: The Petitioners will report at the Annual Town Meeting.

FINANCE COMMITTEE REPORT: The Finance Committee agrees with the petitioners that discontinuing a portion of Powder Mill Road is an acceptable compromise. The Town will not have to bear the cost of the roadwork by agreement with the developer of the Industrial land. Our recommendation is subject to the approval of Town Counsel.

BOARD OF SELECTMEN POSITION: The Board supports this article.





26 ARTICLE 26

Amend Bylaws TO SEE IF THE TOWN WILL VOTE TO AMEND ARTICLE IX OF THE SUDBURY BYLAWS  
Art.IX,II,C (ZONING BYLAW), SECTION II, C, BY DELETING LIMITED INDUSTRIAL DISTRICT  
Rezoned NO. 2 IN ITS ENTIRETY WITH THE RESULT THAT THIS AREA WILL REVERT TO  
LID#2 AND BE INCLUDED IN ZONING DISTRICT RESIDENTIAL A-1; OR ACT ON ANYTHING  
RELATIVE THERETO.

Petition Submitted by Petition.

PETITIONER REPORT: The Petitioners will report at the Annual Town Meeting.

FINANCE COMMITTEE REPORT: The Finance Committee will make its report at Town Meeting.

TOWN COUNSEL OPINION: It is the opinion of Town Counsel that, if the Zoning Bylaw change set forth in Article 26 in the Warrant for the 1983 Annual Town Meeting is properly moved and seconded, report is given by the Planning Board as required by law, and the motion is adopted by a two-thirds vote in favor of the motion, the proposed change will become a valid amendment to the Sudbury Zoning Bylaw after approval of the Attorney General.

27 ARTICLE 27

Stabiliza- tion Fund	TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, A SUM OF MONEY TO BE ADDED TO THE STABILIZATION FUND ESTABLISHED UNDER ARTICLE 12 OF THE OCTOBER 7, 1982 SPECIAL TOWN MEETING PURSUANT TO MASSACHUSETTS GENERAL LAWS CHAPTER 40, SECTION 5B; OR ACT ON ANYTHING RELATIVE THERETO.
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Submitted by the Board of Selectmen.

BOARD OF SELECTMEN REPORT: This article allows Town Meeting the opportunity to supplement the existing Stabilization Fund, the purpose of which is to put aside surplus revenue now, if any exists at Annual Town Meeting time, to be re-appropriated in later years by Town Meeting vote for capital expenditures. Recommend approval.

FINANCE COMMITTEE REPORT: The Finance Committee will make its report at Town Meeting.

And you are required to serve this Warrant by posting attested, printed copies thereof at the Town Hall and such other places as the Selectmen deem appropriate, but not less than three in each precinct, and not less than a total of twelve in the Town, at least seven days before the time appointed for such meeting.

Hereof fail not and make due return of this Warrant by your doing thereon to the Town Clerk, at or before the time of meeting aforesaid.

Given under our hands this twenty-eighth day of February, one thousand nine hundred and eighty-three.

WILLIAM J. COSSART

JOHN E. MURRAY

ANNE W. DONALD

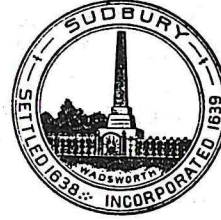
## Selectmen of Sudbury

T O W N W A R R A N T

EMERGENCY SPECIAL TOWN MEETING

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss.



To the Constables of the Town of Sudbury:

GREETINGS:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the inhabitants of the Town of Sudbury qualified to vote in Town affairs, to meet at the Lincoln-Sudbury Regional High School Auditorium in said Town on Monday, April 4, 1983, at seven-thirty o'clock in the evening, then and there to act on the following articles:

STM 1      ARTICLE 1

Free      TO SEE IF THE TOWN WILL VOTE TO MODIFY OR RESCIND A PRIOR APPROPRIATION  
Cash      OF \$293,654 FROM FREE CASH MADE UNDER ARTICLE 5 OF THE 1982 ANNUAL TOWN  
            MEETING AS AN OFFSET TO THE BUDGET FOR FISCAL YEAR 1983; OR ACT ON  
            ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

BOARD OF SELECTMEN REPORT: At the 1982 Annual Town Meeting a motion (made after Article 36) to offset the current budget by use of free cash (also called available funds) was approved in the amount of \$293,654.

