

TOWN of SUDBURY

Massachusetts



OFFICIAL WARRANT

1985

ANNUAL TOWN MEETING

April 1, 1985 8:00 P.M.

AND

SPECIAL TOWN MEETING

April 1, 1985 8:30 P.M.

Lincoln-Sudbury Regional High School Auditorium

ANNUAL TOWN ELECTION

Including Regional District School Committee

March 25, 1985 PETER NOYES SCHOOL

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

BRING THIS BOOK WITH YOU

TABLE OF CONTENTS

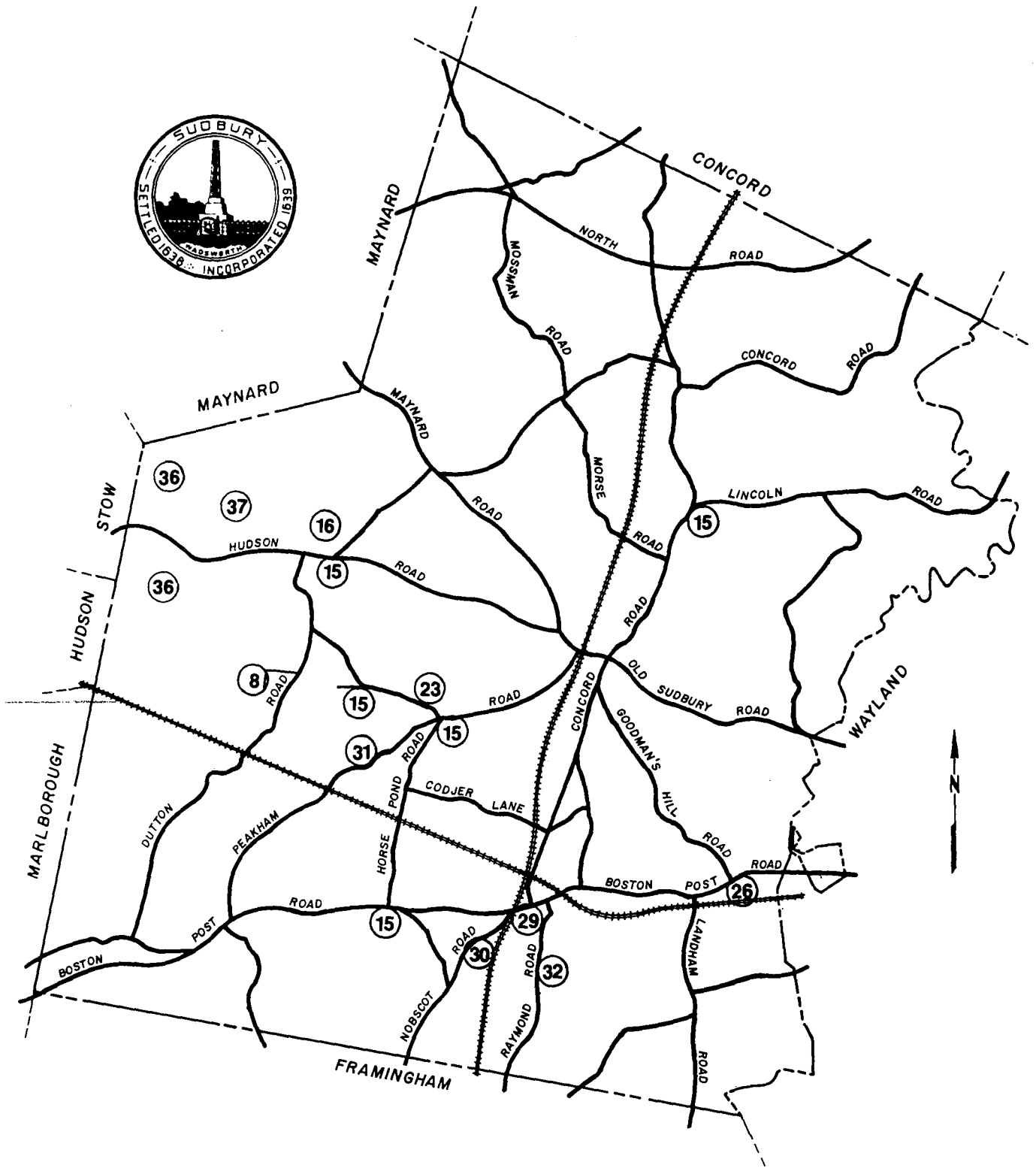
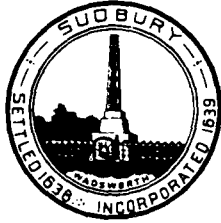
1985 ANNUAL TOWN MEETING WARRANT

	<u>Page</u>		<u>Page</u>
CONSENT CALENDAR	i	15 Intersection Improvements	43
FINANCE COMMITTEE REPORT	iii	16 Haskell Recreation Area	43
Budget Terms/Definitions	vi	*17 Removal of Earth, Art. V(A)	44
Revenue & Expenditure Forecast	vii	*18 Technical Correction, Art. IX,III,C	46
TOWN ELECTION	1	*19 Site Plan Design Standards, Art. IX,V,A	46
ARTICLES:		*20 Council on Aging, Art. XI(A)	47
1 Hear Reports	1	21 Door-to-Door Salesmen, Art. V	48
2 Temporary Borrowing	2	22A Signs, Art. V(B)	49
3 Class. & Salary Plan	2	22B Signs, Art. IX,V,J	56
4 Personnel Bylaw, Art. XI - Performance Awards	12	23 Sell Land, Pratt's Mill Road	56
#5 Personnel Bylaw, Art. XI - Sick Leave Bank	15	24 Off-Street Parking, Art. IX,V,B,1	57
6 Budget		25 Intensity Regs - Lot Perimeter, Art. IX,IV,A	58
110 Sudbury Schools	16	#26 Create BD#17 (Rt. 20/Landham Rd.) Art. IX,II,C	59
130 Lincoln-Sudbury Regional	19	27 Public Safety - Driveway Location Art. V	60
140 Minuteman Vocational	21	*28 Certain Open Space & Ed. Uses Art. IX,I	61
200 Debt Service	23	29 Extend LBD#6 - Raymond Rd. Access Art. IX,II,C	62
300 Protection	23	30 Extend LBD#6 - Nobscot Rd. Access Art. IX,II,C	64
400 Highway	25	#31 Peakham Road Walkway	64
500 General Government	26	#32 Raymond Road Walkway	66
600 Goodnow Library	29	*33 350th Celebration Fund	67
700 Park & Recreation	29	34 Stabilization Fund	67
800 Health	30	#35 Regs: Open Space Districts Art. IX,II,III,IV	67
900 Veterans	30	#36 Open Space District #1 Art. IX,II,C	70
950 Unclassified	30	#37 Sell TP#189, Crystal Lake Dr.	73
7 Unpaid Bills	37	#38 Off-Street Parking (Location) Art. IX,V,B	73
8 Street Accept., Winter St.	38		
9 Ambulance Lease Purchase	39		
10 Residential Smoke Detectors, Accept S.26E of Ch. 148	40		
11 Board of Health Fees	41		
12 Liens: Septage Billings, Accept Legislation	41		
13 Telephone System	42		
14 Aquifer Study (WITHDRAWN)	42		

SPECIAL TOWN MEETING WARRANT

Art. 1	FY85 Salary Adjustment	Page 76
Art. 2	FY85 Blue Cross/Blue Shield	76
Art. 3	FY85 Casualty Insurance	77

* Consent Calendar
By Petition



LOCATION OF WARRANT ARTICLES.

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 the 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 1st.

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

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 articles and motions proposed for the Consent Calendar which follow. Complete reports, including those of Town Counsel, are to be 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.

ARTICLE 5 AMEND PERSONNEL BYLAW, ART. XI - SICK LEAVE BANK: Move in the words of the article.

ARTICLE 7 UNPAID BILLS: Move in the words of the article with the sum of \$607 to be raised by taxation.

ARTICLE 9 AMBULANCE: Move in the words of the article, with the sum of \$13,000 to be transferred from the Ambulance Reserve for Appropriation Account.

ARTICLE 11 BOARD OF HEALTH FEES: Move in the words of the article.

ARTICLE 12 ACCEPT LEGISLATION - LIENS: SEPTAGE BILLINGS: Move in the words of the article.

ARTICLE 17 AMEND BYLAWS, ART. V(A) - REMOVAL OF EARTH: Move in the words of the article.

ARTICLE 18 AMEND BYLAWS, ART. IX,III,C,2 - TECHNICAL CORRECTION: Move in the words of the article.

ARTICLE 19 AMEND BYLAWS, ART. IX,V,A - SITE PLAN DESIGN STANDARDS: Move in the words of the article.

ARTICLE 20 AMEND BYLAWS, ART. XI(A) - COUNCIL ON AGING: Move in the words of the article.

ARTICLE 28 AMEND BYLAWS, ART. IX,I - CERTAIN OPEN SPACES & ED. USES: Move in the words of the article.

ARTICLE 33 SUDBURY 350th ANNIVERSARY CELEBRATION FUND: Move in the words of the article.

1985 FINANCE COMMITTEE REPORT

The recommendations which appear in this Warrant and which you will hear us elaborate on in the sessions of Town Meeting are the Finance Committee's best effort at dividing up a limited amount of available dollars. In the years prior to Proposition 2½, the Finance Committee made recommendations to Town Meeting and indicated that if the recommendations were voted the tax rate would be \$x; if the Town voted to spend in excess of those recommendations, then the tax rate would be \$x plus. Those days and calculations are behind us. The 351 cities and towns of our Commonwealth now operate under Proposition 2½. A levy limit is set based upon the prior year's levy limit plus 2½% and an estimate of new construction. This is the maximum amount that we can spend in a given year without an override or debt exemption. In addition, there is a \$25 tax rate limit which cannot be exceeded under any circumstances. Municipal financing is quite similar to your personal finances; you have income (both earned and unearned) which is available to you in a given year. We must budget our expenditures based on that income. The real difference between personal finances and municipal finances is that with the latter we have no "plastic" at our disposal. The Finance Committee is giving you its recommendations based on the bottom line (tax levy limit). An appropriate analogy to the task at hand would be to view the budgeting process as similar to the cutting up of a 10" pie. The Finance Committee suggests that the pie be cut into 12 pieces: some 3" wedges and some 2" wedges. If you feel that the pie should be cut into pieces all the same size then you should cut the pieces that way. Whether you cut the pieces in equal sizes or the way we suggested, the size of the pie will not change. Thus, it is essential to keep in mind that the total you recommend must be the same total we recommend; the only difference can be in the way that the total we recommend; the only difference can be in the way that the total is reached. Therefore, if your priority is to fund a line item or article that the Finance Committee did not, the funds need to come from a source for which we recommended funding (you rob Peter to pay Paul).

The budget and Warrant article recommendations which are contained in the following pages are the result of numerous Finance Committee meetings, sessions with the Town boards and committees and groups of petitioners who submitted articles. After everyone talked with us, the Finance Committee analyzed the financial picture of the Town: how much money was being requested and how much money we anticipated from available funds, plus State, Federal, and County reimbursements. As has been the situation in the past several years there are restrictions imposed upon our spending (Proposition 2½ determines the maximum which can be spent, also known as the tax levy limit, and the \$25 tax rate ceiling). We then determined our list of priorities to recommend to you, the voters, who ultimately decide how to spend our tax dollars!

This year we have a clearer picture of the total monies needed for FY86 because there is no collective bargaining pending for Police, Fire, Highway and Schools. The Finance Committee met with the Board of Selectmen and the Personnel Board to discuss the process of setting salaries for individually-rated personnel. In a year when collective bargaining is on-going, it is imprudent to set salaries for these employees because the percentages would then become the starting point for collective bargaining. Since negotiations often do not conclude until the Fall, the salaries of individually-rated personnel are not discussed until that time.

In a year when salaries are not negotiated, the individually-rated salaries could be set before Town Meeting but they would then be based on approximately three months' performance. After discussing the pros and cons of alternative methods it was decided that the present system made the most sense at this time, and therefore, a small sum of money has been recommended for the Salary Adjustment Account in the Unclassified budget. Therefore, the line items for the individually-rated personnel under the jurisdiction of the Selectmen (Police and Fire Chiefs, Town Accountant, Town Counsel, Assistant Town Counsel and Executive Secretary) are at the same level as the 1985 rate.

It is important that you familiarize yourself with the requests of the Town departments and boards and the recommendations of the Finance Committee before Town Meeting. We asked that all budgets stay at least within the 2½ guidelines for non-salary accounts and at 6% for personal services to cover contractual obligations and step increases. The amount the tax levy can increase this year over last year is only \$921,149 of which \$500,000 is committed for salaries unless we reduce personnel. The Finance Committee chose not to recommend that course. Instead, we have carefully reviewed the requests and set priorities. The priorities we set represented our best effort (and only that) in ranking the services provided by the Town. (We are fully aware that in some cases despite careful consideration we may have misread the attitude of the voters.) Town Meeting is the place to question our assessment of the Town's priorities. The Finance Committee does not believe it is omniscient and invites your comments. On the basis of these priorities, in many instances we asked departments to tighten their belts. Many departments did their own prioritizing and we are recommending reduced amounts accordingly.

** The FY86 requests are:	Budget	\$18,184,261
	Articles	349,267
	Cherry Sheet	787,033
	Overlay	300,000
	TOTAL REQUESTS	\$19,620,561

** The FY86 estimated receipts are:	Cherry Sheet	\$ 3,108,683
	Local Receipts	625,000
	Revenue Sharing	130,000
	Motor Vehicle Excise	520,000
	Overlay Surplus	80,000
	Available Funds	97,193
	Free Cash	300,000
	TOTAL RECEIPTS	\$ 4,860,876

** The numbers used here were the actual numbers available as of February 7, 1985; by Town Meeting the estimated receipt figures should be more firm and we will reflect that in a handout.

Based on the foregoing numbers, if all of the budget requests and articles proposed were to be fully funded, the tax levy required would be \$14,759,685. Unfortunately, the levy limit for Sudbury for FY86 is \$14,299,044. This is comprised of \$13,849,044 (the previous limit plus 2½%) plus an estimated \$450,000 derived from eligible new construction. When we subtracted the levy limit from the tax levy it became apparent that the Finance Committee needed to recommend cutting expenditures by \$460,641. The Finance Committee's recommendations are based on these figures.

This year is difficult and next year will be tougher. We have been fortunate that we have not needed an override even though failure of the Stone Farm debt exemption eliminated \$70,000 of relief for FY86. It is extremely probable that next year or the year after an override will be essential if current service levels are to be maintained. We are grateful to everyone who has been involved with this process for their cooperation.

Appended to this report are explanations of several terms which are used during Town Meeting which the Finance Committee thought might be useful.

Respectfully submitted,

FINANCE COMMITTEE

Marjorie R. Wallace, Chairman
Thomas G. Dignan, Jr.
Gerald M. Orris
Stephen D. Ellis
William Gervais
John T. Hannan
Christopher F. Baum
Carmine L. Gentile
Daniel A. Wren

BUDGET TERMS/DEFINITIONS

- FREE CASH:** Represents the amount of money remaining after deducting from surplus revenue all uncollected taxes for prior years. Free Cash is certified annually by the State Bureau of Accounts and may be used to defray Town costs by a vote of the Town Meeting.
- AVAILABLE FUNDS:** Free Cash plus reserved and unexpended balances available for appropriation.
- OVERLAY:** Amount set by the Assessors to create a fund to cover abatements of real and personal tax assessments for the current year, and raised on the tax levy.
- OVERLAY SURPLUS:** This is the accumulated amount of the Overlay for previous years which was not used or which was not required to be used in the Overlay Account. This fund may be used by vote of the Town Meeting for extraordinary or unforeseen purposes or voted into the Reserve Fund.
- RESERVE FUND:** Amount appropriated for emergency or unforeseen purposes, controlled exclusively by the Finance Committee.
- CHERRY SHEET:** Details of State and County charges and reimbursements used in determining the tax rate. Name derives from the color of the paper used.
- BOURNE RULE:** A procedure initiated by the Town of Bourne which may be used when making motions involving appropriations that exceed the recommendation of the Finance Committee. If a motion is made to increase a line item or article over the amount recommended by the Finance Committee, the motion must include the source of the funds needed to fund the overage - - either from available funds or by reducing another budget or article below the Finance Committee recommendation. This recommendation is for the guidance of the Town Meeting and cannot be acted upon until the budget or article in question comes up for consideration.

REVENUE AND EXPENDITURE FORECAST

	FY 84 LEVY	FY 85 LEVY	FY86 REQUEST	FY86 FINCOM
ANALYSIS 8 VANAR 2-25-85				
SUDBURY SCHOOLS	5,578,626	5,715,508	6,451,014	6,426,014
COMMUNITY USE	12,000	12,000	12,000	12,000
SUMMER SCHOOL	5,075	5,365	5,735	5,735
REGIONAL HIGH SCHOOL	3,961,292	4,373,090	4,414,869	4,373,090
VOCATIONAL HIGH SCHOOL	254,928	296,839	308,491	308,493
TOTAL SCHOOL BUDGET	9,811,921	10,402,802	11,192,109	11,125,332
DEBT	330,063	369,988	422,403	422,403
PROTECTION	2,044,954	2,189,434	2,383,121	2,328,841
HIGHWAY	1,092,443	992,988	1,073,455	1,072,293
GENERAL GOVERNMENT	670,063	797,092	857,376	846,200
LIBRARY	226,637	237,252	268,774	266,859
PARKS & RECREATION	141,790	147,082	191,846	151,846
HEALTH	205,961	237,568	239,507	189,507
VETERANS	15,161	11,161	11,459	7,459
UNCLASSIFIED	1,130,047	1,359,889	1,528,710	1,576,710
SALARY ADJ. TOWN	15,000	117,742	15,500	15,500
SALARY ADJ. SCHOOLS	0	171,451	0	0
TOTAL UNCLASS.	1,145,047	1,649,082	1,544,210	1,592,210
TOTAL TOWN BUDGET	5,872,119	6,631,647	6,992,151	6,877,618
TOTAL OPERATIONS BUDGET	15,684,040	17,034,449	18,184,260	18,002,950
A.T.M. ARTICLES	433,468	501,869	349,267	104,107
S.T.M. ARTICLES	40,814	38,500	0	0
TOTAL ARTICLES	474,282	540,369	349,267	104,107
TOTAL BUDGET	16,158,322	17,574,818	18,533,527	18,107,057
CHERRY SHEET CHARGES	563,676	572,601	572,601	572,601
CHERRY SHEET OFFSETS	185,789	214,432	214,432	214,432
RECAP CHARGES	3,113	1,250	0	0
TOTAL CHARGES	752,578	788,283	787,033	787,033
OVERLAY	369,271	268,424	300,000	300,000
TOTAL EXPENSES	17,280,171	18,631,525	19,620,560	19,194,090
CHERRY SHEET RECEIPTS	2,863,949	3,008,683	3,108,683	3,108,683
LOCAL RECEIPTS	500,000	589,700	625,000	625,000
REVENUE SHARING	180,000	140,000	130,000	130,000
MOTOR VEHICLE EXCISE	480,000	500,000	520,000	520,000
OVERLAY SURPLUS	100,000	80,000	80,000	80,000
AVAILABLE FUNDS	150,649	196,664	112,193	133,947
BORROWING	140,000	345,567	0	0
FREE CASH	133,499	392,516	300,000	300,000
OFFSET RECEIPTS	0	500	0	0
TOTAL EXPENSE OFFSETS	4,548,097	5,253,630	4,875,876	4,897,630
TAX LEVY	12,732,074	13,377,895	14,744,684	14,296,460
PREVIOUS LIMIT + 2.5%	12,633,001	13,140,891	13,849,044	13,849,044
NEW CONSTRUCTION	187,376	370,371	450,000	450,000
LEVY LIMIT	12,820,381	13,511,262	14,299,044	14,299,044
F.F.C.V. LIMIT	13,157,362	13,540,969	17,500,000	17,500,000
TOTAL PROPERTY VALUE	526,294,489	541,638,759	700,000,000	700,000,000
UNDER/OVER(-)LEVY LIMIT	88,307	133,367	-445,640	2,584
100% TAX RATE	24.19	24.70	21.06	20.42
RESIDENTIAL RATE	22.49	23.06		
COMMERCIAL RATE	36.00	36.56		



TOWN OF SUDBURY
ANNUAL TOWN MEETING WARRANT
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 25, 1985, at seven o'clock in the forenoon; then and there to choose by official ballot in accordance with the law, one Moderator, one Highway Surveyor, one Tree Warden, all for one year; one member of the Board of Selectmen, one member of the Board of Assessors, one constable, two members of the Goodnow Library Trustees, one member of the Board of Health, two members of the Park and Recreation Commissioners, two members of the Sudbury School Committee, all for three years; one member of the Planning Board for three years; one member of the Planning Board for one year to fill a vacancy; one member of the Sudbury Housing Authority for a two-year term, to fill a vacancy; and one member of the Board of Assessors for a two-year term, to fill a vacancy.

Included as part of the Annual Town Election will be an election of 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 1, 1985, at eight o'clock in the evening, then and there to act on the following articles:

ARTICLE 1. HEAR REPORTS

TO SEE IF THE TOWN WILL VOTE TO HEAR, CONSIDER AND ACCEPT THE REPORTS OF THE TOWN BOARDS, COMMISSIONS, OFFICERS, AND COMMITTEES AS PRINTED IN THE 1984 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.

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, 1985, 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 annual article provides for short-term borrowing in anticipation of tax revenue receipts. The Board supports this article.

FINANCE COMMITTEE REPORT: Recommend approval.

ARTICLE 3. AMEND PERSONNEL BYLAW, ART. XI
CLASSIFICATION & SALARY PLAN

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

"1985 - 1986

SCHEDULE A - CLASSIFICATION PLAN
AND
SCHEDULE B - SALARY PLAN

<u>CLASSIFICATION</u>	<u>HRS/WEEK</u>	<u>MINIMUM</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>MAXIMUM</u>
<u>CLERICAL</u>						
ANNUALLY RATED						
CLERK I	35	11,177	11,624	12,089	12,574	13,013
CLERK II	35	12,293	12,788	13,298	13,829	14,313
ACCOUNT CLERK	35	12,293	12,788	13,298	13,829	14,313
ADMIN. AIDE	35	12,293	12,788	13,298	13,829	14,313
CLERK STENO	35	13,154	13,680	14,229	14,798	15,314
SR. ACCOUNT CLERK	35	13,154	13,680	14,229	14,798	15,314
SECRETARY	35	13,944	14,500	15,082	15,685	16,232
CONSERVATION COORDINATOR	35	13,944	14,500	15,082	15,685	16,232
BD. OF HEALTH COORDINATOR	35	13,944	14,500	15,082	15,685	16,232
OFFICE SUPERVISOR	35	15,199	15,806	16,441	17,097	17,696
ACCOUNT OFFICE SUPERVISOR	35	15,199	15,806	16,441	17,097	17,696
ADMINISTRATIVE SECRETARY	35	15,807	16,441	17,099	17,782	18,404
ASST. TOWN ACCOUNTANT	35	15,807	16,441	17,099	17,782	18,404
ASST. TOWN CLERK	35	15,807	16,441	17,099	17,782	18,404
ASST. TOWN TREASURER	35	15,807	16,441	17,099	17,782	18,404

<u>CLASSIFICATION</u>	<u>HRS/WEEK</u>	<u>MINIMUM</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>MAXIMUM</u>
-----------------------	-----------------	----------------	---------------	---------------	---------------	----------------

FIRE DEPARTMENT

FIRE CHIEF INDIVIDUALLY RATED - MAXIMUM 37,171

ANNUALLY RATED

FIRE CAPTAIN	42	24,046	24,602	25,172	25,729	26,333
LIEUTENANT	42	21,794	22,299	22,816	23,321	23,870
FIREFIGHTER	42	19,546	19,999	20,463	20,916	21,408
FIREFIGHTER/EMT	42	19,546	19,999	20,463	20,916	21,408
CIVILIAN DISPATCHER	42	12,507	13,010	13,529	14,069	14,562

SINGLE RATED

CALL FIREFIGHTER		94.21/YR	9.06/HR			
FIRE PREVENTION OFFICER		600/YR				
FIRE ALARM SUPERVISOR		600/YR				
MASTER MECHANIC		600/YR				
TRAINING OFFICER		600/YR				
EMT COORDINATOR		600/YR				
FIRE ALARM FOREMAN		300/YR				

POLICE DEPARTMENT

POLICE CHIEF INDIVIDUALLY RATED - MAXIMUM 37,440

ANNUALLY RATED

SERGEANT	37	24,289	24,851	25,433	26,006	26,524
PATROLMAN	37	20,240	20,708	21,195	21,672	22,103
RESERVE PATROLMAN	37	20,240				

SINGLE RATED

ADMIN. ASSISTANT		1,000/YR				
PHOTO/FINGERPRINT OFF.		700/YR				
JUVENILE OFF.		700/YR				
SAFETY OFF.		700/YR				
DETECTIVE		700/YR				
TRAINING OFF.		700/YR				
PARKING CLERK		700/YR				
MECHANIC		700/YR				
MATRON		7.76/HR				

HIGHWAY DEPARTMENT

ANNUALLY RATED

FOREMAN - HIGHWAY	40	19,700	20,119	20,538	20,988	21,407
FOREMAN - TREE & CEM.	40	19,700	20,119	20,538	20,988	21,407

HOURLY RATED

MECHANIC	40	8.79	9.08	9.39	9.70	9.96
HEAVY EQUIPMENT OP.	40	8.28	8.53	8.78	8.97	9.26
TREE SURGEON	40	8.28	8.53	8.78	8.97	9.26

CLASSIFICATION	HRS/WEEK	MINIMUM	STEP 1	STEP 2	STEP 3	MAXIMUM
<u>HOURLY RATED</u>						
TRUCK/LT. EQUIP. OP.	40	7.81	8.02	8.23	8.45	8.62
TREE CLIMBER	40	7.81	8.02	8.23	8.45	8.62
LABORER - HEAVY	40	7.40	7.55	7.77	7.94	8.15
LABORER - LIGHT	40	6.74	6.90	7.08	7.24	7.43
LABORER - TEMP.	40	5.38	5.53	5.70	5.85	6.08

SINGLE RATED

LEAD FOREMAN	1,050/YR
MECHANIC FOREMAN	1,000/YR
LANDFILL MONITOR	12,720/YR (newly created position)

LIBRARYANNUALLY RATED

SR. LIBRARIAN	35	18,500	19,240	20,011	20,810	21,538
STAFF LIBRARIAN	35	16,768	17,439	18,138	18,863	19,524
ASSOC. LIBRARIAN	35	15,199	15,806	16,441	17,097	17,696
LIBR. TECH.	35	13,944	14,500	15,082	15,685	16,232
LIBR. CLERK	35	13,154	13,680	14,229	14,798	15,314

HOURLY RATED

LIB. PAGE	4.16	4.34	4.48
-----------	------	------	------

PARK & RECREATION DEPTANNUALLY RATED

RECREATION DIRECTOR P/T	8,300	8,633	9,062	9,535	10,011
MAINT. ASST./EQUIP. OP.	15,073	15,729	16,353	17,041	17,633

HOURLY RATED

LABORER - HEAVY	7.40	7.55	7.77	7.94	8.15
LABORER - LIGHT	6.74	6.90	7.08	7.24	7.43

SEASONALLY RATED

SWIM DIRECTOR	2,299	2,391	2,508	2,638	2,767
PLAYGROUND SUPERVISOR	1,772	1,845	1,936	2,034	2,137
ARTS & CRAFTS SUPERVISOR	1,772	1,845	1,936	2,034	2,137
SWIM INSTRUCTOR	5.94 - 6.93				
PLAYGROUND INSTRUCTOR	5.28 - 6.10				
TEMP. LABORER	4.72 - 5.53				
ASST. SWIM INSTRUCTOR	4.72 - 5.53				
MONITORS (TEN. & SKATING)	4.72 - 5.53				
TEEN CENTER COORDINATOR	8.00 - 12.00				

TOWN ADMINISTRATIONANNUALLY RATED

EXECUTIVE SECRETARY	INDIVIDUALLY RATED - MAXIMUM 48,328, DEF. COMP. 1,450
TOWN ACCOUNTANT/DFA	INDIVIDUALLY RATED - MAXIMUM 34,026
ASST. ASSESSOR	INDIVIDUALLY RATED 24,000 - 30,000
PLANNING ADMINISTRATOR	INDIVIDUALLY RATED - MAXIMUM 25,000

CLASSIFICATION	HRS/WEEK	MINIMUM	STEP 1	STEP 2	STEP 3	MAXIMUM
ANNUALLY RATED						
SUPERV. OF TOWN BLDGS.		21,629	22,472	23,315	24,157	25,281
DOG OFFICER		13,982	14,405	14,912	15,286	15,710
HOURLY RATED						
CUSTODIAN		7.34	7.61	7.91	8.18	8.51
SINGLE RATED						
DIR. SR. CIT. CTR.		8,021/YR				
VETS. AGENT & DIR.		2,709/YR				
ANIMAL INSP.		1,194/YR				
CUST. - VOTING MACH.		6.92/HR				
DRIVER/MAINT. - SR. CIT.		6.02/HR				
CENSUS TAKER		5.26/HR*				
ELECT. WARDEN		5.26/HR*				
ELECT. CLERK		5.26/HR*				
DEP. ELECT. WARDEN		5.26/HR*				
DEP. ELECT. CLERK		5.26/HR*				
ELECT. OFF. & TELL.		4.99/HR*				
PLUMBING INSP.		FEES				
OUTREACH WORKER (TEMP.)		5.62/HR				

TOWN COUNSEL**

ASST. TOWN COUNSEL**

* 6% increase in FY85; no increase in FY86

** Town Counsel (retainer \$19,500/yr) and Asst. Town Counsel (contract \$15,200/yr). Rates of pay are for informational purposes only.

NOTE: Superintendent of Schools, \$60,000/yr.

Headmaster, Lincoln-Sudbury Regional High School, \$52,500/yr.

