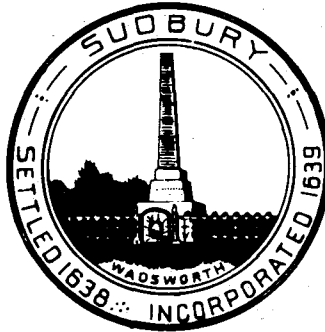


**TOWN of SUDBURY
Massachusetts**



OFFICIAL WARRANT

1994

ANNUAL TOWN MEETING

April 4, 1994

7:30 P.M.

Lincoln-Sudbury Regional High School Auditorium

ANNUAL TOWN ELECTION

Including Regional District School Committee

March 28, 1994



**Nixon School, 472 Concord Road
Polls Open 7:00 A.M. to 8:00 P.M.**

BRING THIS BOOK WITH YOU

- PLEASE READ -

SUDBURY SOLID WASTE MANAGEMENT QUESTIONNAIRE

The Sudbury Sanitary Landfill is projected to close some time during calendar 1995. The Board of Selectmen would like some public input as to how the Town should proceed with its solid waste disposal after the landfill closes.

The Town has two disposal options available. One option, **CURB-SIDE PICKUP ONLY**, would have the Town enter into a contract with a commercial hauler for town-wide curbside pickup of rubbish, close the recycling center at the landfill, and have the cost of rubbish collection included in the tax rate.

The other option would have the Town construct and operate a **RESIDENTIAL DROP-OFF STATION** at the existing landfill site, funded by sticker sales, to accommodate the transport of rubbish out of town, and continue operating its recycling center.

The following table compares the two options.

	CURB-SIDE PICKUP ONLY	RESIDENTIAL DROP-OFF STATION
Summary of Option	All residential rubbish will be picked up by a commercial hauler at the end of your driveway.	Town landfill would be replaced with a residential drop-off station.
Impact on Existing Curb-side Customers	No change, except for potential savings.	No change.
Impact on Existing Garage Pickup Customers	Rubbish would be picked up at end of driveway, not from garage.	No change.
Impact on Existing Landfill Sticker Users	Landfill would not accept rubbish. All rubbish would be picked up at end of driveway.	No change.
Impact on Existing Commercial Customers	No change.	No change.
Impact on Recycling	Can recycle only newspaper, cans, plastic and glass.	Existing full range Recycling Center would remain open.
Estimated Annual Cost per Household	\$160 (Each household town-wide)	Exist. Curbside Customers - No change. \$170-\$190 (Landfill Sticker Users)
Funding	Taxes	User Fees (Stickers)
Special Conditions	Bulky goods picked up semi-annually.	Existing full range Recycling Center would remain open.
Potential Draw Backs	Rubbish would not be picked up if not out at curb before certain time.	Would require Town to operate drop-off station.

The Board of Selectmen asks that you review the above information and give your opinion as to which of the TWO options should be pursued by the Town by **checking the option you like best.**

CURB-SIDE PICKUP ONLY

RESIDENTIAL DROP-OFF STATION

This questionnaire should be dropped off at the Selectmen's Office, dropped off at Town Meeting, or folded and mailed to the Board of Selectmen. Thank you for your assistance in deciding this important issue.