All town and school budget recommendations made at the 1982 Annual Town Meeting and the October Special Town Meeting were made on the basis of an estimated property Assessed Valuation as it relates to the mandates of Proposition 2½.

At present, we do not have a state certified Assessed Valuation, thus no tax rate has been set for the current budget year (Fiscal 1982-83). However, the Assessors recently submitted to the State for certification an Assessed Valuation for the Town in the amount of \$509,190,159.

In preparing budgets and financial forecast for the 1983 Annual Town Meeting (Fiscal 1983-84 budgets) we find that, based on the Finance Committee recommendations, we have a "shortfall" of approximately \$157,000.

Now that we are fairly certain our Assessed Valuation will be \$509,190,159, we are asking this Special Town Meeting to vote to reduce the use of Free Cash (voted at the 1982 ATM) by \$166,659, which, if voted, will increase our Fiscal 1982-83 tax levy to \$12,166,253, or 2½% over our Fiscal 1981-82 tax levy of \$11,869,515, which is the base year for calculations under Proposition 2½ legislation. This will allow us to appropriate funds at the 1983 ATM as recommended by the Finance Committee and eliminate the \$157,000 shortfall.\*

\* This figure differs from the Finance Committee's shortfall figure of \$131,812 shown on page ii because of last minute adjustments that will need to be made to the Retirement Fund line item and Article 21, Nixon Roof, at the 1983 Annual Town Meeting.

By allowing the funds to remain in free cash, the Town's future financial stability may be better maintained.

Shown below are two charts that attempt to help simplify the intent of this article.

OPTION I: PRESENT SITUATION UNDER 2½				
Fiscal Year	Assessed Valuation	Requested Tax Levy	Maximum Tax Levy	Under Levy/ (Shortfall)
1981-82 (first yr. of 2½)	\$474,787,336	\$ 11,869,515	\$ 11,869,515	- 0 -
1982-83	509,190,159	11,999,594	12,166,253	\$ 166,659
1983-84 (est.)	509,190,159	12,456,995	12,299,583	(157,412)
1984-85 (est.)	521,919,912	13,315,885 (est.)	12,607,073	(708,812)

OPTION II: PROPOSED SITUATION UNDER 2½				
Fiscal Year	Assessed Valuation	Requested Tax Levy	Maximum Tax Levy	Under Levy/ (Shortfall)
1981-82 (first yr. of 2½)	\$474,787,336	\$ 11,869,515	\$ 11,869,515	- 0 -
1982-83	509,190,159	12,166,253	12,166,253	- 0 -
1983-84 (est.)	509,190,159	12,456,995	12,470,409	13,414
1984-85 (est.)	521,919,912	13,315,885 (est.)	12,782,169	(533,716)

A favorable vote under this article would be supporting Option II shown above. The Board of Selectmen urges your support of this article.

STM 2      ARTICLE 2

Carry      TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE  
Forward      FROM AVAILABLE FUNDS, \$24,852, OR ANY OTHER SUM, FOR THE PURPOSE OF  
Retirement      DEFRAYING THE TOWN'S COST OF RETIREMENT BENEFITS DURING FISCAL YEAR 1984;  
A/C 950-96      SAID SUM TO BE TRANSFERRED FROM UNCLASSIFIED ACCOUNT LINE ITEM 950-96,  
RETIREMENT FUND, VOTED AT THE 1982 ANNUAL TOWN MEETING FOR FISCAL YEAR  
1982-83; OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

BOARD OF SELECTMEN REPORT: Final pension cost figures for FY1983 arrived too late in the budget cycle to include the actual figure in the budget for Town Meeting. An estimate of \$351,000 was used, reflecting a 14.9% increase of the FY1982 appropriation of \$305,500. The actual figure for FY1982 came in at \$326,148, leaving a balance in the appropriation of \$24,852, which we propose to use toward the FY1984 actual cost of \$393,952, a 21% increase over FY1983.