<u>SUDBURY SUPER. ASSOC.</u>	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
LIBRARY DIRECTOR	26,056	26,838	27,643	28,472	29,325	30,205
HEALTH DIRECTOR	30,580	31,496	32,441	33,414	34,417	35,449
TOWN ENGINEER	35,757	36,829	37,935	39,073	40,244	41,452
SUPERV. OF PARKS	23,923	24,641	25,380	26,141	26,926	27,734
ASST. HIGHWAY SURV.	26,998	27,807	28,643	29,501	30,386	31,297
HIGHWAY OPS. ASST.	20,759	21,382	22,024	22,684	23,365	24,066
BUILDING INSP.	29,744	30,636	31,556	32,502	33,477	34,481

<u>ENGINEERING ASSOC.</u>	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
E-1 ENGINEER. AIDE I	13,323	13,722	14,135	14,559	14,997	15,449
E-2 ENGINEER. AIDE II	15,322	15,782	16,255	16,743	17,245	17,764
E-3 ENGINEER. AIDE III	17,621	18,149	18,694	19,255	19,832	20,427
E-4 JR. CIVIL ENG.	20,263	20,873	21,498	22,143	22,806	23,491
E-5 CIVIL ENG.	22,798	23,481	24,186	24,911	25,661	26,429
E-6 SR. CIVIL ENG.	25,647	26,417	27,210	28,027	28,867	29,732
E-7 ASST. TOWN ENG.	28,853	29,720	30,610	31,530	32,475	33,450

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, OVERTIME 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, AND 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, WHO HAVE ELECTED TO RECEIVE LONGEVITY UNDER THE NEW PLAN, 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.

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: This year's Salary and Classification Plan is substantially different from that presented to the 1984 Annual Town Meeting. As detailed below, it reflects the results of collective bargaining in the Police, Fire, Engineering, and Highway Departments as well as for the Supervisory Association union. It also reflects increases in the salaries of the individually-rated employees as well as across-the-board 6% increases in the wages paid to the Town's non-union employees. Certain positions were adjusted separately and are individually discussed below.

This report details all of the changes made in the Salary and Classification Plan, explains how and why those changes were made, and sets out those positions and salaries which this Annual Town Meeting has authority to review as well as those over which this Annual Town Meeting has no power except to fund or not fund.

Unions

During FY85, the Town bargained with the unions representing its Police Officers, Firefighters, Engineering Department personnel, Highway Department employees and Supervisors who belong to the Supervisor's union. The members of these unions received the following salary and benefit increases:

<u>Department</u>	<u>Salary Increase</u>	<u>Department</u>	<u>Salary Increase</u>
Police	5%	Engineering	5%
Fire	5%	Supervisory	5% FY85
Highway	5%		5% FY86

	FISCAL YEAR 1984	FISCAL YEAR 1985
<u>POLICE</u>		
Uniform Allowance:	\$350	\$400
Vacation:	1-5 yrs - 2 weeks after 5 yrs - 3 weeks after 10 yrs - 4 weeks -----	same same same after 20 yrs - 5 weeks
Sick Leave:	-----	yearly sick leave buy-back plan
Total Accumulated Time to Sick Leave Bank:	720 days	810 days
Night Shift Differential:	\$1.00 per night shift	\$2.00 FY85 \$3.00 FY86
=====		
<u>HIGHWAY</u>		
Overtime:	recall by seniority by qualification	recall by qualification & estimated time to respond
Uniform Allowance:	\$250	\$350
Holiday Pay:	Time and one-half	Time and one-half Double time pay only on Christmas & New Year
Sick Leave:	-----	yearly sick leave buy-back plan
=====		
<u>ENGINEERS</u>		
Bereavement Leave:	3 days	5 days
Clothing Allowance:	Discretion of Town Engineer	\$150 FY85 \$200 FY86
Sick Leave:	-----	yearly sick leave buy-back plan
=====		
<u>SUPERVISORY ASSOCIATION</u>		
Vacation:	1st year of employment July/August - 2 weeks Sept/January - 1 week	12 days 6 days
	1-5 years - 2 weeks after 5 yrs - 3 weeks after 10 yrs - 4 weeks	15 days 17 days 8- 9 yrs - 20 days 10-14 yrs - 22 days 15+ yrs - 25 days

	FISCAL YEAR 1984	FISCAL YEAR 1985																											
	-----	if vacation has been granted in excess of entitlement, such pay shall be deducted from final pay check																											
Salary schedule:		Change in salary schedule: Steps 1 & 2 from '83/'84 schedule dropped; Step 3 became Step 1, etc.; Steps 5 & 6 added at top end of schedule. Each incumbent entered the '84/'85 schedule 2 steps below '83/'84 schedule grade																											
Bereavement Leave	3 days	5 days																											
<hr/>																													
<u>FIRE</u>																													
Overtime:	Off duty employee called back to duty between mid-night and 8:00 a.m. shall be granted min. 3 hrs. overtime	Off duty employee called back to duty between 11:30 p.m. and 8:00 a.m. shall be granted min. 3 hrs. overtime. If called back 1½ hrs. before the start of his/her regular shift, receives only 1 hr. overtime																											
Salary:	Salary differential of 23% between grades	Salary differential of 23% between grades & 11.5% between Firefighter and Lieutenant																											
Vacation:	<table border="0"> <thead> <tr> <th></th> <th colspan="2"><u>1st Year of Employment</u></th> </tr> </thead> <tbody> <tr> <td>July or August</td> <td>- 2 weeks</td> <td>96 hours</td> </tr> <tr> <td>Sept. - January</td> <td>- 1 week</td> <td>48 hours</td> </tr> <tr> <td>Feb. - June</td> <td>- 0</td> <td>0</td> </tr> </tbody> </table> <table border="0"> <thead> <tr> <th></th> <th colspan="2"><u>After 1 Year of Employment</u></th> </tr> </thead> <tbody> <tr> <td>1-5 years</td> <td>- 2 weeks</td> <td>96 hours</td> </tr> <tr> <td>After 5 yrs</td> <td>- 3 weeks</td> <td>144 hours</td> </tr> <tr> <td>After 10 yrs</td> <td>- 4 weeks</td> <td>192 hours</td> </tr> <tr> <td>After 20 yrs</td> <td>- ----</td> <td>200 hours</td> </tr> </tbody> </table>			<u>1st Year of Employment</u>		July or August	- 2 weeks	96 hours	Sept. - January	- 1 week	48 hours	Feb. - June	- 0	0		<u>After 1 Year of Employment</u>		1-5 years	- 2 weeks	96 hours	After 5 yrs	- 3 weeks	144 hours	After 10 yrs	- 4 weeks	192 hours	After 20 yrs	- ----	200 hours
	<u>1st Year of Employment</u>																												
July or August	- 2 weeks	96 hours																											
Sept. - January	- 1 week	48 hours																											
Feb. - June	- 0	0																											
	<u>After 1 Year of Employment</u>																												
1-5 years	- 2 weeks	96 hours																											
After 5 yrs	- 3 weeks	144 hours																											
After 10 yrs	- 4 weeks	192 hours																											
After 20 yrs	- ----	200 hours																											
		Employees entitled to more than 96 hrs vacation may take balance as a cash payment Lieutenants & Captains assigned to same shift may not take same vacation time off																											
Sick Leave		Sick leave buy-back plan																											

These Union contracts were negotiated by the Selectmen who were represented at bargaining by Executive Secretary R. E. Thompson.

This Annual Town Meeting has no authority to review these salaries or benefits. They are set out here for informational purposes. If this Annual Town Meeting disagrees with the cost of operating the departments covered by these contracts, it may only express that disagreement by reducing the overall funding for the department.

Non-Union Clericals

The Personnel Board voted to provide a 6% across-the-board increase to the Town's non-union employees for FY85. This increase was approved in October 1984 retroactive to July 1, 1984. We acted at that time so as to avoid causing our action to have an adverse impact on collective bargaining. We arrived at a 6% figure based on our concern that salaries for these non-union employees have risen more slowly than those paid to the union employees. This contrast is even greater when fringe benefits paid to certain union employees are taken into account. The Selectmen and Executive Secretary supported increases for these employees and informed this Board that sufficient funds were available for Fiscal 1985.

The Personnel Board has voted to set the rate of increase for these non-union employees at 6% for FY86. This increase will occur at the commencement of FY86, on July 1, 1985. It is comparable to the increases already negotiated, in two-year contracts, for the union employees. (See FY86 salary grid in article above.)

For comparison, the salaries paid to the clerical employees for FY85 were:

<u>CLASSIFICATION</u>	<u>HRS/WEEK</u>	<u>MINIMUM</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>MAXIMUM</u>
<u>CLERICAL</u>						
ANNUALLY RATED						
CLERK I	35	10,544	10,966	11,405	11,862	12,276
CLERK II	35	11,597	12,064	12,545	13,046	13,503
ACCOUNT CLERK	35	11,597	12,064	12,545	13,046	13,503
ADMIN. AIDE	35	11,597	12,064	12,545	13,046	13,503
CLERK STENO	35	12,409	12,906	13,424	13,960	14,447
SR. ACCOUNT CLERK	35	12,409	12,906	13,424	13,960	14,447
SECRETARY	35	13,155	13,679	14,228	14,797	15,313
CONSERVATION COORDINATOR	35	13,155	13,679	14,228	14,797	15,313
OFFICE SUPERVISOR	35	14,339	14,911	15,510	16,129	16,694
ACCOUNT OFFICE SUPERVISOR	35	14,339	14,911	15,510	16,129	16,694
ADMINISTRATIVE SECRETARY	35	14,912	15,510	16,131	16,775	17,362
ASST. TOWN ACCOUNTANT	35	14,912	15,510	16,131	16,775	17,362
ASST. TOWN CLERK	35	14,912	15,510	16,131	16,775	17,362
ASST. TOWN TREASURER	35	14,912	15,510	16,131	16,775	17,362

The salaries paid for FY84 were:

<u>CLASSIFICATION</u>	<u>HRS/WEEK</u>	<u>MINIMUM</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>MAXIMUM</u>
<u>CLERICAL</u>						
ANNUALLY RATED						
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
ADMIN. AIDE	35	10,941	11,381	11,835	12,308	12,739

CLASSIFICATION	HRS/WEEK	MINIMUM	STEP 1	STEP 2	STEP 3	MAXIMUM
<u>ANNUALLY RATED</u>						
CLERK STENO	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	12,140	12,905	13,423	13,959	14,446
CONSERVATION COORDINATOR	35	12,140	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
ADMINISTRATIVE SECRETARY	35	14,068	14,632	15,218	15,825	16,379
ASST. TOWN ACCOUNTANT	35	14,068	14,632	15,218	15,825	16,379
ASST. TOWN CLERK	35	14,068	14,632	15,218	15,825	16,379
ASST. TOWN TREASURER	35	14,068	14,632	15,218	15,825	16,379

The Personnel Board is now doing a comprehensive review of the Salary and Classification Plan for the non-union clerical employees. The results have not been completed as of the publication deadline for this Warrant. If we complete the review prior to Annual Town Meeting and believe that major changes are desirable, we will move to amend the plan at Town Meeting and will provide a detailed handout. If we have not completed this review for the 1985 Annual Town Meeting, we will not make major changes until first coming before the 1986 Annual Town Meeting. We believe that no significant restructuring of the Town's personnel structure ought to occur without Town Meeting approval.

Individually-Rated

The salaries for the Town Accountant, Fire Chief, Police Chief, Planning Administrator, Landfill Monitor, and Assistant Assessor may be determined by this Annual Town Meeting. The FY85 salaries for these positions appear in the salary grid contained in the article. The FY85 salaries were approved by the Personnel Board upon recommendation by the Selectmen in September 1984.

For this Annual Town Meeting, the salaries in the grid for these positions for FY86 are the same as those paid in FY85. During FY86, the salaries for these positions may be increased by recommendation of the Board of Selectmen and approval of the Personnel Board where appropriate up to the amount approved by the Annual Town Meeting in the Salary Adjustment Account for FY86.

The salary paid in FY85 to the Planning Administrator is that which was actually authorized at the 1984 Annual Town Meeting. We are not recommending a specific salary increase for this new employee for FY86. In order to permit the Planning Board to evaluate this new employee and award her an appropriate adjustment, the Personnel Board will consider a request for a salary increase for this employee after the Planning Board has had an adequate opportunity to work with her.

The position of Teen Center Supervisor is included in the Salary and Classification Plan but will not be funded unless this Annual Town Meeting approves. We have inserted this position in the plan and have approved a job description so that the Park and Recreation Commission can ask this Annual Town Meeting to fund this project at a salary as yet to be determined. The Park & Recreation Commission has indicated its desire to set the salary between \$8-12 per hour. We have made no determination of the appropriate salary level for it (part-time position from October-May). We take no stand as to whether or not this Annual Town Meeting ought to fund this position.

The salaries paid for the following positions for the past four years have been:

	Fiscal Year			
	1985	1984	1983	1982
Town Accountant	\$34,026	\$30,933	\$28,080	\$26,000
Fire Chief	37,171	34,039	31,518 *	32,148
Police Chief	37,440 *	36,086	34,960	32,340
Executive Secretary	48,328	44,686	42,617	38,311
Deferred	1,450	1,341		
	<u>49,778</u>	<u>46,027</u>		
Planning Administrator	25,000	-	-	-
Landfill Monitor	12,000	-	-	-
Assistant Assessor	24,000	-	-	-

* New person in Chief's position

Election Officials

At the request of the Town Clerk we approved a 6% increase for the Town's part-time election officials for FY85. The Town Clerk has asked for no increase for these positions for FY86. We concur. If Annual Town Meeting accepts this recommendation, the wages paid to these employees will be the same for FY86 as they were for FY85.

Executive Secretary

The salary for this position is set by the Selectmen by contract pursuant to statute.

This Annual Town Meeting has no power to alter this salary because the Executive Secretary has a contract with the Board of Selectmen executed under a statute.

Landfill Monitor

At the request of the Highway Surveyor and Selectmen we have created the position of Landfill Monitor at a salary of \$12,000 per year. We agreed with the request because we support the efforts to prolong the life of our dump and to restrict access to it to Sudbury residents. We have designated this position as "newly created" because we believe that, after the first year of experience, the 1986 Annual Town Meeting ought to decide whether creating this position has been correct.

Elected Officials

At the request of the Finance Committee the Personnel Board is studying salaries to be paid to the Town's elected officials. The results of our study will be published separately.

Miscellaneous

We increased the FY85 salaries for the Light and Heavy Laborers in the Park and Recreation Commission so they would be paid at the same rate as employees in the

same classifications in the Highway Department. We recommend FY86 salaries for these positions at the same rate to be paid to the comparable Highway Department personnel.

We have also deleted the positions of Jr. Engineering Aide, Student Engineering Aide, and Provisional Police Patrolman from the Plan because those positions no longer exist.

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

BOARD OF SELECTMEN POSITION: The Board supports this article.

TOWN COUNSEL OPINION: See opinion at the end of Annual Town Meeting Warrant.

ARTICLE 4. AMEND PERSONNEL BYLAW, ART. XI
PERFORMANCE AWARDS

TO SEE IF THE TOWN WILL VOTE TO AMEND THE SUDBURY BYLAWS, ARTICLE XI, THE PERSONNEL ADMINISTRATION PLAN, BY ADDING A NEW SECTION, AS FOLLOWS:

"SECTION 10. SUPERIOR PERFORMANCE AWARDS

THERE SHALL BE, IN ADDITION TO ALL OTHER PROVISIONS PERTAINING TO SALARY, A SUPERIOR PERFORMANCE INCENTIVE PROGRAM DEFINED AND OPERATING AS SET OUT BELOW:

- (1) ELIGIBILITY: THIS SECTION SHALL APPLY TO ALL NON-UNION HOURLY AND SALARIED EMPLOYEES OF THE TOWN, OTHER THAN INDIVIDUALLY RATED EMPLOYEES PAID MORE THAN \$30,000 (THIRTY THOUSAND DOLLARS) PER YEAR WHO (A) HAVE ATTAINED MAXIMUM STEP IN THEIR GRADE AND HAVE BEEN IN THAT STEP FOR MORE THAN ONE YEAR, OR, (B) HAVE BEEN EMPLOYED BY THE TOWN FOR MORE THAN SEVEN YEARS IN A PERMANENT CAPACITY. THIS SECTION APPLIES TO ALL PERMANENT EMPLOYEES WHO ARE EMPLOYED EITHER FULL TIME OR PART TIME.
- (2) STANDARDS:
 - (A) MERIT PAY SHALL BE PAID TO EMPLOYEES OF THE TOWN AS A REWARD FOR EXCELLENCE IN PERFORMANCE OF THEIR DUTIES. IN DETERMINING EXCELLENCE, ALL SUPERVISORS OF ELIGIBLE EMPLOYEES, AND THE PERSONNEL BOARD, SHALL CONSIDER CONSISTENCY OF PERFORMANCE, PERFORMANCE WHICH SUBSTANTIALLY AND CONSISTENTLY EXCEEDS REQUIRED JOB REQUIREMENTS, ATTENTIVENESS AND DILIGENCE IN EXCESS OF JOB REQUIREMENTS AS WELL AS ALL OTHER ASPECTS OF PERFORMANCE WHICH SUBSTANTIALLY EXCEED THAT REQUIRED TO CONFORM TO THE STANDARDS OF ADEQUACY OF JOB PERFORMANCE. THE SUPERVISORS AND THE PERSONNEL BOARD MAY ALSO DETERMINE THE SIZE OF A SPECIFIC EMPLOYEE'S SUPERIOR PERFORMANCE AWARD BASED ON THE DURATION AND CONSISTENCY OF AN EMPLOYEE'S EXCELLENCE.
 - (B) SUPERIOR PERFORMANCE AWARD DETERMINATIONS SHALL NOT BE BASED UPON ANY CONSIDERATION OTHER THAN SUPERIOR PERFORMANCE.

(3) PROCEDURE:

- (A) ON OR BEFORE JUNE 1 OF EACH YEAR, EACH ELIGIBLE EMPLOYEE'S SUPERVISOR SHALL COMPLETE A PERSONNEL EVALUATION FOR EACH ELIGIBLE EMPLOYEE, TOGETHER WITH A RECOMMENDATION FOR A SUPERIOR PERFORMANCE AWARD OF NOT LESS THAN ZERO PERCENT NOR MORE THAN FIVE PERCENT. SAID PERFORMANCE APPRAISALS SHALL BE SUBMITTED TO THE PERSONNEL BOARD ON OR BEFORE JUNE 15 OF EACH YEAR.
- (B) EACH SUPERVISOR SEEKING A MERIT PAY INCREASE FOR AN ELIGIBLE EMPLOYEE, SHALL, PRIOR TO SUBMITTING IT TO THE PERSONNEL BOARD, MAKE CERTAIN THAT THERE ARE SUFFICIENT FUNDS AVAILABLE. THESE FUNDS MAY BE OBTAINED EITHER DIRECTLY FROM THAT SUPERVISOR'S BUDGET OR BY SUCH TRANSFER OF FUNDS AS THE FINANCE COMMITTEE, IN ITS DISCRETION, MAY APPROVE. NO MERIT PAY INCREASE SHALL BE AWARDED TO ANY ELIGIBLE EMPLOYEE UNLESS FUNDS SUFFICIENT TO PAY IT FOR THE ENTIRE NEXT FISCAL YEAR ARE ACTUALLY AVAILABLE.
- (C) BETWEEN JUNE 15 AND JULY 15 OF EACH YEAR, THE PERSONNEL BOARD SHALL REVIEW THE PERFORMANCE APPRAISALS FOR ALL ELIGIBLE EMPLOYEES AND SHALL DETERMINE AND DECIDE WHAT, IF ANY, MERIT PAY INCREASES SHALL BE AWARDED. THE DETERMINATION OF THE PERSONNEL BOARD ON THE ISSUE OF MERIT PAY INCREASES SHALL BE FINAL EXCEPT THAT ANY AGGRIEVED EMPLOYEE MAY GRIEVE AN ADVERSE DETERMINATION UNDER THE TERMS AND PROVISIONS OF THE GRIEVANCE SECTION OF THE PERSONNEL BYLAW.
- (D) IN MAKING ITS DETERMINATION, THE PERSONNEL BOARD SHALL CONSIDER:
- (a) THE RECOMMENDATION OF THE ELIGIBLE EMPLOYEE'S SUPERVISOR;
 - (b) THE RESPONSE, IF ANY, OF THE ELIGIBLE EMPLOYEE TO HIS/HER EVALUATION;
 - (c) SUCH OTHER INFORMATION AS MAY HAVE COME TO THE BOARD'S ATTENTION CONCERNING EACH ELIGIBLE EMPLOYEE;
 - (d) THE FUNDS AVAILABLE AND APPROPRIATED FOR THE FUNDING OF MERIT PAY INCREASES.
- (4) NON VESTING: THE DETERMINATION TO PAY MERIT PAY TO AN ELIGIBLE EMPLOYEE IN ANY ONE FISCAL YEAR SHALL NOT AUTOMATICALLY, OR OTHERWISE, ENTITLE AN ELIGIBLE EMPLOYEE TO A CONTINUATION OF MERIT PAY IN ANY SUCCESSIVE FISCAL YEAR. THE DETERMINATION OF WHETHER ANY EMPLOYEE OUGHT RECEIVE MERIT PAY, AND THE AMOUNT THEREOF, SHALL BE MADE DE NOVO IN EACH YEAR.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Personnel Board.

PERSONNEL BOARD REPORT: For several years, the Personnel Board has been concerned that no mechanism exists to recognize the contributions made by those long time Town employees who have consistently performed substantially in excess of their job requirements. We believe that the Town would benefit if we provided recognition for superior performance. In order to provide this recognition, we propose that the Town create a superior performance award program with a fair and reasonable mechanism for review.

The procedure for determining which employees will receive superior performance awards is both careful and fair. The supervisors of the eligible employees are required to submit performance appraisals to the Personnel Board with a recommendation for awards to those of the employees whom they believe have consistently shown superior performance. Giving substantial deference to the recommendations of the supervisors, the Personnel Board will then review the recommendations. The Personnel Board does not intend to substitute its judgment for that of the employees' supervisors. Rather, it intends to use its review authority to prevent unfair disparity in awards between similarly situated employees and to make certain that the amount of the awards, where recommended, are proportional to the employees' performance.

We recommend that each supervisor provide funds for these awards out of their own budgets rather than out of an award fund since we believe that supervisors will be more careful in spending their own funds without being able to look to some specially created budget item. No awards may be paid unless the funds exist in the affected department's budget. By using this approach, we believe that the superior performance award system will have little, if any, substantial effect on the Town's overall budget.

The Article makes it clear that superior performance awards are not a vested benefit. Each year, the eligible employees' supervisors will be required to make a de novo determination of the quality of each employee's performance and submit it for approval.

The Town now provides certain rewards to some of its union employees in the form of such things as educational incentive pay, bonuses for becoming emergency medical technicians and the like. We now have no way to reward superior performance of our non-union employees. Adoption of this article would resolve that inequity.

FINANCE COMMITTEE REPORT: The Finance Committee voted to recommend disapproval of this article for the following reasons: First, it would make the availability of merit pay to long-term employees dependent in large part upon the ability of their department head to negotiate extra funds into their budgets from the Finance Committee and eventually the Town Meeting rather than solely on the excellence of the individual employee. Second, it would, for the first time, place an inordinate amount of power in the hands of two appointed committees of the Town. The Personnel Board would have an absolute veto over the award of any merit pay in a particular case; the Finance Committee would have what amounts to an absolute veto power at its discretion in those cases where the funds had to be made available from the reserve fund. Third, there are absolutely no standards set forth in the bylaw pursuant to which the supervisor of the eligible employee is to make the decision as to whether or not merit pay will be awarded and, if so, how much. In addition, as worded, the bylaw may result in funding for more than the year in question. At the hearing on the article the Finance Committee was informed that the main purpose of the article was to right what the Personnel Board perceived as an "injustice" being done to certain employees of the Town who are not in unions. According to the Personnel Board, the salaries of these individuals are lower than should be the case. It was the view of the Finance Committee that, assuming that such an injustice does exist, the solution to it lies not in a bylaw of this nature but rather in a raising of base pay across the board if the Town so desires. The present article, far from being a solution to the problem that the Personnel Board perceives to exist, is, in the judgment of the Finance Committee, likely to exacerbate the problem by creating inequality among employees in the affected category. Recommend disapproval.

NOTE: FY84 Expenditures: Line items include Reserve Fund and Line Item Transfers.

FY85 Appropriated: Line items do NOT include Reserve Fund and Line Item Transfers. They DO include transfers from 950-101 Salary Adjustment.

Transfers are listed following the Budget article.

FEDERAL REVENUE SHARING HEARING: 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 1985-6 Budget.

100 EDUCATION: 110 SUDBURY PUBLIC SCHOOLS

<u>BUDGET SUMMARY 110</u>	<u>Appropriated FY85</u>	<u>Adjusted FY85</u>	<u>Requested FY86</u>	<u>Recommended FY86</u>
A Account - Salaries	\$ 4,583,860	\$ 4,788,416	\$ 5,149,106	
B Account - Supplies/Services	667,510	667,510	713,577	
B' Account - Energy Related	553,195	553,195	551,596	
C Account - Equipment	19,028	19,028	36,735	
	<u>\$ 5,823,593</u>	<u>\$ 6,028,149</u>	<u>\$ 6,451,014</u>	<u>\$ 6,426,014</u>
<u>Offsets:</u>				
METCO	36,575	36,575	36,575	
METCO	20,000	20,000	20,000	
PL 94-142	49,060	45,100	55,610	
PL 89-313	2,450	1,512	2,625	
Total Offsets	(108,085)	(103,187)	(114,810)	(114,810)
NET BUDGET	\$ 5,715,508	\$ 5,924,962	\$ 6,336,204	\$ 6,311,204
Salary Adjustment	<u>171,451</u>	<u> </u>		
TOTAL SCHOOL APPROPRIATION	\$ 5,886,959	***		

***At a July, 1984 meeting between the School Committee and the Finance Committee, it was agreed that the 1984-85 Net Budget should have been \$5,924,962, as a result of the collective bargaining agreement concluded after Town Meeting. Therefore, the School Committee built its 1985-86 budget proposal on a Net Budget Base of \$5,924,962, instead of the actual 1984-85 School Appropriation of \$5,886,959.

A ACCOUNT - SALARIES

Program	1984-85 Staffing				1985-86 Staffing			
	Adm.	Tchrs.	Support	Budget	Adm.	Tchrs.	Support	Budget
Contract & Adm.	-	-	-	\$ 154,308	-	-	-	\$ 164,597
Elem/Gr. 6	-	10.00	-	301,069	-	10.00	-	319,848
Elem/Gr. 1-5	-	40.00	-	1,244,926	-	40.00	-	1,318,483
Kindergarten	-	5.00	-	121,802	-	5.00	-	160,469
Art	-	2.80	-	81,449	-	2.80	-	86,335
Music	-	4.40	-	118,523	-	4.40	-	127,173
Physical Ed.	-	6.00	-	168,294	-	6.00	-	189,654
Comm./Arts	-	5.00	-	147,587	-	5.00	-	158,267
Reading	-	5.00	1.00	162,668	-	5.00	1.00	174,253
Science	-	5.00	1.00	165,259	-	5.00	1.00	178,569
Mathematics	-	5.00	-	156,934	-	5.00	-	156,792
Social Studies	-	5.00	-	150,714	-	5.00	-	161,587
Typing/Keyboard	-	2.00	-	59,524	-	2.00	-	62,713
Foreign Language	-	2.00	-	54,668	-	2.00	-	59,052
Home Economics	-	1.70	-	48,085	-	1.70	-	48,651
Industrial Arts	-	2.00	-	64,348	-	2.00	-	68,208
Library Media	-	2.00	7.00	132,980	-	2.00	7.00	143,268
Guidance	-	4.00	1.00	146,906	-	4.00	1.00	155,599
Special Ed.	0.5	15.00	5.40	484,633	0.5	15.00	6.40	539,968
School Mgmt.	4.0	-	8.71	273,510	4.0	-	8.71	289,592
Central Mgmt.	2.75	-	6.20	191,567	2.75	-	6.20	200,727
Catalyst	-	4.00	-	111,754	-	4.00	-	120,661
Custodial	-	-	11.00	175,866	-	-	11.00	190,744
Maintenance	-	-	3.10	71,042	-	-	3.10	73,896
TOTALS	7.25	125.90	44.41	\$4,788,416	7.25	125.90	45.41	\$5,149,106

STAFF/PUPIL SUMMARY

	1984-85	1985-86
Number of Pupils	1,847	1,784*
Teaching Staff	125.90	125.90
Other Staff	51.66	52.66
Ratio of Teaching to Other Staff	2.4/1	2.4/1
Cost per Pupil	\$3,288	\$3,552

*Projected

B ACCOUNTS - SUPPLIES, CONTRACTED SERVICES, TEXTS, ENERGY

	<u>1983-84</u> Budget	<u>1984-85</u> Budget	<u>1985-86</u> Budget
Textbooks	\$ 57,636	\$ 63,146	\$ 53,494
School Supplies	120,519	128,261	137,142
School Contracted Services	5,400	5,310	8,618
Library Supplies & Contracted Services	37,400	42,943	43,510
Special Education & Contracted Services	29,750	60,200	63,200
Pupil Personnel	13,990	12,000	13,000
Pupil Tuition	104,386	95,000	110,000
School Equipment - Maint. & Repair	18,100	18,400	23,800
Sudbury Visiting Nurse Assoc.	50,006	50,000	58,620
Regular Transportation	261,798	281,240	277,096
School Lunch	-	-	-
Central Office & School Mgmt.	70,165**	80,050**	83,493**
Custodial Supplies & Services	21,922	22,500	26,000
Roof Maintenance	2,500	-	-
Bldg. & Equipment - Repairs & Maint.	45,800	46,400	59,400
Heat	150,000	137,000	129,500
Electricity	96,759	92,720	100,000
Gas	4,170	5,175	5,000
Water	2,040	2,060	2,000
Telephone	32,000	35,000	38,000
Tuition Reimbursement	15,000	12,000	11,000
Other	2,950	-	-
School Committee, Staff & Legal	<u>27,200</u>	<u>31,300</u>	<u>22,300</u>
TOTAL	\$1,169,491	\$1,220,705	\$1,265,173

**Includes Shared Services Salaries

C ACCOUNT - EQUIPMENT

	<u>1983-84</u> Budget	<u>1984-85</u> Budget	<u>1985-86</u> Budget
New & Replacement Equipment	\$ 18,826	\$ 19,028	\$ 36,735

<u>120/125</u>	<u>Budget</u> FY84	<u>Budget</u> FY85	<u>Requested</u> FY86	<u>Recommended</u> FY86
120 COMMUNITY USE OF SCHOOLS	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000
125 SUMMER SCHOOL	\$ 5,075	\$ 5,365	\$ 5,735*	\$ 5,735

(*To be transferred from the Summer School Reserve for Appropriation Account.)

100 EDUCATION: 130 LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT

	<u>1983-84 Actual</u> <u>Expenditures</u>	<u>1984-85</u> <u>Budget</u>	<u>1985-86 Proposed</u> <u>& Recommended</u>
(Pupils)	(1341)	(1340)	(1334)
I. <u>INSTRUCTION</u>			
American Crafts	554	1,450	1,450
Art	7,300	6,350	6,350
Business	22,134	13,850	24,829
Competency	101	350	0
Computer	37,947	52,500	62,500
English	7,725	10,750	15,000
Foreign Language	4,538	5,000	11,700
History	7,248	8,550	9,650
Home Economics	5,456	4,720	5,220
LS West	2,190	3,050	4,200
Mathematics	18,187	4,550	8,175
Music	8,350	9,000	11,694
Physical Education	7,955	8,525	9,225
Science	13,805	14,150	15,400
Technology	14,165	15,300	18,375
Work Experience	575	1,145	1,145
Heys Seminar	710	700	1,000
Human Relations		2,375	3,375
General Supplies	23,104	27,000	32,000
	<hr/> 182,044	<hr/> 189,315	<hr/> 241,288
II. <u>EDUCATIONAL SUPPORT</u>			
House Services	9,505	8,000	11,000
Student Services	35,177	36,850	38,360
Special Needs	550,871	479,711	494,326
Audio-Visual	19,713	19,100	20,650
Library	13,071	13,300	13,900
Student Activities	0	0	7,500
Athletics	58,421	61,250	76,053
Transportation	224,378	241,177	250,000
Development	7,062	0	5,000
	<hr/> 918,198	<hr/> 859,388	<hr/> 916,789
III. <u>OPERATIONS</u>			
Custodial	29,590	33,814	34,700
Grounds	7,193	12,400	17,310
Maintenance	78,270	60,000	113,389
Community Service	0	100	0
Utilities	246,001	306,300	289,500
Insurance	26,224	29,600	33,125
	<hr/> 387,278	<hr/> 442,214	<hr/> 488,024

IV. DISTRICT SERVICES

School Committee	21,876	18,201	12,331
Administration	9,697	10,680	13,000
Business Office	13,011	4,550	7,550
Central Office	8,162	11,519	12,941
Benefits	394,371	474,374	471,000
Contingency	0	25,000	25,000
	<u>447,117</u>	<u>544,324</u>	<u>541,822</u>

V. SALARIES

Administration	358,360	411,688	447,456
Professional Staff	3,043,132	3,054,691	3,271,238
Educational Support	134,925	149,072	153,064
Athletics & Extra-curricular	104,826	103,752	114,000
Clerical	225,242	232,603	251,037
Maintenance	322,980	347,365	388,504
	<u>4,189,465</u>	<u>4,299,171</u>	<u>4,625,299</u>

VI. DEBT AND CAPITAL

Building Debt	150,563	140,588	21,200
Roof Debt	0	87,750	76,275
Capital Projects	0	92,250	194,200
	<u>150,563</u>	<u>320,588</u>	<u>291,675</u>

TOTAL EXPENDED 6,274,665

TOTAL BUDGET 6,277,000 6,655,000 7,104,897

OFFSETS:

Chapter 70	707,774	566,220	636,997
Chapter 71	305,000	396,389	489,217
Transportation	170,000	225,000	230,000
Residential Tuition	55,000	50,000	115,000
Construction Aid	85,064	85,064	0
STATE AID sub-total	<u>1,322,838</u>	<u>1,322,673</u>	<u>1,471,214</u>
Adjustment for prior years	241,874.94	170,596.80	436,992.04
TOTAL OFF-SETS	<u>1,564,712.94</u>	<u>1,493,269.80</u>	<u>1,908,206.04</u>
TOTAL ASSESSMENT	4,712,287.06	5,161,730.20	5,196,690.96
SUDBURY ASSESSMENT	3,961,292.30	4,373,089.66	4,373,089.49
FINANCE COMMITTEE RECOMMENDED ASSESSMENT			\$4,373,089.49

100 EDUCATION: 140 MINUTEMAN REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL

	Program Amount FY85	Requested & Recommended FY86	Diff.	%
<u>VOCATIONAL</u>				
Building Trades	\$ 52,815	\$ 56,950	\$ 4,135	
Commercial Services w/D.E.	29,223	27,403	- 1,820	
Electronics	36,579	37,752	1,173	
Graphics	93,270	93,150	- 120	
Health Instruction w/Child Care	21,835	27,130	5,295	
Metal Fabrication	46,449	41,850	- 4,599	
Power Mechanics	34,705	28,315	- 6,390	
Technology	18,685	17,100	- 1,585	
Afternoon Program/Summer Prog.	13,801	13,801	0	
Regional Occupational Prog.	11,285	11,285	0	
<u>ACADEMIC</u>				
Reserve Officer (ROTC)	2,990	2,990	0	
Communications	9,400	11,100	1,700	
Human Relations	2,800	3,600	800	
Foreign Language	400	1,100	700	
Art	11,815	12,325	510	
Music	0	0	0	
Mathematics	10,000	11,800	1,800	
Science	22,147	22,800	653	
Physical Education	10,725	11,825	1,100	
Athletics w/o Coach Salaries	61,430	66,680	5,250	
Business Instruction	3,350	3,350	0	
Driver Education	500	500	0	
<u>SUPPORT</u>				
Instructional Resources	40,275	47,375	7,100	
Pupil Support	36,998	38,433	1,435	
Principal	56,162	59,160	2,998	
Transportation	673,635	692,572	18,937	
Vocational Coordinator	8,100	8,750	650	
Computer Services	72,300	71,600	- 700	
Dean	2,230	2,500	270	
Superintendent	5,150	6,150	1,000	
Planning & Academics	7,360	8,360	1,000	
Cafeteria ..	7,360	7,850	490	
<u>OTHER</u>				
District Programs	2,540	2,540	0	
Legal Fees	20,084	20,084	0	
Audit Fees	9,000	5,000	- 4,000	
Business Office	20,350	20,550	200	
Risk Insurance	45,801	48,100	2,299	
Retirement/Employment Benefits	434,549	455,000	20,451	
Debt Management	31,555	216,150	184,595	
Equipment	130,000	110,398	- 19,602	
Operations/Maintenance	705,542	703,601	- 1,941	
Salaries	4,414,557	4,738,618	324,061	
FINAL TOTAL	\$7,217,752	\$7,765,597	\$547,845	+7.6%

	<u>Program Amount FY85</u>	<u>Requested & Recommended FY86</u>
FINAL TOTAL BUDGET (brought forward)	\$7,217,752	\$7,765,597
Revenue Aid/Balances used to reduce assessments (estimated)	(3,617,502)	(3,824,412)
TOTAL ASSESSMENT TO THE 16 MEMBER TOWNS	\$3,600,250	\$3,941,185
<u>SUDBURY ASSESSMENT</u>	<u>\$ 296,839</u>	<u>\$ 308,493</u>

DISTRICT APPORTIONMENT: 1985-1986

I. OPERATING BUDGET

Total Operating Budget
Aid/Revenue

\$7,553,900
(3,774,412)

Operating Budget Apportionment

\$3,779,488

II. SPECIAL OPERATING

Special Operating Costs
Credits

80,547
(50,000)

Special Costs Apportionment

30,547

III. CAPITAL BUDGET

Capital Payments - New Towns' Surcharges
Original Towns' Credits
Debt Service

60,400
(60,400)
131,150

Apportionment, net

131,150

TOTAL APPORTIONMENT

\$3,941,185

Apportionment Formula:

	% of Students	Operating	+	Spec. Operating	+	Capital	=	Apportionment
SUDBURY:	7.956	\$300,712	+	\$3,108	+	\$4,673	=	\$308,493

	EXPENDITURES FY 84	APPROPRIATED FY 85	REQUESTED FY 86	RECOMMENDED FY 86
<u>200 DEBT SERVICE</u>				
201 TEMP. LOAN INT.	118,534	100,000	100,000	100,000
202 SCHOOL BOND INT.	0	0	0	0
203 OTHER BOND INT.	69,563	57,488	50,336	50,336
204 PRINCIPAL, SCHOOLS	0		0	0
205 PRINCIPAL, OTHERS	195,000	212,500	272,067	272,067
200 TOTAL	383,097	369,988	422,403	422,403
300 PROTECTION				
<u>310 FIRE DEPARTMENT</u>				
310-10 CHIEF'S SALARY	34,039	37,171	37,171	37,171
310-11 SALARIES	674,806	722,259	768,253	768,253
310-12 OVERTIME	80,198	78,182	86,200	86,200
310-13 CLERICAL	12,529	13,430	14,388	14,388
310-14 DISPATCHERS	25,920	27,475	29,126	29,126
310-21 GENERAL EXPENSE	11,605	9,880	10,130	10,130
310-31 MAINTENANCE	34,607	30,600	34,330	30,550
310-42 O.O.S. TRAVEL	528	600	600	600
310-51 EQUIPMENT	15,981	132,250	12,250	12,250
310-62 ALARM MAINTENANCE	2,385	3,000	2,500	2,500
310-71 UNIFORMS	8,896	9,160	10,475	10,475
310-81 TUITION	2,201	2,500	2,500	2,500
310-15 SICK BUY BACK	0	4,481	9,768	9,768
310 TOTAL	903,695	1,070,988	1,017,691	1,013,911
REVENUE SHARING	90,000	70,000	65,000	65,000
NET BUDGET	N/A	1,000,988	952,691	948,911
<u>320 POLICE DEPARTMENT</u>				
320-10 CHIEF'S SALARY	24,289	37,440	37,440	37,440
320-11 SALARIES	644,481	684,907	720,244	720,244
320-12 OVERTIME	110,225	105,876	160,436	140,436
320-13 CLERICAL	14,916	15,925	16,881	16,881
320-15 SICK BUYBACK	0	0	1,100	1,100
320-21 GENERAL EXPENSE	16,448	18,370	23,489	23,489
320-31 MAINTENANCE	11,981	14,134	14,765	14,765
320-41 TRAVEL	587	500	2,800	2,800
320-42 O.O.S. TRAVEL	0	0	700	700
320-51 EQUIPMENT	42,947	48,575	58,710	58,710
320-71 UNIFORMS	9,206	10,150	13,050	13,050
320-81 TUITION	8,512	9,000	9,000	9,000
TOTAL	883,592	944,877	1,058,615	1,038,615
REVENUE SHARING	90,000	70,000	65,000	65,000
NET BUDGET	N/A	874,877	993,615	973,615

<u>340 BUILDING INSPECTOR</u>	SPENT FY84	APPROP.FY85	REQUEST FY86	RECOMM.FY86
340-10 INSPECTOR'S SALARY	29,481	31,883	34,711	34,711
340-12 OVERTIME	2,388	2,000	2,000	2,000
340-13 CLERICAL	14,426	15,927	17,497	17,497
340-14 DEPUTY INSPECTOR	1,180	1,526	1,800	1,800
340-15 CUSTODIAL	53,266	51,402	55,499	55,499
340-16 PLUMBING	7,500	7,950	7,500	7,500
340-17 RETAINER	2,000	2,120	2,000	2,000
340-18 SEALER	348	1,060	1,000	1,500
340-19 WIRING INSPECTOR	5,370	6,614	6,240	6,240
340-21 GENERAL EXPENSE	1,826	770	800	800
340-31 VEHICLE MAINT.	726	500	750	500
340-32 TOWN BLDG. MAINT.	61,916	60,270	83,700	80,500
340-33 EXCESS BLDGS.	25,465	26,200	11,700	11,700
340-41 TRAVEL	395	400	500	500
340-51 EQUIP.	0	7,000	0	0
TOTAL	206,287	215,622	225,697	222,747
<u>350 DOG OFFICER</u>				
350-10 DOG OFFICER SALARY	14,402	15,266	16,182	16,182
350-12 O.T. & EXT. HIRE	966	966	1,085	1,085
350-21 GENERAL EXPENSE	3,405	3,007	3,082	3,082
350-31 VEHICLE MAINTENANCE	235	345	200	200
350-51 EQUIP.	0	0	9,000	9,000
350 TOTAL	19,008	19,584	29,549	29,549
<u>360 CONSERVATION</u>				
360-13 CLERICAL	7,151	11,724	12,927	12,927
360-21 GENERAL EXPENSE	2,355	3,000	3,075	3,075
360-31 MAINTENANCE	0	2,000	2,050	2,000
360-41 TRAVEL	94	100	125	125
360-51 CONSERVATION FUND	12,500	0	27,500	0
360 TOTAL	22,100	16,824	45,677	18,127
<u>370 BOARD OF APPEALS</u>				
370-13 CLERICAL	2,943	4,221	4,792	4,792
370-21 GENERAL EXPENSE	793	800	800	1,000
370 TOTAL	3,736	5,021	5,592	5,792
<u>385 SIGN REVIEW BOARD</u>				
385-13 CLERICAL	0	265	250	80
385-21 GENERAL EXPENSE	0	50	50	20
385 TOTAL	0	315	300	100
TOTAL BUDGET (300)	2,038,418	2,273,231	2,383,121	2,328,841
OFFSETS	180,000	140,000	130,000	130,000
NET BUDGET (300)	1,858,418	2,133,231	2,253,121	2,198,841

400 HIGHWAY DEPARTMENT	SPENT FY84	APPROP. FY85	REQUEST FY86	RECOMMEND FY86
410-10 SURVEYOR'S SALARY	34,261	36,300	39,640	38,478
410-11 ASST. SURV. SAL.	27,829	29,221	31,602	31,602
410-12 OPER. ASST. SAL.	19,397	21,435	23,832	23,832
410-13 CLERICAL	12,590	13,503	15,314	15,314
410-14 TREE WARDEN	651	690	670	670
420-11 OPERATING SALARY	280,927	335,596	365,931	365,931
420-12 EXTRA HIRE	17,702	18,960	20,000	20,000
420-13 OVERTIME	7,217	6,000	6,750	6,750
SNOW & ICE OVERTIME	38,155	25,713	27,000	27,000
TOTAL PERSONAL SERVICES	438,729	487,418	530,739	529,577
410-21 GENERAL EXPENSE	4,406	4,500	4,500	4,500
410-31 BUILDING MAINTENANCE	6,144	6,000	6,150	6,150
410-32 UTILITIES	17,362	17,500	18,700	18,700
410-41 TRAVEL	100	100	75	75
410-42 O.D.S. TRAVEL	500	500	500	500
410-71 UNIFORMS	4,948	5,000	7,150	7,150
420-20 ROAD WORK	117,950	156,500	155,500	155,500
420-30 TREES	9,991	13,000	13,000	13,000
420-40 LANDFILL	3,405	2,500	3,500	3,500
420-50 CEMETERIES	4,829	5,000	5,000	5,000
430-10 MACHINERY	120,015	121,000	121,000	121,000
460-10 SNOW & ICE	68,473	62,415	62,415	62,415
470-20 STREET LIGHTING	57,263	55,000	63,000	63,000
TOTAL EXPENSES	415,386	449,015	460,490	460,490
430-40 EQUIPMENT	176,760	71,000	72,775	72,775
460-40 SNOW & ICE EQUIPMENT	7,695	9,451	9,451	9,451
TOTAL EQUIPMENT	184,455	80,451	82,226	82,226
TOTAL BUDGET	1,038,570	1,016,884	1,073,455	1,072,293
SALE OF LOTS	5,000	2,550	2,412	2,412
MT. WADSWORTH	2,000	1,795	2,109	2,109
NORTH SUDBURY	3,000	480	2,057	2,057
MT. PLEASANT	2,500	2,169	2,515	2,515
NEW TOWN	4,000	3,386	5,801	5,801
OLD TOWN	100	2,048	83	83
SOUTH ANNEX	30,000	0	0	0
HORSE POND	20,000	0	0	0
FISH & WILDLIFE	0	0	7,900	7,900
TOTAL OFFSETS	66,600	12,428	22,877	22,877
NET BUDGET	N/A	N/A	1,050,578	1,049,416

GENERAL GOVERNMENT	SPENT FY84	APPROP. FY85	REQUEST FY86	RECOMM. FY86
<u>501 SELECTMEN</u>				
501-10 EXEC. SEC. SALARY	46,027	49,778	49,778	49,778
501-12 OVERTIME	900	500	3,000	1,850
501-13 CLERICAL SALARY	53,857	55,642	61,194	61,194
501-14 SELECTMEN'S SALARY	3,200	3,200	3,200	3,200
501-21 GENERAL EXPENSE	6,096	5,000	5,125	5,125
501-31 MAINTENANCE	585	1,950	2,000	2,000
501-32 WATER LINES	0	0	0	0
501-41 TRAVEL	1,539	1,500	1,600	1,600
501-42 O.O.S. TRAVEL	600	600	600	600
501-51 EQUIPMENT	0	300	850	0
501-81 SURVEYS & STUDIES	85	1,000	0	0
501 TOTAL	112,889	119,470	127,347	125,347
<u>502 ENGINEERING</u>				
502-10 TOWN ENGINEER SAL.	36,149	39,478	42,696	42,696
502-11 SALARIES	103,961	113,299	122,199	122,199
502-12 OVERTIME	43	1,000	1,000	1,000
502-13 CLERICAL SALARY	12,955	14,797	15,082	15,082
502-21 GENERAL EXPENSE	5,692	5,850	6,000	6,000
502-31 MAINT. & REPAIR VEH.	1,120	1,400	1,435	1,435
502-41 TRAVEL	0	0	100	100
502-51 EQUIPMENT	7,905	7,500	7,500	6,400
502 TOTAL	167,825	183,324	196,012	194,912
<u>503 LAW</u>				
503-10 RETAINER	18,000	19,500	19,500	19,500
503-11 ASST. COUNSEL SAL.	14,000	15,200	15,200	15,200
503-21 GENERAL EXPENSE	23,451	17,250	17,250	17,250
503-51 EQUIP.	0	500	0	0
503 TOTAL	55,451	52,450	51,950	51,950
<u>504 ASSESSORS</u>				
504-10 ASST. ASSESSOR SAL.	10,985	25,020	28,020	26,520
504-12 OVERTIME	2,286	2,300	2,300	2,300
504-13 CLERICAL SALARY	37,247	39,765	42,526	42,526
504-14 ASSESSORS' SALARY	2,367	2,500	2,500	2,500
504-21 GENERAL EXPENSE	10,382	21,290	21,990	21,290
504-31 MAINTENANCE	143	175	175	175
504-41 TRAVEL	394	2,100	1,200	1,200
504-51 EQUIPMENT	182	1,200	500	500
504-81 TUITION	0	500	800	800
504 TOTAL	63,986	94,850	100,011	97,811

<u>505 TAX COLLECTOR</u>	SPENT FY84	APPROP.FY85	REQUEST FY86	RECOMMEND FY86
505-10 COLLECTOR'S SALARY	16,508	17,200	18,232	18,232
505-12 OVERTIME	2,998	1,000	1,000	1,000
505-13 CLERICAL SALARY	25,660	28,902	31,381	31,381
505-14 ATTORNEY'S SALARY	0	3,500	0	0
505-21 GENERAL EXPENSE	776	2,555	1,915	1,500
505-31 MAINTENANCE	48	100	100	100
505-41 TRAVEL	141	150	200	150
505-45 PETTY CASH	0	0	0	0
505-51 EQUIPMENT	0	500	0	0
505-52 SERVICE BUREAU	0	14,700	15,068	15,068
505 TOTAL	46,131	68,607	67,896	67,431
 <u>506 TOWN CLERK & REGISTRARS</u>				
506-10 TOWN CLERK'S SAL.	19,306	22,000	24,000	23,320
506-13 CLERICAL SALARY	40,117	45,012	46,232	46,232
506-12 OVERTIME	0	0	1,500	1,500
506-14 REGISTRARS	600	636	600	600
506-21 GENERAL EXPENSE	5,754	7,960	8,755	7,960
506-31 MAINTENANCE	2,363	1,099	1,099	1,099
506-41 TRAVEL	450	450	450	225
506-42 O.O.S. TRAVEL	0	348	450	225
506-51 EQUIPMENT	1,000	750	0	0
506-61 ELECTIONS	5,146	12,185	3,887	3,887
506 TOTAL	74,736	90,440	86,973	85,048
 <u>507 TREASURER</u>				
507-10 TREASURER'S SALARY	10,692	11,200	11,872	11,872
507-13 CLERICAL SALARY	14,457	15,329	16,248	16,248
507-21 GENERAL EXPENSE	1,066	1,200	1,300	1,300
507-31 MAINTENANCE	0	100	100	100
507-41 TRAVEL	819	900	1,000	900
507-61 TAX TITLE EXPENSE	147	3,000	3,000	3,000
507-71 BOND & NOTE ISSUE	1,030	2,000	1,000	1,000
507-81 TUITIONS	250	250	250	250
507 TOTAL	28,461	33,979	34,770	34,670
 <u>508 FINANCE COMMITTEE</u>				
508-13 CLERICAL SALARY	3,183	3,785	3,571	3,571
508-21 GENERAL EXPENSE	175	180	180	180
508 TOTAL	3,358	3,965	3,751	3,751
 <u>509 MODERATOR</u>				
509-10 SALARY	0	160	100	100
509-21 GENERAL EXPENSE	70	0	60	60
509 TOTAL	70	160	160	160

<u>510 PERM. BLDG. COMMITTEE</u>	SPENT FY84	APPROP. FY85	REQUEST FY86	RECOMM.FY86
510-13 CLERICAL SALARY	162	716	520	90
510-21 GENERAL EXPENSE	0	110	110	10
510 TOTAL	162	826	630	100
<u>511 PERSONNEL BOARD</u>				
511-13 CLERICAL SALARY	1,134	2,120	2,000	1,800
511-21 GENERAL EXPENSE	55	200	200	200
511 TOTAL	1,189	2,320	2,200	2,000
<u>512 PLANNING BOARD</u>				
512-10 TOWN PLANNER	0	25,000	27,500	26,500
512-13 CLERICAL SALARY	4,292	9,746	13,440	12,935
512-21 GENERAL EXPENSE	936	800	2,390	2,390
512-31 MAINTENANCE	74	90	90	90
512-41 TRAVEL	0	50	650	650
512-51 EQUIPMENT	0	1,000	390	390
512-61 SPECIAL STUDIES	3,813	0	15,000	0
512 TOTAL	9,115	36,686	59,460	42,955
<u>513 ANCIENT DOCUMENTS COMM.</u>				
513-21 GENERAL EXPENSE	1,184	1,600	1,600	1,600
<u>514 HISTORIC DIST. COMM.</u>				
514-13 CLERICAL SALARY	15	127	120	75
514-21 GENERAL EXPENSE	51	85	85	50
514 TOTAL	66	212	205	125
<u>515 HISTORICAL COMM.</u>				
515-13 CLERICAL SALARY	0	187	176	176
515-21 GENERAL EXPENSE	527	820	841	841
515 TOTAL	527	1,007	1,017	1,017
<u>518 COUNCIL ON AGING</u>				
518-10 DIRECTOR'S SALARY	6,490	7,567	8,021	8,021
518-11 DRIVER'S SALARY	4,359	8,247	8,766	8,766
518-12 OUTREACH	0	2,000	2,248	2,248
518-21 GENERAL EXPENSE	3,523	3,546	4,223	4,223
518-31 UTILITIES/MAINT.	2,471	3,860	3,460	3,460
518-51 EQUIP. PURCHASE	0	50	350	350
518-61 SR. CIT. PROGRAM	0	250	250	250
518-62 TRANS. PROGRAM	858	1,250	1,250	1,250
518 TOTAL	17,701	26,770	28,568	28,568

	SPENT FY84	APPROP.FY85	REQUEST FY86	RECOMM.FY86
<u>519 TALENT SEARCH COMM.</u>				
519-21 GENERAL EXPENSE	0	89	89	89
<u>521 ACCOUNTING</u>				
521-10 ACCT./DFA SALARY	30,933	34,026	34,026	34,026
521-12 OVERTIME	499	500	562	562
521-13 CLERICAL SALARY	33,974	31,178	34,089	34,089
521-21 GENERAL EXPENSE	750	1,025	15,051	15,051
521-22 COMPUTER	2,651	47,000	9,229	9,229
521-23 OUTSTD. REC'ABLES	0	0	0	14,229
521-31 MAINTENANCE	150	250	256	256
521-41 TRAVEL	513	560	574	574
521-42 O.O.S. TRAVEL	0	0	0	0
521-51 EQUIP. PURCHASE	149	700	700	400
521-81 TUITION	225	0	250	250
521 TOTAL	69,844	115,239	94,737	108,666
500 NET BUDGET	652,695	831,994	857,376	846,200
<u>600 GOODNOW LIBRARY</u>				
600-10 LIBRARY DIR. SAL.	25,726	27,929	30,205	30,205
600-11 SALARIES	131,894	144,253	159,168	159,168
600-12 OVERTIME	1,729	1,730	2,000	1,780
600-15 CUSTODIAL	6,348	7,364	9,072	9,072
600-21 GENERAL EXPENSE	5,280	5,000	5,800	5,185
600-31 MAINTENANCE	15,650	16,070	16,520	16,070
600-41 TRAVEL	75	75	75	75
600-51 EQUIP. PURCHASE	0	0	600	600
600-52 BOOKS	39,161	41,450	45,334	44,704
600-62 AUTOMATION	0	4,067	0	0
600 TOTAL	225,863	247,938	268,774	266,859
OFFSETS				
STATE AID	1,400	11,080	11,081	11,081
DOG LICENSES	2,274	2,408	2,345	2,345
600 NET BUDGET	N/A	234,450	255,348	253,433
<u>700 PARK & RECREATION</u>				
700-10 SUPERVISOR'S SAL.	23,481	25,395	28,566	28,566
700-12 OVERTIME	608	700	750	750
700-13 CLERICAL SALARY	2,498	3,180	3,759	3,759
700-15 SALARIES	67,118	70,636	77,086	77,086
700-21 GENERAL EXPENSE	1,588	1,850	1,850	1,850
700-31 MAINTENANCE	27,520	24,060	64,125	24,125
700-41 TRAVEL	659	660	660	660
700-51 EQUIP. PURCHASE	4,898	12,500	0	0
700-61 SPEC. PROGRAMS	8,640	9,800	9,200	9,200
700-62 TEEN CENTER	2,223	3,000	5,000	5,000
700-71 UNIFORMS	294	450	850	850
700 TOTAL	139,527	152,231	191,846	151,846

<u>800 BOARD OF HEALTH</u>				
800-10 DIRECTOR'S SALARY	39,401	30,897	33,414	33,414
800-12 OVERTIME	0	0	2,000	2,000
800-13 CLERICAL SALARY	14,466	15,975	16,962	16,962
800-15 ANIMAL INSPECTOR	1,062	1,060	1,193	1,193
800-21 GENERAL EXPENSE	1,048	1,200	1,400	1,400
800-31 MAINTENANCE	310	350	400	400
800-32 LAB EXPENSE	3,640	3,800	4,000	4,000
800-51 EQUIP. PURCHASE	800	6,550	500	500
800-61 SPHNA	29,924	32,172	31,438	31,438
800-71 MOSQUITO CONTROL	15,000	15,000	15,000	15,000
800-75 SEPTAGE CAP. EXP.	3,307	25,000	25,000	25,000
800-76 SEPTAGE OP. EXP.	69,322	100,000	100,000	50,000
800-91 MENTAL HEALTH	5,000	6,000	6,000	6,000
800-92 HAZARD.WASTE	0	2,000	2,200	2,200
800 TOTAL	183,280	240,004	239,507	189,507
<u>900 VETERANS</u>				
900-10 AGENT'S SALARY	2,411	2,556	2,709	2,709
900-21 GENERAL EXPENSE	151	750	750	750
900-61 BENEFITS	714	8,000	8,000	4,000
900 TOTAL	3,276	11,306	11,459	7,459
<u>950 UNCLASSIFIED</u>				
950-11 BLUE CROSS/SHIELD	457,157	577,842	663,000	713,000
980-12 LIFE INSURANCE	3,615	3,800	3,800	3,800
950-21 FIDELITY BONDS	1,060	1,200	1,200	1,200
950-31 CASUALTY INSURANCE	121,221	100,000	115,000	115,000
950-41 PRINT TOWN REPORT	5,954	6,500	7,000	7,000
950-51 MEMORIAL DAY	928	1,000	1,025	1,025
950-61 VETERANS' GRAVES	0	0	0	0
950-71 FIRE PENSION	1,500	1,500	1,500	1,500
950-81 RESERVE FUND	87,595	120,000	100,000	100,000
950-89 SCHOOL TUITION	1,907	2,000	2,000	2,000
950-92 COMMUNICATIONS	3,712	3,500	3,500	3,500
950-93 HYDRANT RENTAL	22,714	23,205	23,485	23,485
950-94 COPYING SERVICE	0	5,000	8,000	8,000
950-95 WORD PROCESSOR	10,155	0	0	0
950-96 RETIREMENT FUND	370,006	432,442	492,000	492,000
950-97 TOWN MEETINGS	9,280	9,500	10,500	10,500
950-98 POSTAGE	12,100	12,400	13,700	13,700
950-99 TELEPHONE	13,202	15,000	15,000	15,000
950-100 UNEMPLOYMENT	0	0	0	0
950-101 SALARY ADJ. TOWN	14,794	117,742	15,500	15,500
950-101-A SAL.ADJ.SCHOOLS	0	171,451	0	0
950-102 GASOLINE	44,661	44,000	46,000	44,000
950-103 NON-CONTR.RET.	0	1,000	2,000	2,000
950-104 PENSION LIAB. FUND	0	0	20,000	20,000
950 TOTAL	1,181,561	1,649,082	1,544,210	1,592,210
OVERLAY SURPLUS	100,000	100,000	80,000	80,000
950 NET BUDGET	N/A	1,549,082	1,464,210	1,512,210

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 20.5¢ PER MILE UPON SUBMISSION OF A PROPER VOUCHER;
- D. THAT ALL APPROPRIATIONS UNDER ARTICLE 5 ARE FOR THE FISCAL YEAR JULY 1, 1985 to June 30, 1986;
- 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 34 OF THIS TOWN MEETING.