[THE FINANCE COMMITTEE WILL REPORT ON ALL SPECIAL TOWN MEETING ARTICLES AT THE SPECIAL TOWN MEETING.]

And you are required to serve this Warrant by posting attested, printed copies thereof at the Town Hall and such other places as the Selectmen deem appropriate, but not less than three in each precinct, and not less than a total of twelve in the Town, at least fourteen days before the time appointed for such meeting.

Hereof fail not and make due return of this warrant by your doing thereon to the Town Clerk, at or before the time of meeting aforesaid.

Given under our hands this twenty-eighth day of February, one thousand nine hundred and eighty-three.

WILLIAM J. COSSART

JOHN E. MURRAY

ANNE W. DONALD

Selectmen of Sudbury



1983 DOG LICENSES AVAILABLE AT TOWN CLERK'S OFFICE, TOWN HALL. GET YOURS NOW!

Dog licenses expire on March 31st and must be renewed.

To obtain or renew a dog license by mail, please fill out the form below and mail it with your check to the Town Clerk, Town Hall, Sudbury. A SPAY CERTIFICATE, or a spayed female license from another Massachusetts town MUST also accompany the fee if a spayed female dog is being licensed in Sudbury as a spayed female for the first time. Spay certificates will be returned to you. A \$1.00 fine must be charged after June 1st.

Owner's Name \_\_\_\_\_ Telephone No. \_\_\_\_\_  
Address \_\_\_\_\_  
Name of Dog \_\_\_\_\_ Breed \_\_\_\_\_ Age \_\_\_\_\_  
Color \_\_\_\_\_ Male \_\_\_\_\_ Spayed Female \_\_\_\_\_ Female \_\_\_\_\_  
\$3.00 \$3.00 \$6.00

VOLUNTEER TO SERVE YOUR TOWN!

REGISTER NOW WITH THE TALENT SEARCH COMMITTEE.

Following the conclusion of the Annual Town Meeting on April 30, the term in office of many persons currently serving on various boards and committees will expire. The Moderator and the Board of Selectmen will be looking for people to fill those vacancies. If you would like to serve on a Town committee, please fill in the form below and mail it to: TALENT SEARCH COMMITTEE Chairman, Lee Todd, 363 Willis Road, Sudbury, Ma. 01776.

NAME: \_\_\_\_\_ TEL. NO. \_\_\_\_\_  
ADDRESS: \_\_\_\_\_ YRS. RES. \_\_\_\_\_  
OCCUPATION: \_\_\_\_\_ DATE FILED: \_\_\_\_\_  
EDUCATION/TRAINING: \_\_\_\_\_  
EXPERIENCE IN GOV'T: \_\_\_\_\_

INDICATE INTERESTS BELOW:

<input type="checkbox"/> Administration	<input type="checkbox"/> Facilities	<input type="checkbox"/> Parks and Recreation
<input type="checkbox"/> Board of Appeals	<input type="checkbox"/> Finance	<input type="checkbox"/> Personnel
<input type="checkbox"/> Celebrations	<input type="checkbox"/> General	<input type="checkbox"/> Planning
<input type="checkbox"/> Conservation	<input type="checkbox"/> Health	<input type="checkbox"/> Regional
<input type="checkbox"/> Data Processing	<input type="checkbox"/> Historical	<input type="checkbox"/> Town Report
<input type="checkbox"/> Education	<input type="checkbox"/> Housing	<input type="checkbox"/> Transportation
<input type="checkbox"/> Elderly	<input type="checkbox"/> Insurance	<input type="checkbox"/> Youth
	<input type="checkbox"/> Library	

BOARD OF SELECTMEN  
TOWN HALL  
SUDBURY, MA. 01776

U.S. POSTAGE  
PAID  
PERMIT NO. 4  
SUDBURY, MASS. 01776

RESIDENT  
SUDBURY  
MASSACHUSETTS 01776