1983-84 RESERVE FUND TRANSFERS

Reserve Fund Appropriation: \$100,000.00

ACCOUNT NUMBER/NAME	TRANSFER NO.	AMOUNT
200-201 Debt Service, Temp. Loan Int.	28	\$ 17,000.00
200-201 Debt Service, Temp. Loan Int.	46	1,050.00
310-21 Fire Dept., General Expense	6	2,500.00
320-81 Police Dept., Tuition	25	4,000.00
340-12 Building Dept., Overtime	56	387.58
340-13 Building Dept., Clerical	54	1,039.00
340-15 Building Dept., Custodial	38	6,708.77
350-21 Dog Officer, General Expense	50	800.00
360-13 Conservation, Clerical	55	966.37
360-31 Conservation, Maintenance	44	600.00
410-31 Highway Dept., Maintenance	35	1,750.00
501-12 Selectmen, Overtime	30	300.00
501-13 Selectmen, Clerical	48	1,500.00
501-21 Selectmen, General Expense	33	2,100.00
501-31 Selectmen, Maintenance	11	512.00
503-21 Law Dept., General Expense	69	5,800.00
505-12 Tax Collector, General Expense	17	1,000.00
506-31 Town Clerk, Maintenance	19	2,200.00
560-31 Town Clerk, Maintenance	1	804.00

560-51	Town Clerk, Equipment	1	1,000.00
508-13	Finance Committee, Clerical	70	267.30
512-13	Planning Board, Clerical	41	500.00
521-13	Accounting Dept., Clerical	34	2,259.00
521-22	Accounting Dept., Computer	18	892.17
521-22	Accounting Dept., Computer	2	590.12
521-22	Accounting Dept., Computer	60	794.69
521-22	Accounting Dept., Computer	71	475.00
800-10	Health Dept., Director's Salary	5	8,486.76
950-31	Unclassified, Casualty Insurance	15	12,000.00
950-41	Unclassified, Town Report	32	454.34
950-92	Unclassified, Communications	68	212.48
950-94CF	Unclassified, Copying Service	37	1,750.00
950-95	Unclassified, Word Processor	10	2,640.00
950-96	Unclassified, Retirement Fund	23	754.54
950-96	Unclassified, Retirement Fund	53	151.75
ATM82/7	Town Audit	9	3,349.17
TOTAL EXPENDED			\$ 87,595.04

1984-85 TRANSFERS

Reserve Fund Appropriation	\$120,000.00
----------------------------	--------------

Reserve Fund Transfers

ACCOUNT NUMBER/NAME	TRANSFER NO.	AMOUNT
320-41 Police Dept., Travel	3	\$ 2,300.00
320-51 Police Dept., Equipment	23	1,500.00
320-71 Police Dept., Uniforms	6	1,450.00
340-31 Building Dept., Vehicle Maint.	11	4,000.00
370-21 Bd. of Appeals, General Expense	21	400.00
420-40 Highway Dept., Landfill	8	6,000.00
501-12 Selectmen, Overtime	4	300.00
501-13 Selectmen, Clerical	15	200.00
505-13 Tax Collector, Clerical	9	900.00
700-62 Park & Recreation, Teen Center	5	1,000.00
950-94 Unclassified, Copying Service	16	2,000.00
950-103 Unclassified, Non-Contrib. Retirement	22	285.79
TOTAL as of January 31, 1985		\$ 20,335.79
BALANCE		\$ 99,664.21

Inter-Account Transfers

ACCOUNTS	TRANSFER NO.	AMOUNT
320-10 Chief's Salary TO 320-12 Overtime - Police	7	\$ 10,704.80
340-33 Excess Bldgs. TO 340-32 Tn. Bldgs. Mtn.	30	5,000.00
420-11 Oper. Sal TO 420-40 Landfill - Highway	8	6,000.00
420-11 Oper. Sal TO 410-71 Uniforms - Highway	17	2,193.00
420-11 Oper. Sal TO 420-12 Extra Hire - Highway	24	5,000.00
700-15 Salaries TO 700-62 Teen Center - P & R	4	1,000.00

FINANCE COMMITTEE BUDGET REPORTS: (Where a report is not given on a particular line item, the Finance Committee recommends approval of the amount given in the Recommended column.)

110 SUDBURY PUBLIC SCHOOLS: The School Committee requested a total of \$6,451,014 this year. Although this exceeded the Finance Committee guidelines, the Finance Committee was satisfied that the School Committee had made every effort to keep the request at or close to the minimum. Nevertheless, in this year of extreme "belt-tightening" the Finance Committee voted to cut \$25,000 from the School's budget in order to fairly distribute the burdens of Proposition 2½. The Finance Committee did this on a "bottom line" basis leaving completely to the School Committee's judgment the question of where and how the necessary cuts in particular line items will be made. Recommend approval of \$6,426,014 only.

120 COMMUNITY USE OF SCHOOLS: This is level funded at \$12,000. Recommend approval.

125 SUMMER SCHOOL: Recommend approval.

130 LINCOLN SUDBURY REGIONAL SCHOOL DISTRICT: The requested assessment to Sudbury by the High School is \$4,373,089.49 representing level funding with last year's assessment. Total requested budget is \$7,104,897.00, an increase of 6.8% over last year. This inconsistency in growth rate is due to the movement of in-state aid and a change in the proportion of mix of students between Lincoln and Sudbury.

Some of the increases in the spending budget are the result of the collectively bargained salary agreement and other inflationary increases, specifically in the area of health insurance and special needs tuition funding. Also included in this requested budget is \$194,200.00 for capital projects. Although the original goal for capital spending was \$200,000, other budget necessities forced this number to \$194,200.

Throughout the budget process, the School Committee has cooperated in sharing the assumptions behind the plan and has assured the clarity of actual budget detail. The School Committee has also agreed to accept the funding of future necessary capital projects as an ongoing issue.

Accordingly, the Finance Committee recommends approval.

140 MINUTEMAN REGIONAL VOCATIONAL TECHNICAL SCHOOL: The proposed assessment to Sudbury of \$308,493 is an \$11,654 increase (3.9%) over the FY85 adjusted appropriation. This modest increase is the result of several factors: Salaries, which represent 61% of the budget, increased 7.3% after completion of union negotiations; Other, non-capital, operating expenses increased 2.2%; Capital spending increased 102% due to the initial payment of principal and interest on the school roof bond. These increases were reduced by a 5.7% increase in revenue aid. Recommend approval of \$308,493.

200 DEBT SERVICE: The Debt Service represents the fourth of five principal and interest payments for the Police Station bonds, the third of five principal and interest payments for the Curtis and Noyes School roofs, the second principal and interest payment for Septage Disposal Facility debt, and the first of five annual payments for the Stone Tavern Farm development rights purchase. This fiscal year's installment of the Stone Tavern Farm principal and interest totals \$71,390. The Debt Service also includes a provision for \$100,000 of short-term Tax Anticipation Note interest. Recommend approval.

310 FIRE DEPARTMENT: The Fire Department budget request for this fiscal year represents a 5% reduction from the adjusted request of fiscal year 1985. Personnel services increased by 7% reflecting the impact of contract settlement and changes in longevity and career incentive reimbursements. Other operating expenses have been slightly increased by 1.8%. Capital expenses reflect a 90.7% decrease. A new fire engine was purchased last year and a similar request to replace obsolete equipment can probably be expected in the next year or two. This year's request which includes a small computer for billing and information purposes more accurately reflects the on-going capital requirements of the Fire Department. The Finance Committee recommends approval of all line items in Account 310.

320 POLICE DEPARTMENT: The Police Department budget request this year represents an increase of \$93,000 or 9.9% over last year's adjusted appropriation. The increase can be broken down into three distinct areas:

- 1) Personnel Services: Expenses in this area increased 8.6% or \$72,000. This is the result of salary and related increases consistent with the contract settlement. The Overtime Account has been increased by \$35,000 and reflects a manpower shortage, increased vacation time coverage, and increased protection dictated by continued commercial and residential expansion in the Town;
- 2) Operating Expenses: Uniform allowances and travel reimbursement for education required by contract account for nearly half of the \$11,000 increase in this area. Telephone and teleprocessing requirements represent a \$2,000 increase. Cell camera repairs and calibration and maintenance of other equipment accounts for the balance; and
- 3) Capital Expenses: The increase in capital expenses reflects the need to replace the Police Chief's 1978 car which presently has over 80,000 miles.

The Finance Committee recommends approval of all line items in Account 320.

340 BUILDING DEPARTMENT: The overall budget has increased \$8,610 or 5.4% and is attributable to increased personnel costs resulting from the 1984 wage settlement contract. A decrease of \$14,500 in the Excess Buildings Account - utilities and heating costs for the Loring School - and a decrease of \$7,000 in the Equipment Account were offset by an increase of \$20,230 in the Town Building Maintenance Account. This increase is due to increased fuel and utility costs - \$4,030; painting of Town Buildings - \$10,000; rebuilding the Flynn Building chimney - \$2,200; and Revenue Sharing Handicapped Revisions - \$2,500. Recommend approval of \$222,747.

350 DOG OFFICER: The Dog Officer's budget this year represents a 50.4% increase over the 1985 appropriation. The major portion of this increase is to replace the 1976 Dodge pickup which is currently being used by the Dog Officer, but which is badly in need of major repairs. Recommend approval.

360 CONSERVATION: The need for an additional \$27,500 for the Conservation Fund was not established. This fund currently has \$82,500 to acquire land. Any substantial purchase would seem to minimally require several hundred thousand dollars of Town funds. The Finance Committee also recommends level funding for the Maintenance budget at the FY85 level. Recommend approval of \$18,127.

370 BOARD OF APPEALS: The substantial increase in hearings held during FY85 warrant an increase in the General Expense Account. Recommend approval.

400 HIGHWAY: The Highway Department's recommended budget reflects an overall increase of 4.85% over last year. This increase is weighted heavily by personal services being increased 7.37% while all other expenses reflect the requested 2.5% increase. Recommend approval.

501 SELECTMEN: The overall budget has increased \$5,193 or 4.3% and is attributable to increased personnel costs resulting from the 1984 wage settlement contract. Recommend approval of \$125,347.

502 ENGINEERING: The Engineering Department budget requests a 12.57% increase over last year. The majority of this increase reflects higher personnel costs to the Town. The Finance Committee supports the entire budget with the exception of a \$1,100 request in the -51 Equipment Account. Recommend approval of \$194,912.

504 ASSESSORS: The recommended FY86 budget represents an increase of 2.9% over the salary-adjusted FY85 budget. During the present fiscal year, the Assistant Assessor was granted an 8.5% salary increase. The recommended budget includes a 6% salary increase over the average FY85 salary for that position. The Finance Committee also recommends level funding the General Expense budget at the FY85 level. Recommend approval of \$97,811.

505 TAX COLLECTOR: Expenditure patterns during FY84 and FY85 do not warrant the requested General Expense amount. Recommend level funding of travel at FY85 level. Recommend approval of \$67,431.

506 TOWN CLERK: The recommended Town Clerk's salary is 6% higher than the FY85 level, in line with recommendations for other elected officials' salaries. The need for the requested 10% increase in General Expense was not established; the recommendation provides for level funding in that account at the FY85 appropriation which was a very substantial increase over the FY84 funding levels. The Finance Committee recommends reduction of the requests for travel funds in this and several other departmental budgets. Recommend approval of \$85,048.

507 TREASURER: Recommend level funding of travel at FY85 level. Recommend approval of \$34,670.

512 PLANNING BOARD: The recommended Town Planner's salary is 6% higher than the FY85 level, in line with salary increases for other Town employees exclusive of longevity or other add-ons. Under the exigencies of Proposition 2½, the need for vacation coverage and a comprehensive computer model of traffic flow throughout Town (Special Studies) was not established. Recommend approval of \$42,955.

521 ACCOUNTING: The -21 General Expense account contains a request for \$14,000 for an outside audit of the Town's financial records. This audit has previously been performed every three fiscal years; however, an annual audit is now mandated by the Office of Revenue Sharing. Since this is now an annual expense, it appears in the Accounting Department budget. The remainder of the General Expense budget has increased 2.5% over FY85.

The June 30, 1984 Balance Sheet of the Town indicates that there are very sizeable Accounts Receivable of uncollected Real Estate and Personal Property Taxes -- \$809,018 from FY83 and earlier levies, and \$860,163 from the FY84 levy. This degree of delinquency seriously impacts the Town's free cash position for this Town Meeting and adversely affects the Town's ability to operate within the limits

imposed by Proposition 2½. Thus, the Finance Committee recommends the creation of a temporary line in the Accounting budget -23 Outstanding Receivables to be funded at \$14,229 for FY86 only. A portion of these funds would be used to hire a temporary employee, at the level of Senior Account Clerk under the Supervision of the Accountant, to perform the accounting, legal, data processing, and communications tasks involved with collection of these outstanding taxes. The remainder would be used to cover the associated costs of supplies, telephone, postage, legal assistance, etc. The recommended expenditure, if approved, should result in the collection of many times its cost in back taxes. Recommend approval of \$108,666.

600 GOODNOW LIBRARY: The recommended FY86 budget includes an 8.8% increase in non-capital spending over the FY85 budget. This operating budget includes a 9.9% increase in salary items and 5.5% increase in other expense categories.

Capital spending for automation included in the FY85 budget is not required. Budget request was for an 8.7% increase in other expense categories. Recommend approval of \$266,859.

700 PARK AND RECREATION: The requested budget represents a 30% increase over last year's appropriation. The principal part of the increase is targeted for a \$40,000 resurfacing of two Featherland Park tennis courts.

Park and Recreation is also requesting via Article 16, Haskell Recreation, an additional \$50,000.

The Finance Committee, with the obvious constraints in force this year, cannot support to the full extent both the budget requests and Article 16. A review of the requests, in conjunction with input from the Park and Recreation Commission, brings support for total appropriations equalling the original budget request.

Our recommendation keeps the Park and Recreation budget intact with the transfer of \$40,000 from the 700-31 Maintenance account to our recommendation for Article 16. Recommend approval of \$151,846.

800 BOARD OF HEALTH: The Board of Health originally requested a 1986 budget of \$239,507. More recent developments have allowed the Board of Health to utilize a carry-forward from the 1985 budget in the -76 Septage Operation Expense account. This carry-forward will amount of \$50,000 from a combination of offsets from Wayland's use of the facility and some overage in the account in 1985.

The Board of Health and the Finance Committee agree that the \$100,000 figure is correct for the -76 account and will be needed this year and in the future. This year, 1986, the funding for this account will be partially offset in the above-mentioned carry-forward and thus the budget recommendation of the Finance Committee will be to approve \$189,507.

900 VETERANS: In view of recent expense history, the Finance Committee felt that the FY86 budget for Benefits should be funded at \$4,000. These benefits are mandated, and should unanticipated expenditures be required they can be transferred from the Reserve Fund.

950 UNCLASSIFIED:

- 11 BLUE CROSS/BLUE SHIELD. An increase of \$100,158 is recommended over the FY85 appropriation of \$577,842 and a Special Town Meeting FY85 appropriation of \$35,000. This line item amount will be adjusted at the Town Meeting and will reflect the actual premium rates for the period May 10, 1985 to May 9, 1986.
- 31 CASUALTY INSURANCE. A decrease of \$10,000 is recommended over the FY85 appropriation of \$100,000 and a Special Town Meeting appropriation of \$25,000. Although renewal rates have increased for this fiscal year, it is anticipated that the dividend earned in FY85 will result in a net decrease of \$10,000.
- 81 RESERVE FUND. A decrease of \$20,000 is recommended.
- 94 COPYING SERVICE. An increase of \$1,000 is recommended over the FY85 appropriation of \$5,000 and a Reserve Fund transfer of \$2,000. The expenditure is for three maintenance contracts and office supplies. The copy machines are located in the Flynn Building, Town Hall, and Loring Parsonage. A copy machine study is presently being conducted by the Selectmen to determine best utilization of these machines.
- 96 RETIREMENT FUND. An increase of \$75,000 is recommended.
- 101 SALARY ADJUSTMENT - TOWN. A decrease of \$102,242 is recommended. The line item amount of \$15,500 could be sufficient to fund increases for six individuals: Fire Chief, Police Chief, Town Accountant, Executive Secretary, Town Counsel and Assistant Town Counsel.

ARTICLE 7. UNPAID BILLS

TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, A SUM OF MONEY FOR PAYMENT OF THE FOLLOWING BILLS, OR ANY OTHER SUCH BILLS WHICH HEREAFTER MAY BE PRESENTED:

- \$ 40.00 TO PAY BBI MEDICAL GROUP FOR MEDICAL BILL OF ROBERT I. CHAFFEE (POLICE DEPARTMENT)
- \$340.63 TO PAY MARLBOROUGH HOSPITAL FOR MEDICAL BILLS OF DANIEL FITZGERALD (POLICE DEPT.)
- \$ 80.00 TO PAY NEUROLOGICAL ASSOCIATES OF NATICK, P.C., FOR MEDICAL BILLS OF VINCENT PATRUNO (POLICE DEPT.)
- \$ 33.00 TO PAY FRAMINGHAM UNION HOSPITAL FOR MEDICAL BILLS OF THOMAS S. MILLER (POLICE DEPT.);
- \$112.44 TO PAY THE SUDBURY TOWN CRIER (PERSONNEL BOARD);

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Town Accountant.

(Four-fifths vote required.)

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: The unpaid bills constitute obligations of the Town which appear to be reasonable and should be honored on that basis. Recommend approval.

BOARD OF SELECTMEN POSITION: The Board supports this article.

ARTICLE 8. STREET ACCEPTANCE
 PORTION OF WINTER STREET

TO SEE IF THE TOWN WILL VOTE TO ACCEPT THE LAYOUT OF

WINTER STREET - FROM SUMMER STREET TO SPRING STREET, A DISTANCE OF
420 FEET MORE OR LESS,

AS LAID OUT BY THE BOARD OF SELECTMEN IN ACCORDANCE WITH THE DESCRIPTION AND PLAN ON FILE IN THE TOWN CLERK'S OFFICE; TO AUTHORIZE THE ACQUISITION, BY PURCHASE, BY GIFT OR BY TAKING BY EMINENT DOMAIN, IN FEE SIMPLE, OF THE PROPERTY SHOWN ON SAID PLANS; AND TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, \$16,160, OR ANY OTHER SUM, THEREFOR AND FOR ALL EXPENSES IN CONNECTION THEREWITH AND THE REPAIR, CONSTRUCTION, OR RECONSTRUCTION THEREOF; OR ACT ON ANYTHING RELATIVE THERETO.

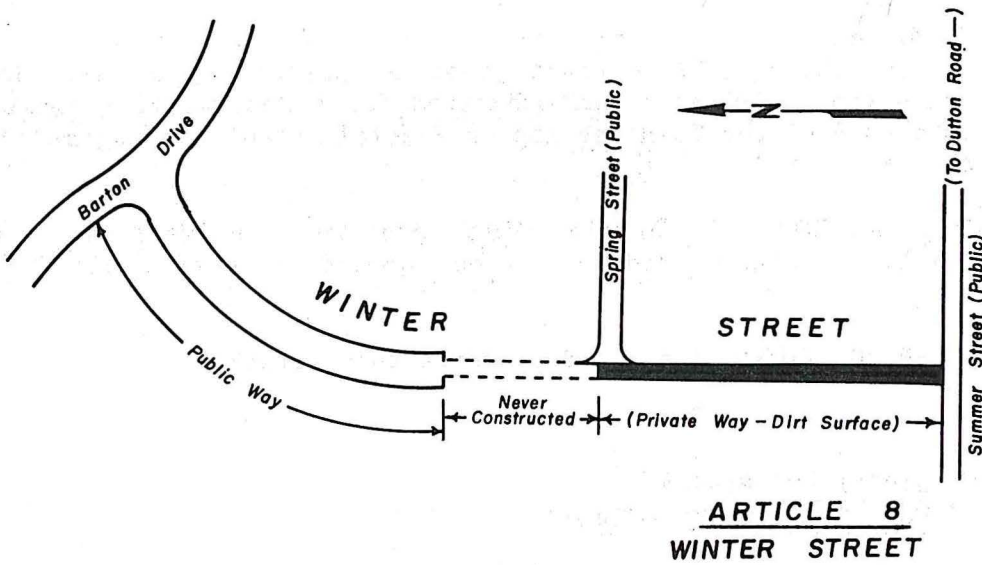
Submitted by the Board of Selectmen.

(Two-thirds vote required.)

BOARD OF SELECTMEN REPORT: This article was submitted for consideration to the 1984 Town Meeting by the Board of Selectmen upon petition from five residents of the portion of Winter Street between Summer Street and Spring Street. Due to funding technicalities it was indefinitely postponed at that time; it is again submitted in fairness to the petitioners. This portion of Winter Street has a ten to twelve-foot traveled surface of dirt and gravel with no provisions for drainage. Funds requested are for construction to Town standards (\$16,110) and recording fees (\$50).

BOARD OF SELECTMEN POSITION: Report will be made at Town Meeting - position held pending evaluation of input from the Selectmen's public hearing which will take place after printing of Warrant.

FINANCE COMMITTEE REPORT: The Finance Committee is in sympathy with the residents of Winter Street. However, the road is not in compliance with Town Standards and cannot be accepted absent an appropriation to bring it up to Town Standards. Given the scarcity of funds for items deemed to be of much greater priority: Recommend disapproval.



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 FOURTH YEAR PAYMENT OF THE LEASE PURCHASE AGREEMENT, APPROVED UNDER ARTICLE 11 OF THE 1982 ANNUAL TOWN MEETING, FOR THE 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 entering into a lease purchase agreement for a new ambulance, using monies from the ambulance reserve for appropriation account. The ambulance was purchased and is in service. The first three payments have been made and this article authorizes the fourth and final payment to be made from this account. Therefore, it is not an appropriation to be dealt with in the tax levy.

FINANCE COMMITTEE REPORT: This money is due under a lease and comes from the ambulance reserve. It does not require additional taxes or other funding.
Recommend approval.

BOARD OF SELECTMEN POSITION: The Board supports this article.

ARTICLE 10. ACCEPT SEC. 26E OF CH. 148
RESIDENTIAL SMOKE DETECTORS

TO SEE IF THE TOWN WILL VOTE TO ACCEPT SECTION 26E, AS AMENDED, OF CHAPTER 148 OF THE GENERAL LAWS, WHICH READS AS FOLLOWS:

SECTION 26E. IN ANY CITY OR TOWN WHICH ACCEPTS THIS SECTION, BUILDINGS OR STRUCTURES OCCUPIED IN WHOLE OR IN PART FOR RESIDENTIAL PURPOSES, AND NOT REGULATED BY SECTIONS TWENTY-SIX A, TWENTY-SIX B, OR TWENTY-SIX C SHALL, WITHIN ONE YEAR OF THE DATE OF SUCH ACCEPTANCE, BE EQUIPPED WITH AN APPROVED MONITORED BATTERY POWER SMOKE DETECTOR OR AN APPROVED PRIMARY POWER SMOKE DETECTOR. FOR BUILDINGS OR STRUCTURES OCCUPIED IN WHOLE OR IN PART FOR RESIDENTIAL PURPOSES AND CONTAINING A MAXIMUM OF TWO DWELLING UNITS, EITHER AN APPROVED MONITORED BATTERY POWER SMOKE DETECTOR OR AN APPROVED PRIMARY POWER SMOKE DETECTOR SHALL BE INSTALLED ON EACH LEVEL OF HABITATION AND ON THE BASEMENT LEVEL; PROVIDED, HOWEVER, THAT THE HEAD OF THE FIRE DEPARTMENT SHALL ALLOW THE INSTALLATION OF APPROVED MONITORED BATTERY POWER SMOKE DETECTORS. SUCH APPROVED MONITORED BATTERY POWER SMOKE DETECTOR OR APPROVED PRIMARY POWER SMOKE DETECTOR SHALL BE INSTALLED IN THE FOLLOWING MANNER: AN APPROVED MONITORED BATTERY POWER SMOKE DETECTOR OR AN APPROVED PRIMARY POWER SMOKE DETECTOR SHALL BE INSTALLED ON THE CEILING OF EACH STAIRWAY LEADING TO THE FLOOR ABOVE, NEAR THE BASE OF, BUT NOT WITHIN EACH STAIRWAY AND AN APPROVED MONITORED BATTERY POWER SMOKE DETECTOR OR AN APPROVED PRIMARY POWER SMOKE DETECTOR SHALL BE INSTALLED OUTSIDE OF EACH SEPARATE SLEEPING AREA. FOR BUILDINGS OR STRUCTURES OCCUPIED IN WHOLE OR IN PART FOR RESIDENTIAL PURPOSES AND CONTAINING NOT LESS THAN THREE NOR MORE THAN FIVE DWELLING UNITS, EITHER AN APPROVED MONITORED BATTERY POWER SMOKE DETECTOR OR AN APPROVED PRIMARY POWER SMOKE DETECTOR SHALL BE INSTALLED IN EACH DWELLING UNIT OUTSIDE EACH SEPARATE SLEEPING AREA; PROVIDED, HOWEVER, THAT THE HEAD OF THE FIRE DEPARTMENT SHALL ALLOW THE INSTALLATION OF APPROVED MONITORED BATTERY POWER SMOKE DETECTORS; AND PROVIDED FURTHER, THAT IN ALL COMMON HALLWAYS OF SAID RESIDENTIAL BUILDINGS OR STRUCTURES A SERIES OF INTERCONNECTED APPROVED PRIMARY POWER SMOKE DETECTORS SHALL BE INSTALLED. THE HEAD OF THE FIRE DEPARTMENT SHALL ENFORCE THE PROVISIONS OF THIS SECTION. THE PROVISIONS OF SECTION THIRTY SHALL NOT APPLY TO THIS SECTION.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Fire Chief.

FIRE CHIEF REPORT: Acceptance of Chapter 148, Section 26E, will require that all buildings or structures occupied in whole or in part for residential purposes shall have approved smoke detectors installed. Smoke detectors have been shown to be an effective means of notifying building occupants of a fire in the early stages of the fire allowing the occupants valuable time to escape. Additionally, fires that are discovered in their earliest stages are much more easily controlled placing less of a burden on the municipal fire service.

Residential properties constructed since 1975 already comply with this statute and all residential properties prior to resale must by statute (Chapter 148, Section 26F) comply, therefore the cost to citizens for implementation is negligible.

FINANCE COMMITTEE REPORT: The Finance Committee was advised at the hearing on this article that under the present law all new construction in Sudbury must have smoke detectors and that at any time a house is sold, law requires that smoke detectors be installed and inspected prior to the sale taking place. Acceptance of this statute, which has been accepted by many other towns, would assure that smoke detectors are put into all residential buildings in Sudbury. There would appear to be a uniformity of opinion among experts in the field that these devices are responsible for saving lives. Given the relatively small cost of modern devices of this nature, compared with the safety benefit that results from their installation, it is the view of the Finance Committee that this article is in the best interest of the Town as a whole. Recommend approval.

BOARD OF SELECTMEN POSITION: The Board supports this article.

ARTICLE 11. BOARD OF HEALTH FEES

TO SEE IF THE TOWN WILL VOTE TO SET THE BOARD OF HEALTH FEES FOR PERMITS/LICENSES AS FOLLOWS:

MILK & CREAM LICENSE (CH. 94, SEC. 41)	\$10 PER YEAR
CAMP/MOTEL PERMIT (CH. 140, SEC. 32B)	\$50 PER YEAR
STABLE PERMIT (CH. 111, SEC. 155)	\$10 PER 2 YEARS

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Health.

BOARD OF HEALTH REPORT: With the constraints of Proposition 2½, the Board of Health has endeavored to establish a fee schedule that better reflects the cost of the services rendered. The fees for services offered by the Board of Health that are used by a vast majority of the residents have been kept at a minimum. Although our entire fee schedule has been revised, the only increases that need Town Meeting approval are the aforementioned permits.

FINANCE COMMITTEE REPORT: The purpose of this article is to raise certain Board of Health fees which can only be raised by vote of Town Meeting. The hearing before the Finance Committee revealed that the present fees charged for the services involved do not actually cover the cost of issuing the necessary permits. Recommend approval.

BOARD OF SELECTMEN POSITION: The Board supports this article.

ARTICLE 12. ACCEPT LEGISLATION
LIENS: SEPTAGE BILLINGS

TO SEE IF THE TOWN WILL VOTE TO ACCEPT THAT SECTION OF THE MASSACHUSETTS GENERAL LAWS MAKING UNPAID CHARGES FOR THE USE OF FACILITIES FOR THE RECEIPT AND DISPOSAL OF PRIVY, CESSPOOL AND SEPTIC TANK CONTENTS A LIEN UPON THE REAL ESTATE FROM WHICH SUCH CONTENTS HAVE BEEN COLLECTED, OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen/Operational Review Committee.

SELECTMEN/ORC REPORT: At the 1984 Annual Town Meetings in both Wayland and Sudbury, an article was adopted requesting the Selectmen to file a bill with the legislature to clarify state law allowing septage facility user fees, if unpaid, to become liens on the property from which the septage was pumped. The law as submitted to the legislature requires each town to accept its provisions. This article is being submitted in anticipation that the legislature will have acted by the 1985 Annual Town Meeting and that it will be appropriate to vote on acceptance at that time.

FINANCE COMMITTEE REPORT: The General Court, at the request of the Town, has before it a special act which would authorize placement of liens on real estate for unpaid septage billings. If this act is approved by the legislature prior to Town Meeting, recommend approval of Article 12 to accept said legislation.

BOARD OF SELECTMEN POSITION: The Board supports this article.

ARTICLE 13. TELEPHONE SYSTEM

TO SEE WHAT SUM THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, TO PAY FOR A NEW TOWN AND SUDBURY SCHOOLS CENTRAL TELEPHONE SYSTEM INCLUDING, BUT NOT LIMITED TO, LINES/EQUIPMENT AND INSTALLATION, OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

BOARD OF SELECTMEN REPORT: The Board of Selectmen and Sudbury School Committee have held off addressing their overall telephone needs, waiting for the fallout from the divestiture split and the installation of the new electronic switching system for the Sudbury telephone exchange. As every telephone user has learned, decisions on telephone service and equipment must now be made on how to operate in the future.

At the end of 1984 the Town and Sudbury Schools agreed to engage a communications consultant, with each paying 50% of the total cost (\$9,000), to perform the following tasks: billing review and audit, needs assessment and specifications, network review, equipment study, preparation of specifications for requesting proposals, and evaluation of vendor proposals. It is our hope and expectation that in early spring, prior to Town Meeting, the above tasks will be accomplished and we will be able to report and recommend to you the most efficient way in which to proceed. The Board supports this article.

FINANCE COMMITTEE REPORT: An improved telephone system for Town and school offices was deemed by the Finance Committee to be essential. In addition to improved communications, a new system will permit greater control of unauthorized use of telephones which will result in savings to the Town. Recommend approval.

ARTICLE 14. AQUIFER STUDY

Withdrawn by Board of Selectmen, as study was authorized to be undertaken by Water District (Article 6, Water District Annual Meeting).

ARTICLE 15. INTERSECTION IMPROVEMENTS

TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, \$15,000, OR ANY OTHER SUM, TO BE EXPENDED UNDER THE DIRECTION OF THE HIGHWAY SURVEYOR, TO IMPROVE AND UPGRADE THE FOLLOWING INTERSECTIONS:

1. CONCORD ROAD/PANTRY ROAD
2. HORSE POND ROAD/PEAKHAM ROAD/PRATT'S MILL ROAD
3. HORSE POND ROAD/BOSTON POST ROAD
4. PRATT'S MILL ROAD/WILLOW ROAD
5. FAIRBANK ROAD/HUDSON ROAD

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

BOARD OF SELECTMEN REPORT: The Board of Selectmen, working with the Highway Surveyor, Town Engineer and Police Safety Officer, propose this article as the first in an annual program to improve the safety and traffic flow of several intersections in Sudbury. Depending on the requirements of each intersection, improvements may include posting of signs, installation of lighting, pavement markings, brush and tree removal and construction of islands. No land-taking is anticipated for these improvements. The Board supports this article.

FINANCE COMMITTEE REPORT: The Finance Committee did not deem this to be a matter of high priority for the upcoming fiscal year. In addition, the Highway Department already has an ongoing program to address some of the concerns dealt with in this article. Recommend disapproval.

ARTICLE 16. HASKELL RECREATION AREA

TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, \$50,000, OR ANY OTHER SUM, TO BE EXPENDED UNDER THE DIRECTION OF THE PARK AND RECREATION COMMISSION, FOR THE CONTINUED DEVELOPMENT AND IMPROVEMENT OF THE HASKELL RECREATION AREA, OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Park and Recreation Commission.

PARK AND RECREATION COMMISSION REPORT: The article presented by the Commission is for completion of the improvement project initiated and funded in 1984. (Article 30, submitted and approved in 1984, was intended to improve existing facilities - primarily the parking lots - and to provide additional facilities to meet the growing needs and interests within the town.) While the funding which was appropriated in 1984 supported much of the planned improvement and development, total costs (based on detailed engineering plans) require an increased level of funding. These higher costs stem primarily from engineering requirements for excavation, drainage and foundation work over a larger parking area, and for installation of the field shelter and bathroom facilities.

Cost breakdowns for the balance of required funding:

Top layer for lots, concrete pavement	\$15,600
Drainage grates and landscaping	3,400
Concrete base, field shelter	3,000
Plumbing and electric	8,000
Shelter main frame (pre-cut) purch. and install.	15,000
Contingency for expenses	<u>5,000</u>
Total	\$50,000

FINANCE COMMITTEE REPORT: The Park and Recreation Commission in the original budget submitted to the Finance Committee included in Line Item 700-31 the sum of \$40,000 for the resurfacing of the tennis courts at Featherland Park. After the Finance Committee made known its view that this year's budget constraints did not permit undertaking both the resurfacing of the tennis courts and the Haskell Recreation Area improvements called for in this article, the Park and Recreation Commission requested that the Finance Committee delete the \$40,000 for tennis court resurfacing from its budget and support an appropriation under Article 16 to the greatest extent possible. The Finance Committee concurred with and has acceded to that request to the extent of the \$40,000 being deleted from the budget. Assuming the motion at Town Meeting under this article calls only for a \$40,000 appropriation: Recommend approval. In the event the motion is for a sum in excess of \$40,000 or in the event that prior action under Article 6 has reinstated the \$40,000 in the Park and Recreation budget for tennis court resurfacing: Recommend disapproval.

BOARD OF SELECTMEN POSITION: The Board opposes this article and will report further at Town Meeting.

ARTICLE 17. AMEND BYLAWS, ART. V(A)
 REMOVAL OF EARTH

TO SEE IF THE TOWN WILL VOTE TO AMEND THE SUDBURY BYLAWS, ARTICLE V(A), "REMOVAL OF EARTH", BY DELETING SECTIONS 1 THROUGH 4 AND INSERTING THE FOLLOWING FIVE SECTIONS IN THEIR PLACE, AND RENUMBERING CURRENT SECTIONS 5 THROUGH 10 TO 6 THROUGH 11:

"ARTICLE V(A)
REMOVAL OF EARTH

SECTION 1. THE EARTH REMOVAL BOARD IS HEREBY ESTABLISHED AND SHALL CONSIST OF FIVE REGISTERED VOTERS OF THE TOWN, TO BE ANNUALLY APPOINTED BY THE SELECTMEN FOR A TERM OF ONE YEAR. APPOINTMENTS TO THE EARTH REMOVAL BOARD MAY BE MADE CONTINGENT ON THE MEMBER HOLDING ANOTHER OFFICE OR MEMBERSHIP ON ANOTHER BOARD OR COMMITTEE, IN WHICH CASE REMOVAL OR RESIGNATION FROM SUCH OTHER OFFICE, BOARD OR COMMITTEE SHALL BE DEEMED REMOVAL OR RESIGNATION FROM THE EARTH REMOVAL BOARD. VACANCIES SHALL BE FILLED BY APPOINTMENT FOR THE REMAINING PORTION OF THE TERM. THE EARTH REMOVAL BOARD CAN PROCEED OR ACT ONLY WHEN A QUORUM OF FOUR OR MORE MEMBERS ARE PRESENT. A MAJORITY VOTE IN FAVOR OF THE ISSUANCE OF A REMOVAL PERMIT SHALL BE REQUIRED FOR THE ISSUANCE OF A REMOVAL PERMIT.

SECTION 2. NO PERSON, FIRM OR CORPORATION SHALL REMOVE ANY SOIL, LOAM, SAND, GRAVEL, STONE, OR OTHER EARTH MATERIAL FROM ANY LAND IN THE TOWN NOT IN PUBLIC USE WITHOUT FIRST OBTAINING A PERMIT, HEREINAFTER CALLED A REMOVAL PERMIT, THEREFOR FROM THE EARTH REMOVAL BOARD, AS PROVIDED IN THE FOLLOWING SECTIONS.

SECTION 3. WITHOUT RESTRICTING THE GENERALITY OF THE PREVIOUS SENTENCE, A REMOVAL PERMIT SHALL BE REQUIRED UNDER THIS BYLAW FOR THE REMOVAL OF SOIL, LOAM, SAND, GRAVEL, STONE, OR OTHER EARTH MATERIAL IN THE COURSE OF EXCAVATION INCIDENTAL TO THE CONSTRUCTION OF A BUSINESS, INDUSTRIAL, RESEARCH OR COMMERCIAL BUILDING OR FACILITY OF ANY KIND FOR WHICH A BUILDING PERMIT IS REQUIRED. THIS REQUIREMENT FOR A REMOVAL PERMIT EXTENDS ALSO TO ANY MATERIAL REMOVED FOR THE INSTALLATION OF WALKS, DRIVEWAYS, PARKING LOTS, AND SIMILAR APPURTENANCES TO SAID COMMERCIAL BUILDING OR FACILITY.

SECTION 4. A REMOVAL PERMIT SHALL NOT BE REQUIRED UNDER THIS BYLAW FOR THE REMOVAL OF SOIL, LOAM, SAND, GRAVEL, STONE, OR OTHER EARTH MATERIAL IN THE COURSE OF EXCAVATION INCIDENTAL TO THE CONSTRUCTION OF A SINGLE FAMILY RESIDENTIAL BUILDING FOR WHICH A BUILDING PERMIT IS REQUIRED AND TO THE INSTALLATION OF WALKS, DRIVEWAYS, AND SIMILAR APPURTENANCES TO SAID BUILDING, PROVIDED THAT THE QUANTITY OF MATERIAL REMOVED DOES NOT EXCEED THAT DISPLACED BY THE PORTION OF BUILDING, WALK, DRIVEWAY, OR SIMILAR APPURTENANCE BELOW FINISHED GRADE, OR IN THE COURSE OF CUSTOMARY USE OF LAND FOR A FARM, GARDEN, OR NURSERY. THIS EXEMPTION DOES NOT COVER REMOVAL OF EARTH FROM THE PREMISES INVOLVING TOPOGRAPHICAL CHANGES OR SOIL-STRIPPING OR LOAM-STRIPPING ACTIVITIES, NOR SHALL TENTATIVE OR FINAL APPROVAL OF A SUBDIVISION PLAN BE CONSTRUED AS AUTHORIZATION FOR THE REMOVAL OF EARTH MATERIAL FROM STREETS SHOWN ON THE SUBDIVISION PLAN.

SECTION 5. AN APPLICATION FOR AN EARTH REMOVAL PERMIT SHALL BE IN WRITING AND, AMONG OTHER THINGS AS REQUIRED BY THE EARTH REMOVAL BOARD, SHALL CONTAIN AN ACCURATE DESCRIPTION OF THE PORTION OF LAND FROM WHICH EARTH IS TO BE REMOVED, SHALL STATE FULLY THE PURPOSES FOR THE REMOVAL THEREOF, AND SHALL INCLUDE PLANS OF THE LAND INVOLVED IN SUCH FORM AS THE BOARD MAY REQUIRE. THE BOARD MAY CHARGE REASONABLE FEES FOR MAKING AN APPLICATION FOR EARTH REMOVAL. UPON RECEIPT OF AN APPLICATION FOR A REMOVAL PERMIT FOR REMOVAL OF EARTH FROM ANY LAND, THE BOARD SHALL APPOINT A TIME AND PLACE FOR A PUBLIC HEARING, NOTICE OF WHICH SHALL BE MAILED TO THE APPLICANT AND ABUTTERS AND PUBLISHED IN A NEWSPAPER HAVING A CIRCULATION IN THE TOWN AT LEAST SEVEN (7) DAYS BEFORE SUCH HEARING.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

BOARD OF SELECTMEN REPORT: The Earth Removal Bylaw has been redrafted to clarify its application by rearranging and restating former sections 1, 2 and 3 into the first four sections stated above. Additionally, notice to abutters and reduction of notice time from 21 days to 7 days have been incorporated. Former sections 5 through 10 remain unchanged but will be renumbered 6 through 11. The Earth Removal Board and the Board of Selectmen support this article.

FINANCE COMMITTEE REPORT: The major purpose of this bylaw is to speed up the hearing process for citizens desiring permits to engage in earth removal activities on their land. In addition, it will change the term of the members. This latter provision has been requested, we are advised, by the Earth Removal Board members themselves. Recommend approval.

TOWN COUNSEL OPINION: See opinion at the end of Annual Town Meeting Warrant.

ARTICLE 18. AMEND BYLAWS, ART. IX, III, C, 2
TECHNICAL CORRECTION

TO SEE IF THE TOWN WILL VOTE TO AMEND SECTION III, C, 2, "INDUSTRIAL DISTRICTS ID-", PARAGRAPH e, OF THE SUDBURY ZONING BYLAW, BY DELETING THE WORD "AND" IN TWO PLACES AND SUBSTITUTING THEREFOR THE WORD "OR", SO THAT THE PARAGRAPH SHALL READ:

"e. GARAGES FOR THE SALE OR REPAIR OF NEW OR USED MOTOR VEHICLES IF A PERMIT THEREFOR IS GRANTED BY THE BOARD OF APPEALS.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

(2/3 vote required)

BOARD OF SELECTMEN REPORT: This change is proposed to the language of the bylaw to clarify its application to all commercial motor vehicle garages. The Board supports this article.

FINANCE COMMITTEE REPORT: The purpose of this article is to bring the language of Section III, C, 2, paragraph e, of Article IX into conformity with what was the intent of the Town when it was originally added to the zoning bylaw. As the bylaw currently reads, it might be argued that a garage which engages in the sale or repair (but not both activities) of new or used vehicles (but not both types of vehicles) would not be permitted in an industrial district. Recommend approval.

TOWN COUNSEL OPINION: See opinion at the end of Annual Town Meeting Warrant.

ARTICLE 19. AMEND ZONING BYLAWS, ART. IX, V, A
SITE PLAN APPROVAL - DESIGN STANDARDS

TO SEE IF THE TOWN WILL VOTE TO AMEND THE ZONING BYLAW, ARTICLE IX, V, A, SITE PLAN APPROVAL, BY ADDING AT THE END THEREOF THE FOLLOWING PARAGRAPH:

"IN REVIEWING ARCHITECTURAL RENDERINGS UNDER THIS SECTION, APPROVAL SHALL BE BASED ON CONSIDERATION OF WHETHER THE ARCHITECTURE, SCALE, AND COLOR AND TYPE OF SURFACE MATERIAL OF THE PROPOSED STRUCTURE RELATE HARMONIOUSLY TO THE SURROUNDING LANDSCAPE, ARE APPROPRIATE TO EXISTING BUILDINGS IN THE VICINITY AND HAVE A FUNCTIONAL OR VISUAL RELATIONSHIP TO THOSE EXISTING BUILDINGS.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

(2/3 vote required)

BOARD OF SELECTMEN REPORT: The 1984 Town Meeting added to the Site Plan Approval bylaw a requirement that the Selectmen review exterior features as shown by architectural renderings. The article prepared above would give the Selectmen certain guidelines and standards to apply in its consideration of the architectural renderings. The Board supports this article.

FINANCE COMMITTEE REPORT: The purpose of this article is to add to the zoning bylaw specific standards which shall guide the appropriate Town officials in reviewing architectural renderings submitted with applications for site plan approvals. Recommend approval.

PLANNING BOARD REPORT: Report will be made at Town Meeting since public hearing had not taken place prior to Warrant printing.

TOWN COUNSEL OPINION: See opinion at the end of Annual Town Meeting Warrant.

ARTICLE 20. AMEND BYLAWS, ART. XI(A)
COUNCIL ON AGING

TO SEE IF THE TOWN WILL VOTE TO AMEND THE SUDBURY BYLAWS, ARTICLE XI(A), COUNCIL ON AGING, BY DELETING FROM SECTION 1 THE THIRD SENTENCE WHICH READS, "THE MAJORITY OF THE MEMBERS SHALL BE OVER SIXTY (60) YEARS OF AGE.", AND SUBSTITUTING THEREFOR THE FOLLOWING SENTENCE:

"NO LESS THAN TWO OF THE MEMBERS SHALL BE OVER SIXTY (60) YEARS OF AGE.";

SO THAT SECTION 1 SHALL READ AS FOLLOWS:

SECTION 1. THE BOARD OF SELECTMEN SHALL APPOINT A COUNCIL ON AGING TO CONSIST OF SEVEN (7) RESIDENTS OF THE TOWN. APPOINTMENTS SHALL BE FOR THREE (3) YEAR TERMS, EXCEPT FOR ORIGINAL APPOINTMENTS. NO LESS THAN TWO OF THE MEMBERS SHALL BE OVER SIXTY (60) YEARS OF AGE. THE ORIGINAL APPOINTMENTS SHALL BE AS FOLLOWS - THREE (3) MEMBERS SHALL BE APPOINTED FOR THREE (3) YEARS, TWO (2) FOR TWO (2) YEARS, AND TWO (2) FOR ONE (1) YEAR. THEREAFTER, ALL TERMS SHALL BE FOR THREE (3) YEARS. MEMBERS CAN BE REAPPOINTED FOR CONCURRENT TERMS.;

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Council on Aging.

COUNCIL ON AGING REPORT: Experience has dictated that it has been at times difficult to recruit senior citizens who have the time and the inclination to serve on the Council. This proposed amendment would eliminate that difficulty.

FINANCE COMMITTEE REPORT: The purpose of this article is to amend the bylaw to reduce the number of persons over sixty who must be appointed to the Council on Aging. Passage of this article has been requested by the Council itself because of the difficulty that has existed at times in recruiting senior citizens to serve on the Council. Past experience has shown this to be a very real problem. Recommend approval.

BOARD OF SELECTMEN POSITION: The Board supports this article.

TOWN COUNSEL OPINION: See opinion at the end of Annual Town Meeting Warrant.

ARTICLE 21. AMEND BYLAWS, ART. V
DOOR-TO-DOOR SALESMEN

TO SEE IF THE TOWN, ACTING UNDER THE PROVISIONS OF ARTICLE II OF THE AMENDMENTS TO THE CONSTITUTION OF THE COMMONWEALTH OF MASSACHUSETTS, COMMONLY CALLED THE HOME RULE AMENDMENT, AND UNDER THE POLICE POWERS GRANTED TO IT BY THE GENERAL LAWS OF THE COMMONWEALTH, WILL VOTE TO AMEND THE SUDBURY BYLAWS, ARTICLE V, PUBLIC SAFETY, BY ADDING A NEW SECTION 28 REGARDING COMMERCIAL AGENTS, SELLING AGENTS, SOLICITORS, AND CANVASSERS WHO DO BUSINESS DOOR-TO-DOOR IN THE TOWN, AS FOLLOWS:

"SECTION 28. DOOR-TO-DOOR SALESMEN

- (a) THE PRACTICE OF GOING IN AND UPON PRIVATE RESIDENCES OF THE TOWN BY COMMERCIAL AGENTS, SELLING AGENTS, SOLICITORS AND CANVASSERS, TRANSIENT VENDORS AND ITINERANT MERCHANTS FOR THE PURPOSE OF SOLICITING ORDERS FOR SERVICES OR FOR THE SALE OF GOODS, WARES, AND MERCHANDISE BY MEANS OF SAMPLES, LISTS, CATALOGUES, OR OTHERWISE, WITHOUT HAVING BEEN REQUESTED OR INVITED TO DO SO BY THE OWNER OR OCCUPANT OF SAID PRIVATE RESIDENCES, IS PROHIBITED AND HEREBY DECLARED A NUISANCE.
- (b) THE PROVISIONS OF THIS BYLAW SHALL NOT APPLY TO OFFICERS OR EMPLOYEES OF THE TOWN, COUNTY, STATE OR FEDERAL GOVERNMENTS; HAWKERS AND PEDDLERS REGISTERED BY THE STATE AND THE TOWN UNDER APPROPRIATE LAWS AND REGULATIONS; CANDIDATES FOR PUBLIC OFFICE OR POLITICAL PARTIES RECOGNIZED BY THE COMMONWEALTH; RELIGIOUS ORGANIZATIONS, BUT NOT FOR THE PURPOSE OF SELLING OR SOLICITING; AND NON-PROFIT, CHARITABLE ORGANIZATIONS UPON REGISTRATION BY THE PRESIDENT OR TREASURER WITH THE CHIEF OF POLICE. ALL SUCH REGISTRATIONS MUST BE RENEWED YEARLY.
- (c) VIOLATIONS OF THIS BYLAW SHALL BE PUNISHABLE BY A FINE OF NOT MORE THAN FIFTY DOLLARS FOR EACH OFFENSE.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Chief of Police.

POLICE CHIEF REPORT: This bylaw is needed to regulate the activities of magazine and door-to-door salesmen. Every year the Police Department receives numerous complaints of harassment and intimidation by these salespersons, and currently the Town's bylaws or state statutes restrict us from taking any police action.

FINANCE COMMITTEE REPORT: The purpose of this article is to curb the increased practice of groups coming into the Town especially during the summer months and soliciting citizens in their home for the sale of various articles. At the hearing on this article, the Finance Committee was advised that activities of this nature have resulted in numerous harassment complaints being filed with the Police Department. In addition, last summer one extremely unfortunate incident involving physical assault occurred. The Finance Committee was further advised that the text of this article was taken from the text of a similar article which has been passed in the Town of Concord and which has received the approval of the Attorney General. The article would not affect legitimate solicitations by licensed solicitors, non-profit, or charitable organizations, nor would it in any way affect the right of religious or political groups to go door-to-door to make their views known. Recommend approval.

BOARD OF SELECTMEN POSITION: The Board supports this article.

TOWN COUNSEL OPINION: See opinion at the end of Annual Town Meeting Warrant.

ARTICLE 22A. AMEND BYLAWS, ART. V(B) - SIGNS

TO SEE IF THE TOWN WILL VOTE TO AMEND THE TOWN OF SUDBURY BYLAWS BY ADDING A NEW ARTICLE V(B), ENTITLED "SIGNS", TO READ AS FOLLOWS:

"ARTICLE V(B)
SIGNS

SECTION 1. PURPOSES THE PROVISIONS OF ARTICLE V(B) ARE ADOPTED FOR THE REGULATION AND RESTRICTION OF BILLBOARDS, SIGNS AND OTHER ADVERTISING DEVICES WITHIN THE TOWN OF SUDBURY ON PUBLIC WAYS OR ON PRIVATE PROPERTY WITHIN PUBLIC VIEW OF A PUBLIC WAY, PUBLIC PARK, RESERVATION OR PUBLIC PROPERTY AND PROPERTY TO WHICH THE PUBLIC HAS ACCESS, IN ORDER TO PROTECT AND ENHANCE THE VISUAL ENVIRONMENT OF THE TOWN OF SUDBURY AND THE SAFETY, CONVENIENCE AND WELFARE OF ITS RESIDENTS.

SECTION 2. AUTHORITY AND INTERPRETATION THE PROVISIONS OF THIS ARTICLE ARE HEREBY ADOPTED PURSUANT TO ARTICLE 89, § 6 OF THE AMENDMENTS TO THE CONSTITUTION OF THE COMMONWEALTH (HOME RULE AMENDMENT) AND GENERAL LAWS, CHAPTER 43B, § 13 (HOME RULE PROCEDURES ACT).

SECTION 3. DEFINITIONS IN CONSTRUING ARTICLE V(B), THE FOLLOWING WORDS SHALL HAVE MEANINGS HEREIN GIVEN, UNLESS A CONTRARY INTENTION CLEARLY APPEARS:

SIGN: ANY PRIVATELY OWNED PERMANENT OR TEMPORARY STRUCTURE, BILLBOARD, DEVICE, LETTER, WORD, MEDAL, BANNER, PENNANT, INSIGNIA, TRADE FLAG, OR REPRESENTATION USED AS, OR WHICH IS IN THE NATURE OF, AN ADVERTISEMENT, ANNOUNCEMENT, OR DIRECTION WHICH IS ON A PUBLIC WAY, OR ON PRIVATE PROPERTY WITHIN PUBLIC VIEW OF A PUBLIC WAY, A PRIVATE WAY OPEN TO PUBLIC USE, PROPERTY TO WHICH THE PUBLIC HAS ACCESS, A PUBLIC PARK OR RESERVATION.

TEMPORARY SIGN: ANY SIGN INTENDED TO BE MAINTAINED FOR A CONTINUOUS PERIOD OF NOT MORE THAN THIRTY (30) DAYS.

AREA OF SIGN:

(a) THE AREA OF A SIGN SHALL BE CONSIDERED TO INCLUDE ALL LETTERING, WORDING, AND ACCOMPANYING DESIGNS AND SYMBOLS, TOGETHER WITH THE BACKGROUND ON WHICH THEY ARE DISPLAYED, ANY FRAME AROUND THE SIGN AND ANY "CUTOUTS" OR EXTENSIONS, BUT SHALL NOT INCLUDE ANY SUPPORTING STRUCTURE OR BRACING.

(b) THE AREA OF A SIGN CONSISTING OF INDIVIDUAL LETTERS OR SYMBOLS ATTACHED TO OR PAINTED ON A SURFACE, BUILDING, WALL OR WINDOW, SHALL BE CONSIDERED TO BE THAT OF THE SMALLEST RECTANGLE OR TRIANGLE WHICH ENCOMPASSES ALL OF THE LETTERS OR SYMBOLS.

(c) THE AREA OF A SIGN CONSISTING OF A THREE-DIMENSIONAL OBJECT SHALL BE CONSIDERED TO BE THE AREA OF THE LARGEST VERTICAL CROSS-SECTION OF THAT OBJECT.

(d) ONLY ONE SIDE SHALL BE COUNTED IN COMPUTING THE AREA OF A DOUBLE-FACED SIGN.

EXTERIOR LINE OF STREET: THE EDGE OF THE STREET RIGHT OF WAY (LAYOUT) NEAREST THE PROPERTY IN QUESTION.

ERECT: ANY CONSTRUCTING, RELETTERING, EXTENDING, ALTERING OR CHANGING OF A SIGN OTHER THAN REPAINTING, REPAIRING AND MAINTAINING.

LIGHTING OR ILLUMINATION, SELF: ILLUMINATION OF ANY TYPE COMING FROM WITHIN A SIGN, OR FROM LIGHTS OR TUBES WHICH COMPRISE ANY PART OF THE DESIGN OR LETTERING OF A SIGN, OR WHICH ORIGINATES BEHIND A SIGN SO AS TO CREATE AN EFFECT OF ORIGINATING WITHIN THE SIGN.

LIGHTING OR ILLUMINATION, DIRECT: ILLUMINATION OF A SIGN BY LIGHT SOURCES OUTSIDE THE SIGN AND SHINING AGAINST THE FACE OF THE SIGN.

SECTION 4. ADMINISTRATION AND ENFORCEMENT

A. APPLICATION

A SIGN PERMIT FROM THE SIGN REVIEW BOARD SHALL BE REQUIRED FOR THE ERECTION, CONSTRUCTION OR ALTERATION OF A SIGN. ALL APPLICATIONS FOR SIGNS REQUIRING A SIGN PERMIT SHALL BE FILED WITH THE BUILDING INSPECTOR AND SHALL INCLUDE AT LEAST: (1) THE LOCATION, BY STREET NUMBER, OF THE PROPOSED SIGN; (2) THE NAME AND ADDRESS OF THE SIGN OWNER AND THE OWNER OF THE PREMISES WHERE THE SIGN IS TO BE LOCATED, IF OTHER THAN THE SIGN OWNER; (3) A SCALE DRAWING SHOWING THE PROPOSED CONSTRUCTION, METHOD OF INSTALLATION OR SUPPORT, COLORS, DIMENSIONS, LOCATION OF PROPOSED SIGN ON SITE, LOCATION OF EXISTING SIGNS AND METHOD OF ILLUMINATION; (4) THE APPLICATION MUST BE SIGNED BY THE OWNER OF THE SIGN AND THE OWNER OF THE PREMISES WHERE THE SIGN IS TO BE LOCATED; AND (5) SUCH OTHER PERTINENT INFORMATION AS THE BUILDING INSPECTOR MAY REQUIRE TO ENSURE COMPLIANCE WITH THE BYLAW AND ANY OTHER APPLICABLE LAWS. THE BUILDING INSPECTOR SHALL HAVE THE AUTHORITY TO REJECT ANY SIGN PERMIT APPLICATION WHICH IS NOT COMPLETE WHEN SUBMITTED. THE BUILDING INSPECTOR SHALL REFER ALL APPLICATIONS TO THE SIGN REVIEW BOARD.

B. SIGN REVIEW BOARD

THERE IS HEREBY CREATED A SIGN REVIEW BOARD TO CONSIST OF FIVE RESIDENTS OF THE TOWN APPOINTED BY THE BOARD OF SELECTMEN FOR THREE-YEAR STAGGERED TERMS, WHICH SHALL REVIEW SIGN APPLICATIONS REFERRED BY THE BUILDING INSPECTOR.

THE SIGN REVIEW BOARD SHALL FIX A REASONABLE TIME FOR THE PUBLIC HEARING OF ANY APPLICATION REFERRED TO IT AND SHALL CAUSE THE NOTICE OF THE TIME AND PLACE OF SUCH PUBLIC HEARING THEREOF AND THE SUBJECT MATTER, SUFFICIENT FOR IDENTIFICATION, TO BE POSTED BY THE TOWN CLERK, TO BE MAILED OR DELIVERED TO THE BOARD OF SELECTMEN, THE PLANNING BOARD, THE BUILDING INSPECTOR AND THE APPLICANT AND ABUTTERS. THE SIGN REVIEW BOARD SHALL FORWARD ITS DECISION TO THE BUILDING INSPECTOR AND THE APPLICANT NO LESS THAN FORTY-FIVE (45) DAYS FROM THE RECEIPT OF THE REFERRAL FROM THE BUILDING INSPECTOR.

C. STANDARDS AND GUIDELINES

THE SIGN REVIEW BOARD SHALL APPLY THE FOLLOWING STANDARDS IN REVIEW OF APPLICATIONS:

- (a) THE SIGN WILL NOT CAUSE VISUAL CONFUSION, GLARE, OR OFFENSIVE LIGHTING IN THE NEIGHBORHOOD.

- (b) THE SIGN WILL NOT BE A DETRIMENT TO THE SURROUNDING AREA.
- (c) THE SIGN WILL NOT SIGNIFICANTLY ALTER THE CHARACTER OF THE SURROUNDING AREA.
- (d) THE SIGN WILL NOT INTERFERE WITH TRAFFIC SAFETY IN THE AREA.
- (e) THE SIGN WILL BE CONSISTENT WITH THE ARCHITECTURE OF THE BUILDING ON THE LOT UPON WHICH THE SIGN IS TO BE LOCATED AND OF THE SURROUNDING AREA.

IN ADDITION, THE SIGN REVIEW BOARD SHALL DETERMINE WHETHER OR NOT THE PROPOSED SIGN(S) REASONABLY COMPLY WITH THE FOLLOWING GUIDELINES:

(a) EFFICIENT COMMUNICATION

1. SIGN LETTER SIZE SHOULD BE RELATED TO THE READER'S DISTANCE AND SPEED.
2. SIGNS SHOULD NOT CONTAIN SELLING SLOGANS OR OTHER ADVERTISING WHICH IS NOT AN INTEGRAL PART OF THE NAME OR OTHER IDENTIFICATION OF THE ENTERPRISE.
3. NONVERBAL DEVICES OUGHT TO BE CONSIDERED SINCE THEY CAN PROVIDE RAPID AND EFFECTIVE COMMUNICATION.
4. SIGNS SHOULD BE SIMPLE, NEAT, AND AVOID DISTRACTING ELEMENTS, SO THAT CONTENTS CAN BE QUICKLY AND EASILY READ.

(b) ENVIRONMENTAL RELATIONSHIP

1. SIGN DESIGN SHOULD TAKE INTO CONSIDERATION THE SCALE OF THE STREET TO WHICH THE SIGN IS ORIENTED, AND THE SIZE, BRIGHTNESS, STYLE, HEIGHT, AND COLORS OF OTHER SIGNS IN THE VICINITY.
2. SIGN BRIGHTNESS SHOULD NOT BE EXCESSIVE IN RELATION TO BACKGROUND LIGHTING LEVELS, E.G., AVERAGING NOT IN EXCESS OF 100-FOOT LAMBERTS IN THE COMMERCIAL DISTRICTS OR SIMILARLY BRIGHT AREAS, AND NOT IN EXCESS OF 20-FOOT LAMBERTS IN UNLIGHTED OUTLYING AREAS.

(c) BUILDING RELATIONSHIP

1. SIGNS SHOULD BE SIZED AND LOCATED SO AS NOT TO INTERRUPT, OBSCURE, OR HIDE THE CONTINUITY OF COLUMNS, CORNICES, ROOF EAVES, SILL LINES, OR OTHER ELEMENTS OF BUILDING STRUCTURE, AND WHERE POSSIBLE, SHOULD REFLECT AND EMPHASIZE BUILDING STRUCTURAL FORM.
2. SIGN MATERIALS, COLORS, AND LETTERING SHOULD BE REFLECTIVE OF THE CHARACTER OF THE BUILDING TO WHICH THE SIGN RELATES JUST AS SIGN SIZE SHOULD BE RELATED TO BUILDING SIZE.
3. CLUTTER SHOULD BE AVOIDED BY NOT USING SUPPORT BRACKETS EXTENDING ABOVE THE SIGN OR GUY WIRES AND TURNBUCKLES.

D. TIME LIMITATIONS

THE SIGN REVIEW BOARD SHALL APPROVE OR DISAPPROVE ANY APPLICATION FOR A SIGN PERMIT WITH SIXTY (60) DAYS OF RECEIPT OF THE APPLICATION. IF THE SIGN REVIEW BOARD SHOULD FAIL TO APPROVE OR DISAPPROVE AN APPLICATION FOR A SIGN PERMIT WITHIN SUCH SIXTY (60) DAY PERIOD, THE APPLICATION SHALL BE DEEMED TO BE APPROVED.

E. FEES

THE SIGN REVIEW BOARD SHALL ESTABLISH FROM TIME TO TIME A SIGN PERMIT FEE WHICH IT SHALL REVIEW ON AN ANNUAL BASIS.

F. INSPECTION

THE BUILDING INSPECTOR AND SIGN REVIEW BOARD SHALL, AT REASONABLE TIMES AND UPON PRESENTATION OF APPROPRIATE CREDENTIALS, HAVE THE POWER TO ENTER UPON THE PREMISES ON WHICH ANY SIGN IS ERECTED OR MAINTAINED IN ORDER TO INSPECT SAID SIGN.

SECTION 5. GENERAL REGULATORY PROVISIONSA. SIGNS

SIGNS IN RESIDENCE DISTRICTS SHALL NOT EXCEED ONE SQUARE FOOT IN AREA.

SIGNS IN ALL DISTRICTS OTHER THAN RESIDENCE DISTRICTS SHALL MEET THE FOLLOWING REQUIREMENTS:

- THE AREA OF A SIGN, OTHER THAN A SIGN ATTACHED TO OR PART OF THE ARCHITECTURAL DESIGN OF A BUILDING, SHALL NOT EXCEED SIXTEEN SQUARE FEET. THE AREA OF A SIGN ATTACHED TO, OR PART OF THE ARCHITECTURAL DESIGN OF, A BUILDING SHALL NOT EXCEED TWENTY-FOUR SQUARE FEET.
- THE HEIGHT OF A SIGN, MEASURED FROM GRADE TO THE UPPERMOST PART OF THE SIGN, SHALL NOT EXCEED TWENTY FEET, EXCEPT THAT A SIGN ATTACHED TO, OR PART OF THE ARCHITECTURAL DESIGN OF, A BUILDING SHALL NOT BE HIGHER THAN THE TOP OF THE ROOF OR RIDGE LINE OF SUCH BUILDING.
- THE TOTAL AREA OF ALL SIGNS ATTACHED TO THE INSIDE OF A WINDOW MAY NOT COVER MORE THAN 15% OF THE WINDOW AREA.
- ALL SIGNS ATTACHED TO THE OUTSIDE OF A BUILDING SHALL BE CONSTRUCTED OF WEATHERPROOF MATERIALS. SIGNS OF PAPER, CARDBOARD, OR SIMILAR MATERIALS SHALL NOT BE USED.
- SECONDARY SIGNS: IF A BUSINESS HAS A DIRECT ENTRANCE INTO THE BUSINESS IN A WALL OTHER THAN THE FRONT WALL, THERE MAY BE A SECONDARY SIGN AFFIXED TO SUCH WALL PROVIDING HOWEVER, THAT NO BUSINESS SHALL HAVE MORE THAN TWO SECONDARY SIGNS. IN ANY EVENT THE SIGN AREA OF ANY SECONDARY SIGN SHALL NOT EXCEED SIX SQUARE FEET.
- DIRECTORY SIGNS: ONE EXTERIOR SIGN LISTING THE NAME AND LOCATION OF THE OCCUPANTS OF THE PREMISES MAY BE ERECTED ON THE EXTERIOR WALL OF A BUILDING AT EACH ENTRANCE OR OTHER APPROPRIATE LOCATIONS.
- DIRECTIONAL SIGNS: DIRECTIONAL SIGNS MAY BE ERECTED NEAR A STREET DRIVEWAY OR PARKING AREA IF NECESSARY FOR THE SAFETY AND DIRECTION OF VEHICULAR OR PEDESTRIAN TRAFFIC. THE SIGN AREA OF EACH DIRECTIONAL SIGN SHALL NOT EXCEED TWO SQUARE FEET AND NO DIRECTIONAL SIGN SHALL BE LOCATED MORE THAN SIX FEET ABOVE GROUND LEVEL IF MOUNTED ON A WALL OR BUILDING OR MORE THAN THREE AND ONE-HALF FEET ABOVE GROUND IF FREE STANDING. DIRECTIONAL SIGNS SHALL NOT ADVERTISE, IDENTIFY OR PROMOTE ANY PRODUCT, PERSON, PREMISES OR ACTIVITY BUT MAY IDENTIFY THE STREET NAME/NUMBER AND PROVIDE TRAFFIC DIRECTIONS.

THE ABOVE LIMITATIONS, IN THE DISTRICTS OTHER THAN RESIDENCE DISTRICTS, MAY BE VARIED BY THE SIGN REVIEW BOARD WHERE IT FINDS THAT SUCH VARIATION IS REQUIRED TO AVOID A SAFETY HAZARD OR TRAFFIC CONGESTION CAUSED BY UNCERTAINTY OR CONFUSION TO THE PUBLIC.

B. TEMPORARY SIGNS

PAPER AND OTHER TEMPORARY TYPE SIGNS WHICH DESCRIBE A SPECIAL SITUATION OR EVENT ARE PERMITTED WITHOUT A PERMIT UNDER SECTION 4, PROVIDED:

1. THE TEMPORARY SIGN ATTACHED TO THE INSIDE OF A WINDOW MAY NOT COVER MORE THAN 30% OF THE WINDOW AREA.
2. ALL TEMPORARY SIGNS ATTACHED TO THE OUTSIDE OF A BUILDING MAY NOT EXCEED 5% OF THE TWO DIMENSIONAL ELEVATION OF THE BUILDINGS.
3. A SINGLE FREE-STANDING TEMPORARY SIGN MAY BE MAINTAINED FOR NOT MORE THAN THIRTY (30) DAYS IN ANY TWELVE MONTH PERIOD. SUCH SIGN SHALL NOT EXCEED SIXTEEN SQUARE FEET (TOTAL OF ALL FACES).
4. SUCH SIGN SHALL COMPLY WITH THE FIVE STANDARDS LISTED IN SECTION 4.
5. THE OWNER OF SUCH SIGN SHALL NOTIFY THE BUILDING INSPECTOR IN WRITING WITHIN TWENTY-FOUR (24) HOURS OR ERECTING THE SIGN, INDICATING THE DATE OF PLACEMENT AND THE SIZE, MATERIAL, LOCATION AND WORDING OF THE SIGN.

C. SPECIAL SIGNS

1. REAL ESTATE SALE, RENTAL AND LEASE SIGNS ARE PERMITTED WITHOUT A PERMIT PROVIDED:
 - (a) THE SIZE OF SIGN SHALL NOT EXCEED SIX SQUARE FEET IN RESIDENCE DISTRICTS AND TWENTY SQUARE FEET IN ALL OTHER DISTRICTS.
 - (b) THE SIGN ADVERTISES ONLY THE PREMISES ON WHICH IT IS LOCATED.
 - (c) THE SIGN IS REMOVED PROMPTLY AFTER THE COMPLETION OF THE SALE, RENTAL OR LEASE, BUT IN NO EVENT LONGER THAN SIXTY DAYS.
2. CONSTRUCTION SIGNS ARE PERMITTED WITHOUT A PERMIT PROVIDED:
 - (a) THE SIZE OF SIGN SHALL NOT EXCEED SIX SQUARE FEET IN RESIDENCE DISTRICTS AND TWENTY SQUARE FEET IN ALL OTHER DISTRICTS.
 - (b) THE SIGN IS TO BE MAINTAINED ON PREMISES DURING ACTUAL CONSTRUCTION AND MUST BE REMOVED WITHIN TWO DAYS AFTER ISSUANCE OF CERTIFICATE OF OCCUPANCY OR COMPLETION OF CONSTRUCTION, BUT IN NO EVENT LONGER THAN SIXTY DAYS.
3. THE FOLLOWING SIGNS ARE PERMITTED WITHOUT A PERMIT SUBJECT TO THE STATED LIMITATIONS:
 - (a) RESIDENT IDENTIFICATION SIGN - FOR SINGLE FAMILY RESIDENTIAL USES IN ANY DISTRICT, ONE IDENTIFICATION SIGN UPON A LOT IDENTIFYING THE OCCUPANTS OF THE DWELLING. ALL SUCH SIGNS NOT TO EXCEED ONE SQUARE FOOT OF SIGN AREA AND IF LIGHTED, TO USE DIRECT WHITE LIGHT ONLY.
 - (b) GOVERNMENTAL SIGNS - SIGNS ERECTED AND MAINTAINED BY THE TOWN OF SUDBURY, THE SUDBURY WATER DISTRICT, THE COMMONWEALTH OF MASSACHUSETTS, OR THE FEDERAL GOVERNMENT ON ANY LAND, BUILDING OR STRUCTURE USED BY SUCH AGENCIES AND ANY OTHER SIGNS AT ANY LOCATION REQUIRED BY SUCH AGENCIES FOR PUBLIC HEALTH OR SAFETY PURPOSES.
 - (c) RELIGIOUS ORGANIZATION SIGNS - SIGNS ERECTED BY A CHURCH OR RELIGIOUS ORGANIZATION ON PROPERTY USED FOR SUCH PURPOSE WHICH IDENTIFIES THE CHURCH, ORGANIZATION OR ACTIVITY ON THE PROPERTY TO WHICH THE SIGN PERTAINS.

D. PARKING SIGNS

IN ALL DISTRICTS, OTHER THAN THE RESIDENCE DISTRICTS, SIGNS LIMITED SOLELY TO DIRECTING TRAFFIC WITHIN OR SETTING OUT RESTRICTIONS ON THE USE OF PARKING AREAS AND NOT EXCEEDING TWO SQUARE FEET IN AREA, ARE PERMITTED WITHOUT A PERMIT.

E. RELEVANCE OF SIGN

EXCEPT FOR SPECIAL AND PARKING SIGNS, NO SIGN SHALL BE PERMITTED WHICH DOES NOT RELATE TO THE IDENTITY OR BUSINESS OF THE OWNER OR LEGAL OCCUPANT OF THE PREMISES UPON WHICH IT IS LOCATED.

F. LOCATION OF SIGNS

NO SIGN WHICH IS NOT WITHIN, ATTACHED TO OR PART OF THE ARCHITECTURAL DESIGN OF A BUILDING SHALL BE NEARER TO THE EXTERIOR LINE OF THE STREET THAN 75% OF THE DISTANCE FROM SUCH LINE TO THE NEAREST BUILDING TO WHICH THE SIGN RELATES, UNLESS THE SIGN REVIEW BOARD FINDS THAT OWING TO SPECIAL CONDITIONS OF THE PREMISES OR THE USE OF THE PREMISES A LOCATION CLOSER TO SUCH LINE IS REQUIRED TO AVOID A SAFETY HAZARD OR TRAFFIC CONGESTION CAUSED BY UNCERTAINTY OR CONFUSION TO THE PUBLIC.

SECTION 6. ILLUMINATED SIGNS

A. SELF-ILLUMINATED SIGNS ARE PROHIBITED.

B. BEACONS, ROTATING OR FLASHING SIGNS ARE PROHIBITED.

C. A SIGN OTHERWISE PERMITTED BY THIS BYLAW MAY BE ILLUMINATED BY A FIXTURE DIRECTED AT THE SIGN, OR BY CONCEALED SILHOUETTE LIGHTING, UPON APPROVAL BY THE SIGN REVIEW BOARD.

D. NO SIGN SHALL BE ATTACHED TO A RADIO, TELEVISION OR WATER TOWER, UTILITY POLE, LIGHTING STRUCTURE OR SIMILAR TOWER, POLE OR STRUCTURE.

SECTION 7. NON-CONFORMING SIGNS ANY NON-CONFORMING SIGN LEGALLY ERECTED PRIOR TO THE ADOPTION OF THIS BYLAW MAY BE CONTINUED TO BE MAINTAINED BUT SHALL NOT BE ENLARGED, REWORDED, REDESIGNED OR ALTERED IN ANY WAY UNLESS IT IS BROUGHT INTO CONFORMITY WITH THE BYLAW.

THE EXEMPTION HEREIN GRANTED SHALL TERMINATE WITH RESPECT TO ANY SIGN WHICH:

1) SHALL HAVE BEEN ABANDONED; 2) ADVERTISES OR CALLS ATTENTION TO ANY PRODUCTS, BUSINESS OR ACTIVITIES WHICH ARE NO LONGER CARRIED ON OR SOLD, WHETHER GENERALLY OR AT THE PARTICULAR PREMISES; OR 3) SHALL NOT HAVE BEEN REPAIRED OR PROPERLY MAINTAINED WITHIN SIXTY (60) DAYS AFTER NOTICE TO THAT EFFECT HAS BEEN GIVEN BY THE BUILDING INSPECTOR.

SECTION 8. BILLBOARDS BILLBOARDS AND SIMILAR SIGNS ARE SPECIFICALLY PROHIBITED IN THE TOWN OF SUDBURY. THE ONLY SIGNS ALLOWED IN THE TOWN OF SUDBURY ARE SIGNS THAT ADVERTISE, CALL ATTENTION TO, OR INDICATE THE PERSON OCCUPYING THE PREMISES ON WHICH THE SIGN IS ERECTED OR MAINTAINED, OR THE BUSINESS TRANSACTED THEREON, OR ADVERTISES THE PROPERTY ITSELF OR ANY PART THEREOF AS FOR SALE OR RENT, AND WHICH CONTAINS NO OTHER MATTER.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

(Two-thirds vote required.)

BOARD OF SELECTMEN REPORT ON ARTICLES 22A and 22B:

Article 22A would place the Sign Bylaw (currently within the Zoning Bylaws) in the general Bylaws, as well as make certain changes to the Bylaw.

Article 22B would delete the Sign Bylaw from the Zoning Bylaws once the new Sign Bylaw under Article 22A is approved.

The Zoning Act provides that only certain named boards (which does not include a "Sign Review Board") may grant permits under zoning bylaws; Town Counsel has therefore advised us that in order to allow the Sign Review Board to assume the current function of the Board of Appeals concerning signs, the bylaw should be a general, rather than zoning, bylaw. Since the Sign Review Board has the experience and expertise in this area, and the zoning permit-granting boards are encumbered with other statutory duties, we propose that the sign bylaw be made a general bylaw in order to give the Sign Review Board substantive powers.

The actual changes to the bylaw are for technical, clarification and procedural reasons. Technical changes include those at section 1 ("Article V(B)") section 2 (authority not related to zoning) and section 7 (delete reference to zoning "Paragraph J").

Changes made for purposes of clarification include additional definitions at section 3, statement of signs allowed without a permit (section 5.B and section 5.C.3), maintenance of free-standing signs (section 5.B.3), sign setback requirement (section 5.F), a restatement of section 6 and allowance of certain business signs (section 5.A).

Procedural changes were made to define application requirements, the Sign Review Board's jurisdiction and hearing requirements (section 4), and to state the reasons for which the Board may vary the Bylaw requirements (section 5.A, last paragraph, and section 5.F).

The Board of Selectmen and Sign Review Board support Articles 22A and 22B.

FINANCE COMMITTEE REPORT: In addition to the making of certain technical corrections as well as better defining the jurisdiction of the Sign Review Board and the Building Inspector, the major purpose of the article is to overcome a prohibition under Massachusetts law against a zoning bylaw conferring authority upon a Sign Review Board in derogation of the authority of the Zoning Board of Appeals. In order to overcome this legal barrier, and to permit the Sign Review Board, which has expertise and experience in the relevant disciplines involved, to act as a permit granting agency, the bylaw creating the Sign Review Board is being removed from the Zoning Bylaw and reconstituted as a general bylaw which is not subject to the restriction in The Commonwealth's zoning statute. Town Counsel has delivered an opinion that this procedure is legal and that, if adopted by the Town, the bylaw would be valid. Recommend approval.

PLANNING BOARD REPORT ON ARTICLE 22A and 22B: Report will be made at Town Meeting since public hearing had not taken place prior to Warrant printing.

TOWN COUNSEL OPINION: See opinion at the end of Annual Town Meeting Warrant.

ARTICLE 22B. AMEND BYLAWS, ART. IX,V,J - SIGNS

TO SEE IF THE TOWN WILL VOTE TO AMEND THE TOWN OF SUDBURY ZONING BYLAWS, ARTICLE IX, BY DELETING IN ITS ENTIRETY SECTION V.J., ENTITLED "SIGNS"; OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen. (Two-thirds vote required)

BOARD OF SELECTMEN REPORT: See report under Article 22A.

FINANCE COMMITTEE REPORT: See report under Article 22A.

PLANNING BOARD REPORT: See report under Article 22A.

TOWN COUNSEL OPINION: See opinion at the end of Annual Town Meeting Warrant.

ARTICLE 23. SELL LAND OFF PRATT'S MILL ROAD (PETITION)

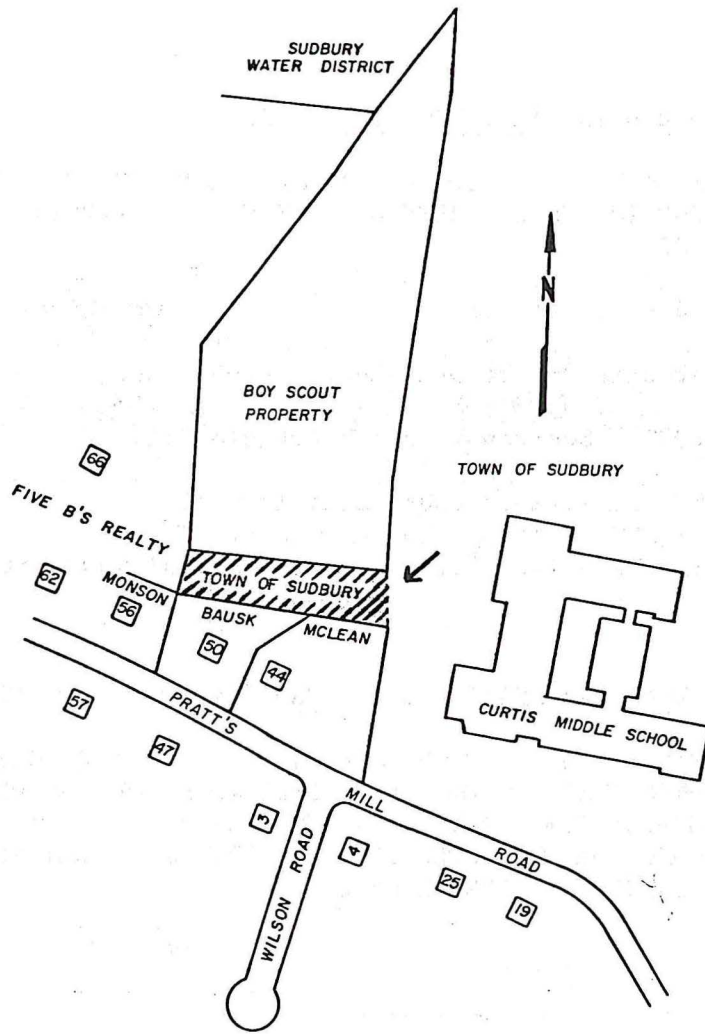
TO SEE IF THE TOWN WILL VOTE TO AUTHORIZE AND EMPOWER THE BOARD OF SELECTMEN TO SELL AND CONVEY, UPON SUCH TERMS AND CONDITIONS AS IT DEEMS NECESSARY OR DESIRABLE, LAND IN SUDBURY OFF PRATT'S MILL ROAD SHOWN AS TRACT 006 ON ASSESSOR'S MAP H06 AT PRIVATE SALE, AND TO DETERMINE THE MINIMUM AMOUNT TO BE PAID FOR SUCH PARCEL; OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by Petition. (Two-thirds vote required.)

PETITIONERS REPORT: The petitioners have filed this article for the benefit of Algonquin Council, Inc., Boy Scouts of America, who own the adjacent 5.6 acre parcel on the north side. Since the Council does not use the land, it is looking to convert it into cash to enhance their endowment fund. In its land-locked condition, the land has a greatly diminished value as opposed to one that is able to be developed. By combining their parcel with the Town's parcel, they will be able to negotiate with the abutters to the south for a piece of their land to give them access to Pratt's Mill Road. With these two purchases, the Council would be able to negotiate a sale of the entire parcel at market rate and substantially increase the funds in their endowment.

FINANCE COMMITTEE REPORT: The purpose of this article is to permit the Town to sell certain land which is adjacent to land owned by the Nobscot Council of the Boy Scouts. It is the desire of the Boy Scouts to sell this landlocked parcel and it will, if joined with the land now owned by the Town, be readily salable to a developer on the assumption that access to Pratt's Mill Road can be arranged. The land is of little value to the Town at present, being a landlocked parcel, and it was pointed out by advocates of the Article that, assuming a sale can be arranged between the Town and the Boy Scouts, the sale will serve the additional public purpose of facilitating the raising of money for the Boy Scouts. Recommend approval.

BOARD OF SELECTMEN POSITION: The Board will report at Town Meeting.



ARTICLE 23
SALE OF TOWN LAND

ARTICLE 24. AMEND BYLAWS, ART. IX,V,B,1
OFF-STREET PARKING

TO SEE IF THE TOWN WILL VOTE TO AMEND THE SUDBURY ZONING BYLAWS, SECTION IX,V,B, OFF-STREET PARKING, BY DELETING PARAGRAPH NUMBERED 1 THEREOF, AND SUBSTITUTING THEREFOR A NEW PARAGRAPH NUMBERED 1, TO READ:

"RETAIL STORES, SHOPS FOR CUSTOM WORK, CONSUMER SERVICE ESTABLISHMENTS, OFFICES, AND BANKS - AT LEAST ONE OFF-STREET PARKING SPACE FOR EACH 180 SQUARE FEET OF GROSS FLOOR AREA.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Planning Board.

(2/3 vote required)

Note: Printed below is the section of the Zoning Bylaw in question as it currently exists:

B. OFF-STREET PARKING

No business or industrial building shall hereafter be erected or externally enlarged, and no business or industrial use shall hereafter be established or expanded in ground area, unless there is provided on the lot of land associated therewith, within 300 feet of such building or use, off-street automobile parking space on the basis of the following minimum requirements:

1. Retail stores, shops for custom work, consumer service establishments, offices, and banks - at least one off-street parking space for each 180 square feet of ground floor area of the building plus one additional space for each 900 square feet of floor area in all stories above the first story.

PLANNING BOARD REPORT: Report will be made at Town Meeting since public hearing had not taken place prior to Warrant printing.

FINANCE COMMITTEE REPORT: The proposed article would assure adequate parking for patrons and employees of new commercial establishments. One parking space per 180 square feet of floor space is a recognized standard. Recommend approval.

BOARD OF SELECTMEN POSITION: Report will be made at Town Meeting - position held pending input from the Planning Board's public hearing which will take place after printing of the Warrant.

TOWN COUNSEL OPINION: See opinion at the end of Annual Town Meeting Warrant.

ARTICLE 25. AMEND BYLAWS, ART. IX, IV, A
 INTENSITY REGULATIONS - LOT PERIMETER

TO SEE IF THE TOWN WILL VOTE TO AMEND THE SUDBURY ZONING BYLAW, ARTICLE IX, IV, INTENSITY REGULATIONS, SECTION A, GENERAL REQUIREMENTS, BY ADDING AT THE END THEREOF THE FOLLOWING PARAGRAPH TO BE NUMBERED BY THE TOWN CLERK:

"LOT PERIMETER

IN ALL DISTRICTS ANY LOT CREATED AFTER THE ADOPTION OF THIS BYLAW SHALL HAVE NO MORE THAN ONE FOOT OF PERIMETER FOR EVERY 40 SQUARE FEET OF LOT AREA AND SHALL NOT BE LESS THAN 50 FEET IN WIDTH IN ANY LOCATION WITHIN THE LOT EXCEPT IN A PORTION OF THE LOT WHERE TWO LOT LINES MEET AT A POINT. ANY LOT CREATED BEFORE ADOPTION OF THIS BYLAW AND CONFORMING TO THEN APPLICABLE REQUIREMENTS SHALL BE CONSIDERED A CONFORMING LOT FOR PURPOSES OF THIS ZONING BYLAW.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Planning Board.

(Two-thirds vote required)

PLANNING BOARD REPORT: Report will be made at Town Meeting since public hearing had not taken place prior to Warrant printing.

FINANCE COMMITTEE REPORT: The proposed article would end the practice of creating so-called "rat-tail" lots which circumvent the spirit of our zoning bylaws. Recommend approval.

BOARD OF SELECTMEN POSITION: Report will be made at Town Meeting - position held pending input from the Planning Board's public hearing which will take place after printing of the Warrant.

TOWN COUNSEL OPINION: See opinion at the end of Annual Town Meeting Warrant.

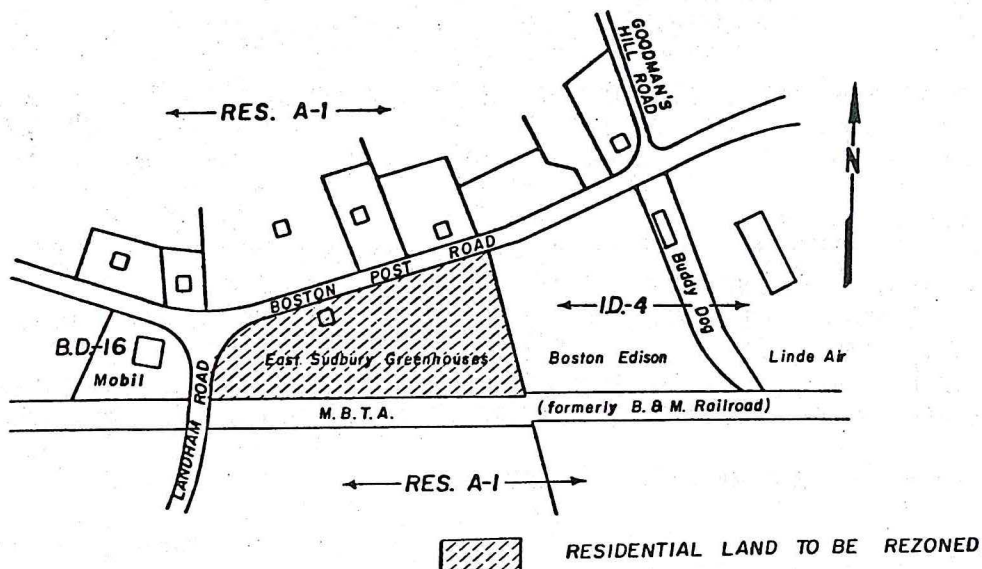
ARTICLE 26. AMEND BYLAWS, ART. IX,II,C
CREATE BD#17 (ROUTE 20/LANDHAM ROAD) (PETITION)

TO SEE IF THE TOWN WILL VOTE TO AMEND ART. IX OF THE SUDBURY BYLAWS (ZONING BYLAW), SECTION II,C, BY ADDING A BUSINESS DISTRICT NO. 17 CONSISTING OF A PORTION OF PARCEL NO. 012 ON ASSESSORS PLATE K10, MORE FULLY DESCRIBED AS FOLLOWS:

BEGINNING AT THE NORTHWESTERLY CORNER THEREOF AT THE INTERSECTION OF THE BOSTON POST ROAD AND LANDHAM ROAD; THENCE NORTHEASTERLY BY THE SOUTHERLY SIDE OF BOSTON POST ROAD 700 FEET MORE OR LESS TO LAND NOW OR FORMERLY OF BOSTON EDISON COMPANY; THENCE SOUTHEASTERLY BY SAID BOSTON EDISON COMPANY LAND 430 FEET MORE OR LESS TO LAND NOW OR FORMERLY OF THE BOSTON & MAINE RAILROAD; THENCE WESTERLY ALONG SAID BOSTON & MAINE RAILROAD LAND 880 FEET MORE OR LESS TO LANDHAM ROAD; THENCE NORTHERLY ALONG SAID LANDHAM ROAD 290 FEET MORE OR LESS TO THE POINT OF BEGINNING; OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by Petition.

(Two-thirds vote required.)



ARTICLE 26
BUSINESS DISTRICT NO.17

PETITIONERS REPORT: The purpose of this article is to rezone a portion of this so-called Mercury property - 7.2 acres (abutting Route 20) - from residential to business. The remaining acreage will stay residential. On this 7.2 acres a family wholesale greenhouse business has been operating since 1928 - 56 years. This property has been paying a commercial tax rate since the Town went to two tax rates.

FINANCE COMMITTEE REPORT: If adopted, this article would rezone a portion of the so-called Mercury property from residential to business. Approximately six acres are involved upon which a family wholesale greenhouse business has been operating since 1928. In addition, the property has been paying the commercial as opposed to residential tax rate. The Mercury family presents a case of equity for rezoning this parcel. On the other hand, the Committee believes that Business District zoning with its broader use provisions could result in less desirable uses, particularly drive-through restaurants. At the hearing before the Finance Committee, the petitioners indicated no objection to the zoning being restricted to limited business district. Therefore, the Finance Committee voted to recommend approval assuming the motion under the article was for zoning to a limited business district; otherwise, the Finance Committee recommends disapproval.

PLANNING BOARD REPORT: Report will be made at Town Meeting since public hearing had not taken place prior to Warrant printing.

BOARD OF SELECTMEN POSITION: Report will be made at Town Meeting - position held pending input from the Planning Board's public hearing which will take place after printing of Warrant.

TOWN COUNSEL OPINION: See opinion at the end of Annual Town Meeting Warrant.

ARTICLE 27. AMEND BYLAWS, ART. V
PUBLIC SAFETY - DRIVEWAY LOCATION

TO SEE IF THE TOWN WILL VOTE TO AMEND THE SUDBURY BYLAWS ARTICLE V, PUBLIC SAFETY, BY ADDING AT THE END THEREOF THE FOLLOWING NEW SECTION TO BE NUMBERED BY THE TOWN CLERK:

"DRIVEWAY LOCATION. NO DRIVEWAY OR OTHER ACCESS TO A PUBLIC STREET SHALL BE CONSTRUCTED OR ALTERED AT THE POINT OF INTERSECTION WITH SUCH STREET UNLESS A WRITTEN PERMIT IS FIRST OBTAINED FROM THE TOWN ENGINEER. NO BUILDING PERMIT SHALL BE ISSUED FOR THE CONSTRUCTION OF A NEW BUILDING OR STRUCTURE UNLESS SUCH ACCESS PERMIT HAS FIRST BEEN APPROVED.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by Planning Board.

PLANNING BOARD REPORT: Report will be made at Town Meeting since public hearing had not taken place prior to Warrant printing.

FINANCE COMMITTEE REPORT: As worded, and we are informed as intended, this bylaw, if adopted, would require a permit to reseal or repave any driveway in Town. It was the view of the Finance Committee that this additional burden on homeowners and additional increase in expenses to the Town for permit granting were unjustified. Recommend disapproval.

BOARD OF SELECTMEN REPORT: Report will be made at Town Meeting - position held pending input from the Planning Board's public hearing which will take place after printing of Warrant.

TOWN COUNSEL OPINION: See opinion at the end of Annual Town Meeting Warrant.

ARTICLE 28. AMEND BYLAWS, ART. IX, I
CERTAIN OPEN SPACE & EDUCATIONAL USES

TO SEE IF THE TOWN WILL VOTE TO AMEND ARTICLE IX, SECTION I, SUB-SECTION E OF THE TOWN OF SUDBURY ZONING BYLAW ENTITLED "CERTAIN OPEN SPACE AND EDUCATIONAL USES", BY DELETING THE FIRST SENTENCE OF THE FIRST PARAGRAPH AND SUBSTITUTING THEREFOR THE FOLLOWING:

"THE USE OF LAND AND BUILDINGS THEREON FOR A PLAYGROUND, PICNIC GROUND, FOR EDUCATIONAL PURPOSES OR RECREATION FIELD, OR FOR PRIVATE NURSERY SCHOOL/KINDERGARTEN OR SPECIALTY SCHOOL, SHALL BE ALLOWED IN ANY ZONE OF THE TOWN, PROVIDED THAT A PERMIT HAS FIRST BEEN ISSUED FOR SUCH USE BY THE BOARD OF APPEALS.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by Planning Board.

(Two-thirds vote required.)

PLANNING BOARD REPORT: Sub-section E requires that an approved site plan be filed with the Board of Appeals with an application for a special permit. Since the site plan has no effect unless the special permit is obtained, and since the special permit procedure is less costly to the applicant than the preparation of a site plan, it is felt that the Bylaw places a significant burden and expense upon an applicant. This amendment would allow an applicant to apply to the Board of Appeals prior to filing an application with the Board of Selectmen. The Board supports this article.

Note: printed below is the first sentence of the first paragraph of Article IX, Section I, Sub-section E, as it presently reads:

"The use of land and buildings thereon for a playground, picnic ground, for educational purposes or recreation field, or for private nursery school/kindergarten or specialty school, shall be allowed in any zone of the Town, provided that a site plan submitted in accordance with Article IX, Section V,A, has first been approved by the Board of Selectmen and then a permit has been issued for such use by the Board of Appeals."

FINANCE COMMITTEE REPORT: Recommend approval.

BOARD OF SELECTMEN REPORT: Report will be made at Town Meeting - position held pending input from the Planning Board's public hearing which will take place after printing of Warrant.

TOWN COUNSEL OPINION: See opinion at the end of Annual Town Meeting Warrant.

ARTICLE 29. AMEND BYLAWS, ART. IX, II, C
EXTEND LBD#6 - RAYMOND ROAD ACCESS

TO SEE IF THE TOWN WILL VOTE TO AMEND THE ZONING BYLAW, ARTICLE IX, II, C, BY EXTENDING THE SOUTHEASTERLY BOUNDARY OF LIMITED BUSINESS DISTRICT NO. 6 TO RAYMOND ROAD, AS SHOWN ON A PLAN DRAWN BY THE TOWN OF SUDBURY ENGINEERING DEPARTMENT, DATED FEBRUARY 28, 1985, ON FILE IN THE TOWN CLERK'S OFFICE, AND DESCRIBED AS FOLLOWS:

BEGINNING AT A POINT ON THE WESTERLY SIDELINE OF RAYMOND ROAD, SAID POINT BEING THE PROPERTY CORNER BETWEEN LAND OF THE SUDBURY WATER DISTRICT AND LAND N/F OF VANA; THENCE SOUTHWESTERLY ALONG RAYMOND ROAD 125 FEET TO A POINT; THENCE NORTHWESTERLY, CROSSING LAND OF THE SUDBURY WATER DISTRICT, 200 FEET, MORE OR LESS, TO A POINT ON THE SOUTHERLY PROPERTY LINE OF LAND N/F OF VANA, SAID POINT BEING 200 FEET DISTANT FROM RAYMOND ROAD WHEN MEASURED ALONG SAID PROPERTY LINE; THENCE EASTERLY ALONG SAID PROPERTY LINE 150 FEET TO A POINT, SAID POINT BEING THE SOUTHEASTERLY CORNER OF LIMITED BUSINESS DISTRICT NO. 6; THENCE NORTHEASTERLY ALONG THE SOUTHEASTERLY BOUNDARY OF LIMITED BUSINESS DISTRICT NO. 6, 100 FEET TO A POINT; THENCE SOUTHEASTERLY, CROSSING LAND N/F OF VANA, 62 FEET, MORE OR LESS, TO A POINT ON THE WESTERLY SIDELINE OF RAYMOND ROAD; THENCE SOUTHWESTERLY ALONG RAYMOND ROAD 75 FEET TO THE POINT OF BEGINNING;

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

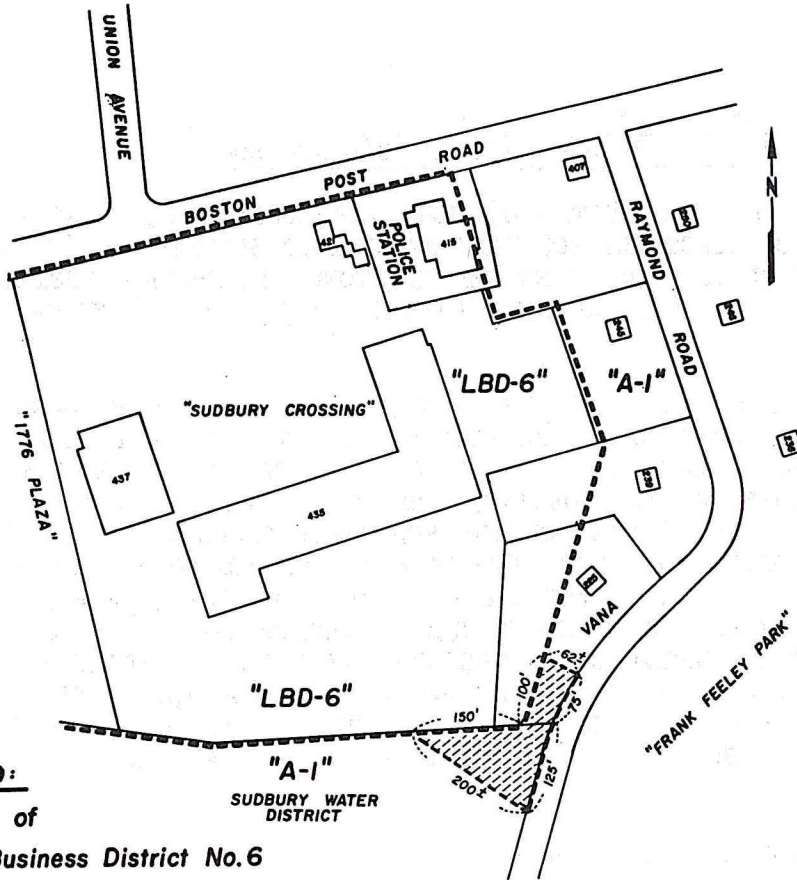
(Two-thirds vote required.)

BOARD OF SELECTMEN REPORT: This article and the one which follows address traffic issues discussed in the Town's Master Plan Update, received recently. The consultants made some recommendations for improving traffic flow and public safety, which the Town should have the opportunity to discuss. Two of those suggestions are presented here. The Selectmen will report at Town Meeting - position held pending input from the Planning Board's public hearing which will take place after printing of Warrant.

FINANCE COMMITTEE REPORT: The Finance Committee was advised that under various decisions of the Supreme Judicial and Appeals Courts, it is not possible to lay out an access way to a commercially-zoned area over a residentially-zoned area. As a result, the access desired can only be granted by rezoning the property involved from residential to commercial as requested by the article. The proposal to rezone an area for the purpose of constructing a Sudbury Crossing access road apparently arose from the Town's Master Plan Update. Although outside consultants may have considered it wise to proceed thusly, the Finance Committee was not convinced that all Town departments and boards involved - - notably, Planning, Police, and Engineering - - have adequately researched the consequences of such an access road. The Finance Committee believes that the proposal to rezone is premature, and should only be approved after careful study by a coordinated effort of all boards and departments involved working with area residents. Recommend disapproval.

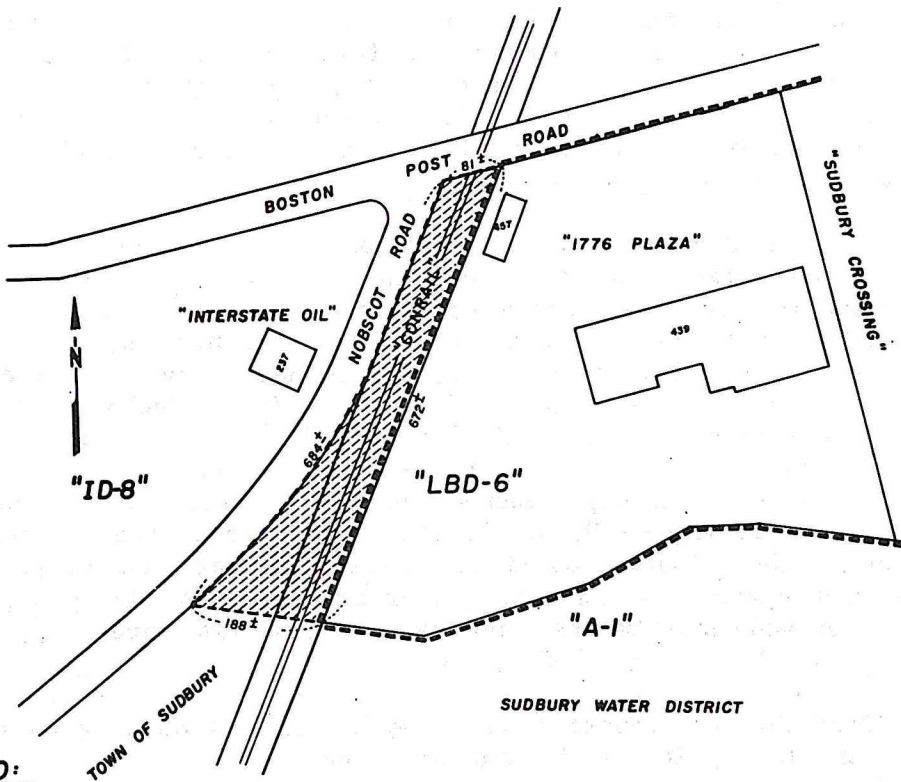
PLANNING BOARD REPORT: Report will be made at Town Meeting since public hearing had not taken place prior to Warrant printing.

TOWN COUNSEL OPINION: See opinion at the end of Annual Town Meeting Warrant.




Article 29:
Extension of
Limited Business District No.6

--- EXISTING ZONING DISTRICT BOUNDARY
 RESIDENTIAL LAND TO BE REZONED



Article 30:
Extension of
"A-1"
Limited Business District No.6

--- EXISTING ZONING DISTRICT BOUNDARY
 RESIDENTIAL LAND TO BE REZONED

ARTICLE 30. AMEND BYLAWS, ART. IX, II, C
EXTEND LBD#6 - NOBSCOT ROAD ACCESS

TO SEE IF THE TOWN WILL VOTE TO AMEND THE ZONING BYLAW, ARTICLE IX, II, C, BY EXTENDING THE WESTERLY BOUNDARY OF LIMITED BUSINESS DISTRICT NO. 6 TO NOBSCOT ROAD, AS SHOWN ON A PLAN DRAWN BY THE TOWN OF SUDBURY ENGINEERING DEPARTMENT, DATED FEBRUARY 28, 1985, ON FILE IN THE TOWN CLERK'S OFFICE, AND DESCRIBED AS FOLLOWS:

BEGINNING AT A POINT ON THE SOUTHERLY SIDELINE OF BOSTON POST ROAD AT THE EASTERLY BOUNDARY OF THE CONSOLIDATED RAIL CORPORATION; THENCE SOUTHWESTERLY ALONG THE EASTERLY BOUNDARY OF SAID CONSOLIDATED RAIL CORPORATION 672 FEET, MORE OR LESS, TO A POINT ON THE NORTHERLY PROPERTY LINE OF THE SUDBURY WATER DISTRICT; THENCE WESTERLY, CROSSING LAND OF THE CONSOLIDATED RAIL CORPORATION AND LAND OF THE TOWN OF SUDBURY 188 FEET, MORE OR LESS, TO A POINT ON THE EASTERLY SIDELINE OF NOBSCOT ROAD; THENCE NORTHEASTERLY ALONG NOBSCOT ROAD 684 FEET, MORE OR LESS, TO BOSTON POST ROAD; THENCE EASTERLY ALONG BOSTON POST ROAD 81 FEET, MORE OR LESS TO THE POINT OF BEGINNING.

Submitted by the Board of Selectmen.

(Two-thirds vote required.)

BOARD OF SELECTMEN REPORT: See report under previous article.

FINANCE COMMITTEE REPORT: See report under previous article. Recommend disapproval.

PLANNING BOARD REPORT: Report will be made at Town Meeting since public hearing had not taken place prior to Warrant printing.

TOWN COUNSEL REPORT: See opinion at the end of Annual Town Meeting Warrant.

ARTICLE 31. PEAKHAM ROAD WALKWAY (PETITION)

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 BOARD OF SELECTMEN AND/OR HIGHWAY SURVEYOR, FOR THE FINAL ENGINEERING AND CONSTRUCTION OF A WALKWAY ALONG PEAKHAM ROAD FROM HORSE POND ROAD TO THE RAILROAD CROSSING NEAR ROBERT BEST ROAD, OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by Petition.

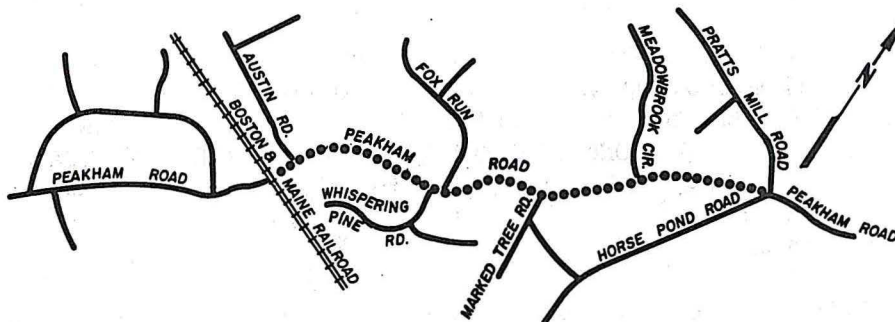
PETITIONERS' REPORT: The purpose of this article is to reinstate funding for construction of a Peakham Road walkway from the intersection of Horse Pond and Pratt's Mill running south on Peakham to the railroad tracks just beyond Austin Road. Approval for this walkway was originally voted by Town Meeting in 1974, with funds appropriated by the voters in 1976 for actual construction to begin. Initial engineering for this sorely needed walkway was completed nearly ten years ago. So a vote in support of this current article will enable the Town to complete the job, thus realizing a significant benefit from money and effort invested.

As the Petitioners who have drawn up this article, we do so in the interest of safety and as a commitment to the growing number of families living on or adjacent to Peakham Road. These people depend on this narrow, curving and undeniably dangerous road as their only link to the main centers in Sudbury as well as school bus stops and Curtis Middle School. Whether by foot, by bicycle, or by motor vehicle, anyone who uses this route becomes immediately aware of the risk for pedestrians and drivers alike who must try to stay within these narrow lanes along numerous curves. With the recent increase in traffic on this route, the danger is certainly greater today than it was ten years ago. Yet even then Town voters recognized that safe passage on Peakham Road could best be assured by constructing a walkway for our ever-increasing pedestrian use.

More than one particular walkway, this article also represents the beginning of an effort to reinstate a Town walkway program. It is meant to secure the Town's obligation to protect those of us who live here from the traffic pressures resulting from recent commercial development and rapid growth.

FINANCE COMMITTEE REPORT: The Finance Committee was most impressed with the excellent case the petitioners made for this walkway. We strongly recommend that the report of these petitioners receive careful study by the Planning Board, its Walkway Subcommittee, the Selectmen, the Highway Department and other interested departments and boards. However, in this day of Proposition 2½, priorities and budget constraints, we could not in good conscience recommend approval of this article this year. Recommend disapproval.

BOARD OF SELECTMEN POSITION: The Board of Selectmen does not support this article due to lack of funds.



ARTICLE 31
PEAKHAM ROAD WALKWAY

..... PROPOSED LOCATION

ARTICLE 32. RAYMOND ROAD WALKWAY

TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, \$104,000, OR ANY OTHER SUM, FOR THE PLANNING, ENGINEERING AND CONSTRUCTION OF A WALKWAY ALONG RAYMOND ROAD, FROM BOSTON POST ROAD (ROUTE 20) TO CIDER MILL ROAD, SUCH FUNDS TO BE EXPENDED IN THE FOLLOWING MANNER:

1. PLANNING AND ENGINEERING FUNDS AS NECESSARY TO BE EXPENDED UNDER THE DIRECTION OF THE TOWN ENGINEER; AND
2. CONSTRUCTION FUNDS AS NECESSARY TO BE EXPENDED UNDER THE DIRECTION OF THE HIGHWAY SURVEYOR;

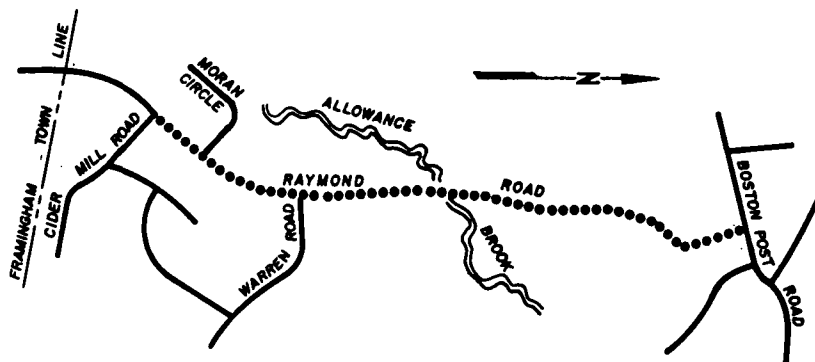
OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by Petition.

PETITIONERS REPORT: The intent of this article is to provide a walkway which would increase safety for the citizens of Sudbury who use Raymond Road. This includes pedestrians, bike riders, joggers, as well as drivers, regardless of their age. Raymond Road provides access to conservation land, the Town-owned fields at Feeley Park, and shops along Route 20. This new construction on Route 20 has increased traffic on Raymond Road significantly. We request a walkway which would allow safety for all while preserving the natural beauty of the surroundings.

FINANCE COMMITTEE REPORT: See report under previous article.

BOARD OF SELECTMEN REPORT: The Board of Selectmen does not support this article due to lack of funds.



ARTICLE 32
RAYMOND ROAD WALKWAY

..... PROPOSED LOCATION

ARTICLE 33. SUDBURY 350TH ANNIVERSARY CELEBRATION FUND

TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, \$500, OR ANY OTHER SUM, TO BE ADDED TO THE SUDBURY 350th ANNIVERSARY CELEBRATION FUND ESTABLISHED BY THE 1984 ANNUAL TOWN MEETING, TO BE USED TO PREPARE FOR A CELEBRATION IN 1989 MARKING 350 YEARS SINCE SUDBURY'S INCORPORATION IN 1639; OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen. (Two-thirds vote required.)

BOARD OF SELECTMEN REPORT: Last year we started a fund for Sudbury's 350th Anniversary Celebration. If we add a little each year, as proposed in this article, we will have seed money for this purpose in 1989.

FINANCE COMMITTEE REPORT: Recommend approval.

ARTICLE 34. STABILIZATION FUND

TO SEE IF THE TOWN WILL VOTE TO RAISE AND APPROPRIATE, OR APPROPRIATE FROM AVAILABLE FUNDS, \$170,000, OR ANY OTHER SUM, 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; SAID SUM TO BE RAISED BY TRANSFER FROM THE SALE OF TOWN BUILDINGS ACCOUNT; OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

BOARD OF SELECTMEN REPORT: By Town Meeting time we expect to have received the \$170,000 from sale of the Horse Pond Road School, and the Board believes this money should be used to supplement the existing Stabilization Fund, the purpose of which is to put aside surplus revenue now, to be re-appropriated in later years by a two-thirds Town Meeting vote for capital expenditures. The Board supports this article.

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

ARTICLE 35. AMEND BYLAWS, ART. IX,II,III & IV (PETITION)
REGS: OPEN SPACE DISTRICTS

TO SEE IF THE TOWN WILL VOTE TO AMEND THE SUDBURY ZONING BYLAW, AS FOLLOWS:

- A. ARTICLE IX, SECTION II, ESTABLISHMENT OF DISTRICTS, PART A, TYPES OF DISTRICTS, BY ADDING THE FOLLOWING:

"9. OPEN SPACE DISTRICTS.";

- B. ARTICLE IX, SECTION II, ESTABLISHMENT OF DISTRICTS, PART C, LOCATION OF ALL OTHER DISTRICTS, BY ADDING TO THE FIRST PARAGRAPH REFERENCES TO OPEN SPACE DISTRICTS, SO THAT SAID PARAGRAPH READS AS FOLLOWS:

"THE BUSINESS DISTRICTS, LIMITED BUSINESS DISTRICTS, INDUSTRIAL DISTRICTS, LIMITED INDUSTRIAL DISTRICTS, INDUSTRIAL PARK DISTRICTS, RESEARCH DISTRICTS, AND OPEN SPACE DISTRICTS SHALL BE DENOTED ON SAID ZONING MAP BY LETTERS AS FOLLOWS: BUSINESS DISTRICTS, BD-; LIMITED BUSINESS DISTRICTS, LBD-; INDUSTRIAL DISTRICTS, ID-; LIMITED INDUSTRIAL DISTRICTS, LID-; INDUSTRIAL PARK DISTRICTS, IPD-; RESEARCH DISTRICTS, RD-; OPEN SPACE DISTRICTS, OSD-; AND EACH SUCH DISTRICT AS NOW ESTABLISHED OR AS MAY HEREAFTER BE ESTABLISHED WITH A DESCRIPTION OF THE BOUNDARIES THEREOF SHALL BE NUMBERED CONSECUTIVELY IN THE ORDER IN WHICH THEY WERE ESTABLISHED OR MAY HEREAFTER BE ESTABLISHED; AND WRITTEN DESCRIPTIONS OF THE SEVERAL DISTRICTS AS NOW CONSTITUTED ARE AS FOLLOWS:"

- C. ARTICLE IX, SECTION III, PERMITTED USES, BY ADDING THE FOLLOWING NEW SECTION:

"F. OPEN SPACE DISTRICTS

1. PURPOSE - THE OPEN SPACE DISTRICT IS INTENDED FOR THE PRESERVATION AND MAINTENANCE OF THE GROUND WATER TABLE UPON WHICH THE INHABITANTS OF THE TOWN AND OTHER MUNICIPALITIES DEPEND FOR WATER SUPPLY; FOR PROTECTION OF THE PUBLIC HEALTH AND SAFETY OF PERSONS AND PROPERTY AGAINST THE HAZARDS OF FLOOD WATER INUNDATION; FOR THE PROTECTION OF THE COMMUNITY AGAINST THE COSTS WHICH MAY BE INCURRED WHEN UNSUITABLE DEVELOPMENT OCCURS IN SWAMPS, MARSHES, ALONG WATER COURSES, OR IN AREAS SUBJECT TO FLOODS; TO PRESERVE AND INCREASE THE AMENITIES OF THE TOWN; AND TO CONSERVE NATURAL CONDITIONS, WILD LIFE AND OPEN SPACES FOR THE EDUCATION, RECREATION AND GENERAL WELFARE OF THE PUBLIC.
2. PERMITTED USES WITHIN THE OPEN SPACE DISTRICT - THE FOLLOWING USES ARE PERMITTED WITHIN THE OPEN SPACE DISTRICT:
 - (A) CONSERVATION OF SOIL, WATER, PLANTS AND WILDLIFE;
 - (B) RECREATION INCLUDING NATURE STUDY, BOATING AND FISHING AND HUNTING WHERE OTHERWISE LEGALLY PERMITTED;
 - (C) GRAZING AND FARMING, INCLUDING TRUCK GARDENING AND HARVESTING AND STORAGE OF CROPS;
 - (D) FORESTRY;
 - (E) PROPER OPERATION AND MAINTENANCE OF DAMS AND OTHER WATER CONTROL DEVICES INCLUDING TEMPORARY ALTERATION OF THE WATER LEVEL FOR EMERGENCY OR MAINTENANCE PURPOSES. AN OWNER OF A PRIVATE DAM MAY LOWER THE WATER LEVEL TO A POINT NOT BELOW WHAT WAS FLOODED PRIOR TO THE ERECTION OF THE DAM;
 - F) ANY RELIGIOUS USE OR ANY EDUCATIONAL USE WHICH IS RELIGIOUS, SECTARIAN, DENOMINATIONAL OR PUBLIC AS PROVIDED FOR BY SECTION 2 OF CHAPTER 40A, M.G.L.

3. USES PERMITTED BY SPECIAL PERMIT WITHIN THE OPEN SPACE DISTRICT - UPON THE ISSUANCE OF A SPECIAL PERMIT FOR AN EXCEPTION BY THE BOARD OF APPEALS, AND SUBJECT TO SUCH OTHER SPECIAL CONDITIONS AND SAFEGUARDS AS THE BOARD OF APPEALS DEEMS NECESSARY TO FULFILL THE PURPOSES SET FORTH IN PARA. 1, THE FOLLOWING USES, STRUCTURES AND ACTIONS ARE PERMITTED:

- (A) BOAT HOUSES, DUCK WALKS, LANDINGS AND SMALL STRUCTURES FOR NON-COMMERCIAL RECREATIONAL USES;
- (B) MUNICIPAL USES SUCH AS WATER WORKS, PUMPING STATIONS AND PARKS;
- (C) TEMPORARY STORAGE OF MATERIALS OR EQUIPMENT BUT IN NO EVENT TO EXCEED THREE MONTHS;
- (D) DAMS, EXCAVATIONS OR GRADING, CONSISTENT WITH THE PURPOSES OF THIS SECTION, TO CREATE PONDS, POOLS OR OTHER CHANGES IN WATER COURSES, FOR SWIMMING, FISHING OR OTHER RECREATIONAL USES, AGRICULTURAL USES, SCENIC FEATURES, OR DRAINAGE IMPROVEMENTS.

4. RESTRICTIONS - EXCEPT AS PROVIDED ABOVE THERE SHALL BE IN THE OPEN SPACE DISTRICT:

- (A) NO LAND FILLING OR DUMPING IN ANY PART OF THE DISTRICT;
- (B) NO BUILDING OR STRUCTURE, EXCEPT AS PROVIDED IN SECTION 3;
- (C) NO PERMANENT STORAGE OF MATERIALS OR EQUIPMENT;"

D. ARTICLE IX, SECTION IV, B, SCHEDULE OF INTENSITY REGULATIONS BY ADDING THE FOLLOWING:

B. SCHEDULE OF INTENSITY REGULATIONS
(All dimensions in feet unless otherwise noted)

Gen. Use	District Designation	Minimum Lot Dimensions		Maximum Building Coverage(1)	Minimum Required Yard Dimensions			Minimum Required Set Back Distance		Maximum Building Height (3)	
		Area Sq. Ft.	Frontage Any St. or Way	Percent of lot	Front(2) (depth)	Side (width)	Rear (depth)	Street Center-line	Residence Zone Bound (side-rear)	Stories	Feet
Open Space	Open Space District	none	none	10%	40	40	40	70	100	2	35

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by petition.

(Two-thirds vote required.)

PETITIONER'S REPORT: These petition articles were solicited and supported jointly by the Board of Selectmen and the Planning Board. The purpose of Article 36 is to rezone all of the approximate 751 acres of military land in northwest Sudbury to a new Open Space District; Article 35 is to establish the criteria for such a zone. While we are presently concerned only with the 289 acres located in Sudbury in the process of being exsessed by the Federal Government, rezoning the whole area will avoid accusations of spot zoning, and give us some protection for the future.

The 289 acres lie south of Hudson Road near the Stow/Hudson line. The Board of Selectmen has gone on record as supporting the current request of the Massachusetts Division of Forests and Parks to acquire this property for passive recreational purposes. We have been told that the present position of the Federal Government is that surplus land should be sold at the fair market value, which effectively shuts out both State and local Governments. This is a complete reversal of past policy where land was offered free for needed public purposes. Therefore, the Director of Forests and Parks has asked the Towns concerned to consider rezoning the property in question, which would effectively reduce its market value and thus enable the State to afford the purchase.

Adjacent to this parcel is 388 acres (a portion of the area proposed for rezoning), acquired by the State in 1974, with the support of the Selectmen and other Town Boards. This land, granted to the State for passive recreation, straddles Hudson Road to the north and west of the parcel in question. To the south, there is a parcel of Sudbury Conservation land, which adjoins the Women's Federation land. All of this makes this parcel a highly desirable addition to the Bay Circuit Greenbelt, a program designed to insure State residents will have an easy access to the natural resources of the Commonwealth.

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

BOARD OF SELECTMEN POSITION: The Selectmen support this article.

PLANNING BOARD REPORT: Report will be made at Town Meeting since public hearing had not taken place prior to Warrant printing.

TOWN COUNSEL OPINION: See opinion at the end of Annual Town Meeting Warrant.

ARTICLE 36. AMEND BYLAWS, ART. IX, II, C
 OPEN SPACE DISTRICT #1

(PETITION)

TO SEE IF THE TOWN WILL VOTE TO AMEND ARTICLE IX, SECTION II, ESTABLISHMENT OF DISTRICTS, PART C, LOCATION OF ALL OTHER DISTRICTS, OF THE SUDBURY ZONING BYLAW, BY ADDING THERETO THE FOLLOWING OPEN SPACE DISTRICT NO. 1 COMPRISING PROPERTY BELONGING TO THE UNITED STATES MILITARY RESERVATION AND THE COMMONWEALTH OF MASSACHUSETTS (CURRENTLY IN RESIDENTIAL ZONE A-1), SAID DISTRICT BOUNDED AND DESCRIBED AS FOLLOWS:

"OPEN SPACE DISTRICT NO. 1

BEGINNING AT A POINT BEING THE BOUNDARY CORNER BETWEEN THE TOWNS OF SUDBURY, MAYNARD, AND STOW;

THENCE NORTHEASTERLY ALONG THE SUDBURY-MAYNARD TOWN LINE 6050 FEET, MORE OR LESS, TO A POINT ON THE EASTERLY BOUNDARY OF THE UNITED STATES MILITARY RESERVATION, SO CALLED;

THENCE SOUTHERLY ALONG SAID EASTERLY BOUNDARY 2200 FEET, MORE OR LESS, TO A POINT ON THE NORTHERLY SHORELINE OF WILLIS LAKE;

THENCE IN A COUNTER-CLOCKWISE DIRECTION ALONG THE SHORELINE OF WILLIS LAKE 3950 FEET, MORE OR LESS, TO A POINT ON THE WESTERLY SIDELINE OF LAKE SHORE DRIVE;

THENCE SOUTHWESTERLY ALONG THE EASTERLY BOUNDARY OF THE UNITED STATES MILITARY RESERVATION 4100 FEET, MORE OR LESS, CROSSING HUDSON ROAD, TO A POINT ON THE SOUTHERLY SIDELINE OF HUDSON ROAD;

THENCE EASTERLY ALONG HUDSON ROAD 59 FEET, MORE OR LESS, TO A POINT;

THENCE SOUTHERLY ALONG THE EASTERLY BOUNDARY OF THE UNITED STATES MILITARY RESERVATION 3095 FEET, MORE OR LESS, TO A POINT ON THE NORTHERLY SIDELINE OF MOORE ROAD;

THENCE WESTERLY ALONG MOORE ROAD 899 FEET, MORE OR LESS, TO A POINT;

THENCE SOUTHEASTERLY ALONG THE EASTERLY BOUNDARY OF THE UNITED STATES MILITARY RESERVATION 1448 FEET, MORE OR LESS, TO A POINT AT LAND OF THE TOWN OF SUDBURY CONSERVATION COMMISSION;

THENCE WESTERLY AND SOUTHERLY ALONG SAID LAND OF THE TOWN OF SUDBURY CONSERVATION COMMISSION 2354 FEET, MORE OR LESS, TO A POINT ON THE NORTHERLY SIDELINE OF THE FORMER BOSTON AND MAINE RAILROAD LAYOUT;

THENCE WESTERLY ALONG SAID RAILROAD LAYOUT 1700 FEET, MORE OR LESS, TO A POINT ON THE SUDBURY-HUDSON TOWN LINE;

THENCE NORTHEASTERLY ALONG THE SUDBURY-HUDSON TOWN LINE 3500 FEET, MORE OR LESS, TO THE BOUNDARY CORNER BETWEEN THE TOWNS OF SUDBURY, HUDSON, AND STOW;

THENCE NORTHEASTERLY ALONG THE SUDBURY-STOW TOWN LINE 4665 FEET, MORE OR LESS, TO THE POINT OF BEGINNING.";

OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by petition.

(Two-thirds vote required.)

PETITIONER'S REPORT: See report under Article 35.

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

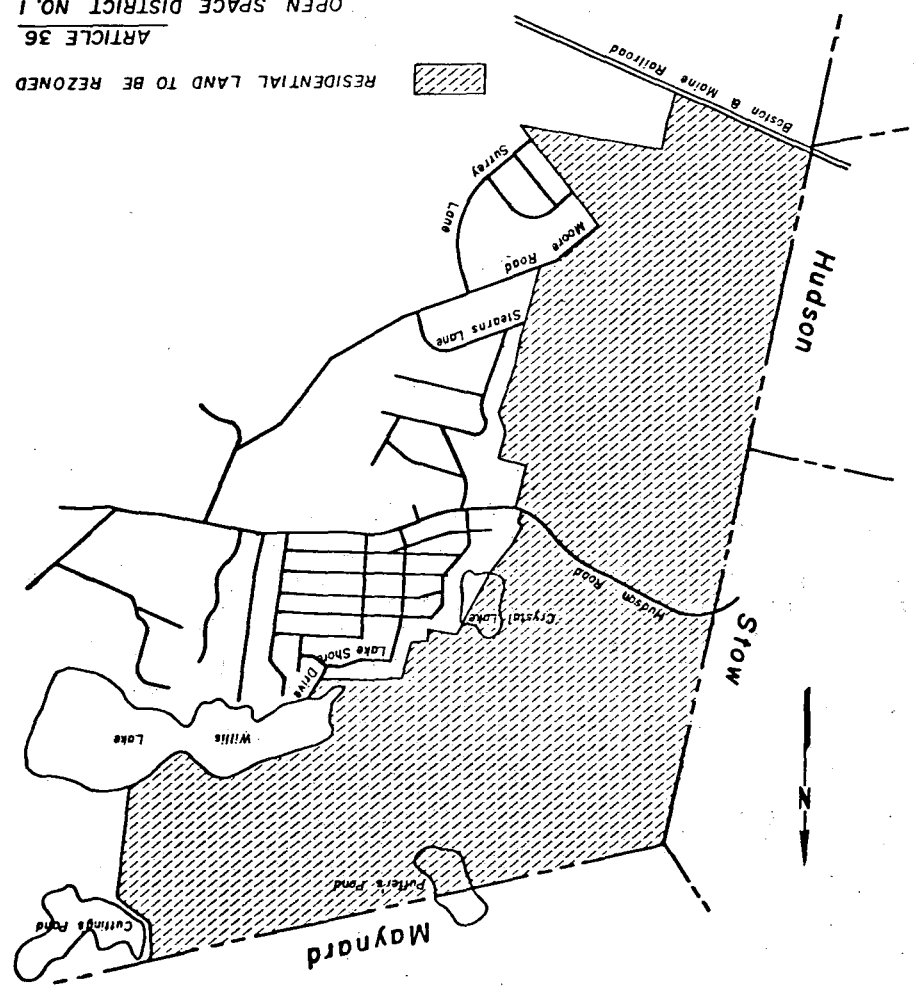
BOARD OF SELECTMEN POSITION: The Board of Selectmen support this article.

TOWN COUNSEL OPINION: See opinion at end of Annual Town Meeting Warrant.

PLANNING BOARD REPORT: Report will be made at Town Meeting since public hearing had not taken place prior to Warrant printing.



ARTICLE 36
 OPEN SPACE DISTRICT NO. 1
 RESIDENTIAL LAND TO BE REZONED



ARTICLE 37. TAX POSSESSION PARCEL #189 (PETITION)
OFF CRYSTAL LAKE DRIVE

TO SEE IF THE TOWN WILL VOTE TO AUTHORIZE AND EMPOWER THE BOARD OF SELECTMEN TO SELL AND CONVEY, UPON SUCH TERMS AND CONDITIONS AS IT DEEMS NECESSARY OR DESIRABLE, LAND IN SUDBURY OFF CRYSTAL LAKE DRIVE, SHOWN AS PARCEL 809 ON ASSESSORS' MAP F04, AT PRIVATE SALE AND TO DETERMINE THE MINIMUM AMOUNT TO BE PAID THEREFOR; OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by Petition.

(Two-thirds vote required.)

PETITIONERS REPORT: This article is submitted on behalf of Michael Cournyn, currently on the Sudbury Highway Department, who is a Framingham resident and wishes to live in Sudbury. Mr. Cournyn intends to clean up said property, part of which has been used for a neighborhood dump, and build a small home for himself.

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

BOARD OF SELECTMEN REPORT: The Selectmen will report at Town Meeting.

ARTICLE 38. AMEND BYLAWS, ART. IX,V,B (PETITION)
OFF-STREET PARKING (LOCATION)

TO SEE IF THE TOWN WILL VOTE TO AMEND THE ZONING BYLAW, ARTICLE IX, V, B, "OFF-STREET PARKING", BY DELETING THE WORDS "WHEREVER POSSIBLE" FROM THE NEXT TO LAST PARAGRAPH; OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by Petition.

(Two-thirds vote required.)

PETITIONERS REPORT: The next to last paragraph in the OFF-STREET PARKING section of the Zoning Bylaw presently reads as follows: "Wherever possible, parking shall be located behind buildings." This was added to the Bylaw as part of the 1982 amendment. In its present form, it has been consistently interpreted as a non-binding restriction in the site plan approval process. The proposed wording change is intended to clarify the intent, and remove any obstacle to strict enforcement. In combination with other Bylaw restrictions regarding parking spaces, access, fire lanes, landscaping, set backs, etc., placement of parking at the rear of buildings reduces the permissible size of buildings and provides added control over the density of future development.

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

BOARD OF SELECTMEN REPORT: The Selectmen will report at Town Meeting.

PLANNING BOARD REPORT: Report will be made at Town Meeting since public hearing had not taken place prior to Warrant printing.

TOWN COUNSEL OPINION: See opinion at the end of Annual Town Meeting Warrant.

TOWN COUNSEL OPINIONS:

It is the opinion of Town Counsel that, if the Bylaw amendments proposed in the following articles in the Warrant for the 1985 Annual Town Meeting are properly moved, seconded and adopted by a majority vote in favor of the motion, they will become valid amendments to the Sudbury Bylaws:

- Art. 3 Amend Bylaws, Art. XI, Classification & Salary Plan
- Art. 4 Amend Bylaws, Art. XI, Personnel Bylaw - Performance Awards
- Art. 5 Amend Bylaws, Art. XI,7(2) Personnel Bylaw - Sick Leave Bank
(Petition)
- Art. 17 Amend Bylaws, Art. V(A), Removal of Earth
- Art. 20 Amend Bylaws, Art. XI(A), Council on Aging
- Art. 21 Amend Bylaws, Art. V, Door-to-Door Sales
- Art. 22A Amend Bylaws, Art. V(B), Signs
- Art. 27 Amend Bylaws, Art. V, Public Safety - Driveway Location

It is the opinion of Town Counsel that, if the Zoning Bylaw changes set forth in the following articles in the Warrant for the 1985 Annual Town Meeting are properly moved and seconded, reports are given by the Planning Board as required by law, and the motions are adopted by a two-thirds vote in favor of the motions, the proposed changes will become valid amendments to the Sudbury Zoning Bylaw after approval by the Attorney General:

- Art. 18 Amend Bylaw, Art. IX,III,C,2, Permitted Uses, Industrial Districts
- Art. 19 Amend Bylaw, Art. IX,V,A, Special Regulations, Site Plan Approval -
Design Standards
- Art. 22B Amend Bylaw, Art. IX,V,J, Signs
- Art. 24 Amend Bylaw, Art. IX,V,B,1, Special Regulations - Off-street
Parking
- Art. 25 Amend Bylaw, Art. IX,IV,A, Intensity Regulations - Lot Perimeter
- Art. 26 Amend Bylaw, Art. IX,II,C, Create BD#17 (Petition)
- Art. 28 Amend Bylaw, Art. IX,I,E, Certain Open Space and Educational Uses
- Art. 29 Amend Bylaw, Art. IX,II,C, Establishment of Districts - Extend
Limited Business District No. 6 (Raymond Road Access)
- Art. 30 Amend Bylaw, Art. IX,II,C, Establishment of Districts - Extend
Limited Business District No. 6 (Nobscot Road Access)
- Art. 35 Amend Bylaw, Art. IX,II,III&IV - Open Space Districts (Petition)
- Art. 36 Amend Bylaw, Art. IX,II,C, Create Open Space District No. 1 (Petition)
- Art. 38 Amend Bylaw, Art. IX,V,B - Off-Street Parking (Location)

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.

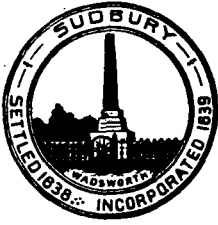
Given under our hands this twenty-eighth day of February, one thousand nine hundred and eighty-five.

Anne W. Donald

Myron J. Fox

Josiah F. Frost

Selectmen of Sudbury



SPECIAL TOWN MEETING WARRANT
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 1, 1985, at eight-thirty o'clock in the evening, then and there to act on the following articles:

ARTICLE 1. FY85 BUDGET ADJUSTMENT
 SALARY ADJUSTMENT

TO SEE IF THE TOWN WILL VOTE TO APPROPRIATE FROM AVAILABLE FUNDS \$40,000, OR ANY OTHER SUM, AS AN ADDITION TO LINE ITEM 950-101, SALARY ADJUSTMENT, UNCLASSIFIED BUDGET, VOTED BY THE 1984 ANNUAL TOWN MEETING UNDER ARTICLE FOR FISCAL YEAR 1985, OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Selectmen.

BOARD OF SELECTMEN REPORT: This request is made to supplement the FY85 Account 950-101 budget, as voted at the 1984 Annual Town Meeting, to accommodate the contractual pay increases which have resulted from collective bargaining negotiations completed in FY85 and non-union salary increases. The Board supports this article.

FINANCE COMMITTEE REPORT: These funds are necessary to comply with already negotiated agreements for salary increases. Recommend approval.

ARTICLE 2. FY85 BUDGET ADJUSTMENT
 BLUE CROSS/BLUE SHIELD

TO SEE IF THE TOWN WILL VOTE TO APPROPRIATE FROM AVAILABLE FUNDS \$35,000, OR ANY OTHER SUM, AS AN ADDITION TO LINE ITEM 950-11, BLUE CROSS/BLUE SHIELD, UNCLASSIFIED BUDGET, VOTED BY THE 1984 ANNUAL TOWN MEETING UNDER ARTICLE 5 FOR FISCAL YEAR 1985, OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

BOARD OF SELECTMEN REPORT: This request is made to supplement FY85 Account 950-11 to pay for unanticipated increases in rates and usage of health insurance. Blue Cross/Blue Shield new premium schedules will go into effect as of May 10, 1985,

and will affect the town payments for both the BC/BS and HMO plans. The amount requested must be paid this budget year prior to June 30, 1985. We urge your approval of this article.

FINANCE COMMITTEE REPORT: Because the Blue Cross/Blue Shield premium schedules are not issued synchronously with our fiscal year, a supplemental appropriation has generally been necessary of recent years. Recommend approval.

TOWN ACCOUNTANT REPORT: For Fiscal Year 1985 the Town has appropriated \$577,842 for health insurance. The Town pays 75% of the Blue Cross Blue Shield rates and pays the same amount (not percentage rate) toward the HMO premiums. (The Town has six HMO plans.) The problems we have had in recent years are directly related to skyrocketing increases in BCBS rates. We are currently looking into cost containment programs and alternative funding methods which we hope will lower costs. Our anniversary date of May 10 is why, each year, we request additional funding for the current year to pick up premium increases between May 10 and June 30. The May 10 anniversary date gives us the maximum number of months for which we have actual rates for budget purposes given our Town Meeting date of April 1st. Health care expense is a problem nationwide; health care will continue to be expensive for the Town even with an efficient and cost-effective program.

ARTICLE 3. FY85 BUDGET ADJUSTMENT
 CASUALTY INSURANCE

TO SEE IF THE TOWN WILL VOTE TO APPROPRIATE FROM AVAILABLE FUNDS \$25,000, OR ANY OTHER SUM, AS AN ADDITION TO LINE ITEM 950-31, CASUALTY INSURANCE, UNCLASSIFIED BUDGET, VOTED BY THE 1984 ANNUAL TOWN MEETING UNDER ARTICLE 5 FOR FISCAL YEAR 1985, OR ACT ON ANYTHING RELATIVE THERETO.

Submitted by the Board of Selectmen.

BOARD OF SELECTMEN REPORT: This request is made to supplement FY85 Account 950-31 to cover a shortfall due to a higher than expected premium audit adjustment and additional coverage obtained under the current insurer. The Selectmen support this article.

FINANCE COMMITTEE REPORT: Recommend approval.

TOWN ACCOUNTANT REPORT: For Fiscal Year 1985 the Town has appropriated \$100,000 for property and casualty insurance. All things being equal, the cost for FY85 should net out approximately \$23,000 lower than FY84 as a result of putting the insurance out for competitive bid. We expect to bid the insurance package every three years to insure competitive pricing. The Selectmen from time to time receive recommendations on coverage from the Insurance Advisory Committee, Executive Secretary, Town Accountant and outside consultants. At this time the Town is adequately protected and has obtained competitive premiums. The Town enjoys a favorable claims history in all areas as a result of the safety consciousness of the Town's department heads and employees.

This year is difficult and next year will be tougher. We have been fortunate that we have not needed an override even though failure of the Stone Farm debt exemption eliminated \$70,000 of relief for FY86. It is extremely probable that next year or the year after an override will be essential if current service levels are to be maintained. We are grateful to everyone who has been involved with this process for their cooperation.

Appended to this report are explanations of several terms which are used during Town Meeting which the Finance Committee thought might be useful.

Respectfully submitted,

FINANCE COMMITTEE

Marjorie R. Wallace, Chairman
Thomas G. Dignan, Jr.
Gerald M. Orris
Stephen D. Ellis
William Gervais
John T. Hannan
Christopher F. Baum
Carmine L. Gentile
Daniel A. Wren

1985 DOG LICENSES AVAILABLE AT TOWN CLERK'S OFFICE, TOWN HALL.

1985 DOG LICENSES - - - - NEW REGULATIONS REQUIRE RABIES VACCINATION FOR LICENSING

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. Evidence of dog having been vaccinated - - veterinarian's certificate, notarized letter from veterinarian, or metal rabies tag with unexpired expiration date indicated - - must be presented for licensing. 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. Evidence of dog's vaccination and/or spaying certificate will be returned to you. A fine of \$10 per dog must be imposed after June 1st for non-compliance of Town Bylaw, Article V, section 3, Unlicensed Dogs.

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: Board of Selectmen, Town Hall, 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

opinion

Robert W. Schuette, *Publisher*
Midge Schuette, *Associate Publisher*
Andrea Haynes, *Editor*
Bill Stedman, *Sports and Special Projects Editor*

News Staff
Elizabeth Loffy
Jonathan Adolph
Susan La Tour

How (and why) to go to Town Meeting

By RAY CLARK

You can tell it's Spring by the code in your doze, the mud in your kitchen and the mysterious magazine that appeared in your mailbox a while ago. It is called the Town Warrant, and it tells you where your money's going, if you let it.

The Warrant is just a program for the most entertaining, instructive and ego-building extravaganza on earth: your Town Meeting.

The Warrant is written with the all the facility and grace of a seven-year-old trying to ride a bicycle. Its drama is hidden within obfuscation, not always intentional. You could go to Town Meeting and participate without ever opening its pages, but that would be like going to Fenway Park and not keeping score. It's probably a good idea to bring it along with you, but if you forget, there'll be extras on hand at the Meeting.

It's fun

Not a lot of people go to Town Meeting these days; nobody knows why, exactly. Sudbury did a survey once that revealed about as many people think Town Meeting would be improved by abolishing all the talk as believe there isn't enough talk as it is. My own suspicion is that, since it's a Duty and a Responsibility, it must be boring and dull. It isn't at all. It's fun — far more fun than an evening of television or any other way you can spend an evening, except, of course, one.

You have to be a registered voter to take part in Town Meeting, although you can go even if you're not. Assuming you are a voter, you'll stop at a desk where they'll find your name in a list and give you a little colored card that identifies you as a bona

It is not
good form
to shout
'Hold, varlet!'



microphone, he or she blows into it first. Future historians will doubtless attribute this to a desire to expel evil demons placed in the mike by previous speakers. The Moderator will talk about the Consent Calendar. This is a collection of items under consideration that the Moderator, the Selectmen and whoever else happened to be in the room at the time think will pass without conversation: by general consent. Often, but not always, they're right.

If you want to say something or find something out about one of the items, the Moderator will give you a chance to say, "Hold", and the item will come up for discussion later. It is not good form to shout, "Hold, varlet!", like a fugitive from an Errol Flynn movie, although you may well feel like doing precisely that, before the Meeting is over.

He would be thrown off any Debating Team. People will listen respectfully. Another man will rise, on the same issue. He will be glib and smooth. He may even have a slide show prepared. His facts will march one after another like the Mouse King's soldiers in "The Nutcracker". The vote will be taken. The first man will win. The point is, it is entirely possible to be so persuasive nobody believes you.

Too much

At another time, a man will rise to speak. (Plenty of women will speak, too; I use "man" because it's easier.) His opening statement will convince you he's a madman. He will speak for five minutes, and you will change your mind entirely; he's right, he has your vote.

But he doesn't stop talking, and after ten minutes you know you were right the first

Electric moments

You should feel perfectly free to bring your knitting, your needlework or your newspaper to Town Meeting. There are, in truth, stretches that make you think you're in a laundromat, being lulled to sleep by the low hum of the washers. If anything exciting happens, you'll know it: an electricity will sparkle through the crowd.

A vote may be too close for the Moderator to call. He requests a count of the hall. Doors are locked, so that nobody can get in or out — no presumably uninformed voter in, no presumably informed ones out.

The Moderator asks for tellers, people to count the vote. They're sworn in. Voter who support the motion stand, waving their colored cards and looking around to see who's voting how. Then opponent stand, and do the same.

Everybody waits for the Moderator to announce the vote. Nobody knits, or reads. One side wins, and breaks into applause which the Moderator stops like a mother hushing a child in church. The doors are opened. Town Meeting moves on to another issue. Nobody carries a grudge.

At Town Meeting, you will hear eloquence sometimes, and sincerity almost always. Nobody will make a fool of himself or herself. You will hear funny things and serious things. You will hear speeches that make you wonder if you're on the same page of the Warrant as the speaker.

The Moderator will make rulings that infuriate you. The slides that are projected on the screen will be dim and inscrutable and the Viewgraph transparencies will be upside down, the vital numbers on them spilling off the screen. You will be

You go in to the auditorium, and you find a seat. Some people have sat in the same area, if not the same seat, for years. Nobody knows why.

Up on the stage, you will see various people. One is a clerk, who keeps the minutes. One is the Moderator, who tries to keep some sort of order. The Selectmen sit at a long table with the Executive Secretary and the Town's legal counsel. And the Finance Committee, looking a little like the jury at the trials of the French Revolution, sits at another table. (All this is the way it is in Sudbury. Some towns make the Selectmen and everybody sit in the audience, like regular human beings.)

The beginning

The Moderator raps his gavel and opens the Meeting. A clergyman asks the Deity's blessing. Somebody from the Finance Committee makes a rambling, incomprehensible speech, like an earnest club treasurer trying to explain what will happen if dues don't go up.

Almost every time somebody talks into a

Ray Clark of Sudbury, a former advertising executive, is a freelance writer and regular columnist for the Town Crier.

letters

It's up to you now

To the editor:

Thanks again to the Crier for continued excellent coverage of town planning issues, and for helping to communicate the many serious matters which presently confront town boards and officials.

This letter has one primary message to readers who are eligible to vote in town elections and at annual Town Meeting.

The message is — please, please vote in '84.

Take time to read about the issues and candidates, and review the warrant articles and town report. Talk to friends and neighbors who have similar interests. Then decide how you want to vote — and vote both in the elections and at Town Meeting.

This year more than any other year that I can recall, the individual vote can make an instantaneous and real difference in the

in all likelihood nobody at Town Meeting, on the stage or off, is much smarter, or dumber, than you are. If you have a question or an objection, the odds are very good that somebody else does, too, only he or she is afraid to speak up for fear of making a fool of him — or herself.

Why worry? At Town Meeting, one person's fool is another's genius. Besides, once you hear some of the debate you'll realize that temporary insanity is rampant, and immediately forgiven.

To speak, you have to be recognized. To be recognized, you have to catch the Moderator's eye. This is not always easy. It helps to raise your hand, clutching your colored card, and wave like crazy. Some people shout. Do not give up. Eventually, you will be noticed. You will be listened to — with respect, unless you're an elected official, and then you'll deserve what you get. If you're nervous, you'll get even more respect, because ninety percent of the audience will be wishing they were as brave as you are.

As others speak, you will notice an odd thing. A man will rise. He will be terrified. He will blow into the microphone. His argument will be confused and stumbling.

direction of the town's character. And the vote can provide for controls and resources which boards and officials need to work effectively for you.

Town officials need to know the citizens mandate in order to take actions necessary to direct the town's growth. I have felt strongly, during my brief period as Planning Board chairman, that the mass of residents has been indifferent to town affairs for many years, and that the current trend of development is the consequence of that indifference.

Indifference is not acceptable — the issues are serious. There is an opportunity now to make a clear statement about Sudbury's future. Do it!

Of the 47 articles in this year's ATM warrant, nearly 20 deal directly with zoning, development, control, water and roads; topics which relate to the town's character, safety, health, well-being, and

his way if he were trying to keep your house from being turned into a halfway house for survivors of Dean Martin Celebrity Roasts. You can never talk too little, but it is easy to talk too much.

Town Meetings are capricious beasties. Articles involving millions of dollars whisk through virtually unnoticed; others, with price tags of peanuts, spark endless debate and deep emotion. It is dangerous to predict the outcome of any debate, and this is one reason it is dangerous to skip a session of Town Meeting in the naive trust that Town Meeting will do what you think it ought to do on any particular issue.

You will sometimes notice, at critical points in debate, that the stage is nearly empty, and the supposed experts — the Selectmen and the FinCom — are out getting coffee. They don't want to look like fools any more than you do.

These people are, after all, nothing more or less than hard-working men and women who give enormous amounts of time to their community. They aren't wizards. They don't know Everything, although a few of them would like you to think they do, and one or two have the attitude that when the going gets tough, the smart get going.

Running your town

But eventually, you will get the hang of it. You'll be voting on amendments to the amendment like a veteran. You may go years without speaking, but you will vote and your vote is the loudest, most convincing and final argument of them all. You will be running your Town, just like Kevin White and Richard Daley ran theirs.

You won't be on the winning side every time, but at least you'll have some idea why you lost; this is a great advance over living in a city like, say, Boston, where you never really understand why they do what they do, and you strongly suspect that the don't, either.

Do not go to Town Meeting because it is your Duty and your Responsibility. It isn't. Nobody forces you to go, the way the Russians force their voters. You go because nothing's good on television, or you need to get out of the house, or you want to get some crocheting done, or you want to chat with some folks you haven't seen for a while, or you want to enjoy the special feeling that you get when you know you've done something worth doing.

Or maybe you just need a lot of different-colored bookmarks.

Letters to editor

The Town Crier gladly welcomes letters from our readers. To be considered for publication, all correspondence should list the name and address of the writer for confirmation purposes. We will, upon request, withhold from publication the name of letter writers but will not print any material that cannot first be confirmed.

Length: writers serve themselves and their readers best with brevity — letters should be no longer than 350 words; we reserve the right to edit and cut those letters exceeding that length.

Content: letters are printed or rejected on the same basis as news stories with priority given to letters of immediate local concern. We do not print complaints or accusations against a person, service or product. Please do not send us letters that have appeared in other papers, mimeographed essays, or repetitive campaign letters.

values. Even though the opinions of "experts" will conflict, and the "data" will be proclaimed insufficient, it should take very little time and effort for a voter to study the subjects and decide how to vote.

Consider the candidates, their experience and positions on issues. They are different, and their positions are abundantly clear. Decide who will work most diligently and effectively for you. And vote.

It is my very firm belief that any voter who has an interest in Sudbury's future, and who does not exercise voting rights in '84, has relinquished rights to complain to boards and officials in later years.

There is no shortage of choice in '84.

Please — state your choices in your votes during the next few weeks.

Ted Theodores
Chairman

Sudbury Planning Board

March 18, 1984