Board of Selectmen
and the
Resource Recovery Committee

**TOWN OF SUDBURY
1994 ANNUAL TOWN MEETING WARRANT**

TABLE OF CONTENTS

	Page
Solid Waste Management Questionnaire	
Map Showing Location of Articles	
Provisions for the Disabled	
Consent Calendar	1
Part I	
Annual Town Election Warrant	3
Articles:	
1 Hear Reports	3
2 Special Act: Establish Board of Selectmen-Town Manager Form of Administration	5
3 Amend Personnel Bylaw, Art. XI. - Classification and Salary Plan	11
4 Amend Personnel Bylaw, Art. XI.7(3) - Part-time Vacation Policy	18
5 Amend Personnel Bylaw, Art. XI.7(2) - Sick Leave Bank	19
6 Accept M.G.L. C.71, S.83 of the Act of 1993 - Teachers' Retirement Incentive	20
7 Not submitted	20
8 Sudbury Schools - Bus Revolving Fund	20
9 Sudbury Schools - Music Revolving Fund	21
10 Goodnow Library Revolving Fund	21
11 FY94 Budget Adjustments	21
12 Unpaid Bills	22
13 Budget	22
14 Transfer Excess School Building - Fairbank School	31
15 Transfer Excess School Building - Israel Loring School	31
16 Transfer Loring School for Purpose of Sale	31
17 Sale of Former Loring School	32
18 Demolish Former Loring School	33
19 Secure Former Loring School for Future Disposition	34
20 Repair Former Loring School	34
21 Rescind Remaining Unisys Borrowing	34
22 Accept M.G.L. C.60, S.23B - Certificate of Liens Fee Schedule	34
23 Adopt Town Flag	35
24 July Fourth Parade	36
25 Voter Information	36
26 Amend Bylaws, Art. XX. - Prohibition and Regulation of Overhead Utilities	37
27 Mass. 1993 Transportation Bond Issue	38
28 Amend Bylaws - Establish Wetlands Bylaw	39
29 Withdrawn	46
30 Withdrawn	47
31A Transfer Haynes Meadow Property to Selectmen for Purpose of Sale	47
31B Sell Haynes Meadow House with Environmental Commitment	47
32 Sell Haynes Meadow House	47
33 Amend Zoning Bylaw, Art. IX. - Create Village Business District	47
34 Goodman's Hill/Concord Roads Intersection	52
35 Town Building Repairs	53
36 Accessibility to Town Buildings for the Disabled	53

Table of Contents continued

Page

37	Street Acceptances	53
38	Drainage Systems	54
39	Fairbank Community Center - Parking Area	55
40	Feeley Tennis Courts Reconstruction	56
41	Library Architectural Services	56
42	Interior Improvements of Children's Room	57
43	Highway Department Building - Architectural Services	58
44	Withdrawn	58
45	Amend Zoning Bylaw, Art. IX. - Planning Board Associate for Special Permits	58
46	Amend Zoning Bylaw, Art. IX.I.C. - Definitions	59
47	Amend Zoning Bylaw, Art. IX.III.B.2.b. - Delete Drive-through Restaurants	60
48	Amend Zoning Bylaw, Art. IX.I.I.c. - Revise Water Resource Protection Districts Map	60
49	Amend Zoning Bylaw, Art. IX.III.G. - Water Resource Protection Districts	62
50	Purchase Voting Equipment	72
51	Withdrawn	72
52	LSRHS - Remodeling Rogers Theater	72
53	Amend Zoning Bylaw, Art. IX.III.A.1.b. - Customary Home Occupation	73
54	Amend Zoning Bylaw, Art. IX.II.C. - Delete Business District 10	75
55	Amend Zoning Bylaw, Art. IX.II.C. - Delete Business District 9	76
56	Amend Zoning Bylaw, Art. IX.III.D. - Add Resident Uses to Research District	77
57	Amend Zoning Bylaw, Art. IX.III.D. - Permitted Uses in Research District	78
58	Amend Zoning Bylaw, Art. IX. - Reservation of Lots	79
59	Amend Zoning Bylaw Art. IX.IV.E. - Incentive Development	81
60	Stabilization Fund Addition	85
61	Curtis School Roof	85
62	Nixon School Addition and Repair	86
63	Flynn Building Renovation	86
64	Walkways: Old Lancaster Road, Mossman Road, Fairbank Road	87
65	Old Lancaster Road Walkway	87
66	Comprehensive Walkway Program	89
67	Renovate and Open Loring School	89
68	Debt Exemption for Loring School Renovation	90
69	Amend Bylaws, Art. IV.A. - Establish Education Resource Utilization Committee	90
70	Amend Bylaws, Art. XX.3.E. - Prohibition and Regulation of Overhead Utilities - Waiver	91

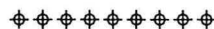
Town Counsel Opinions 92

Questionnaire on Town Warrant 94

PART II

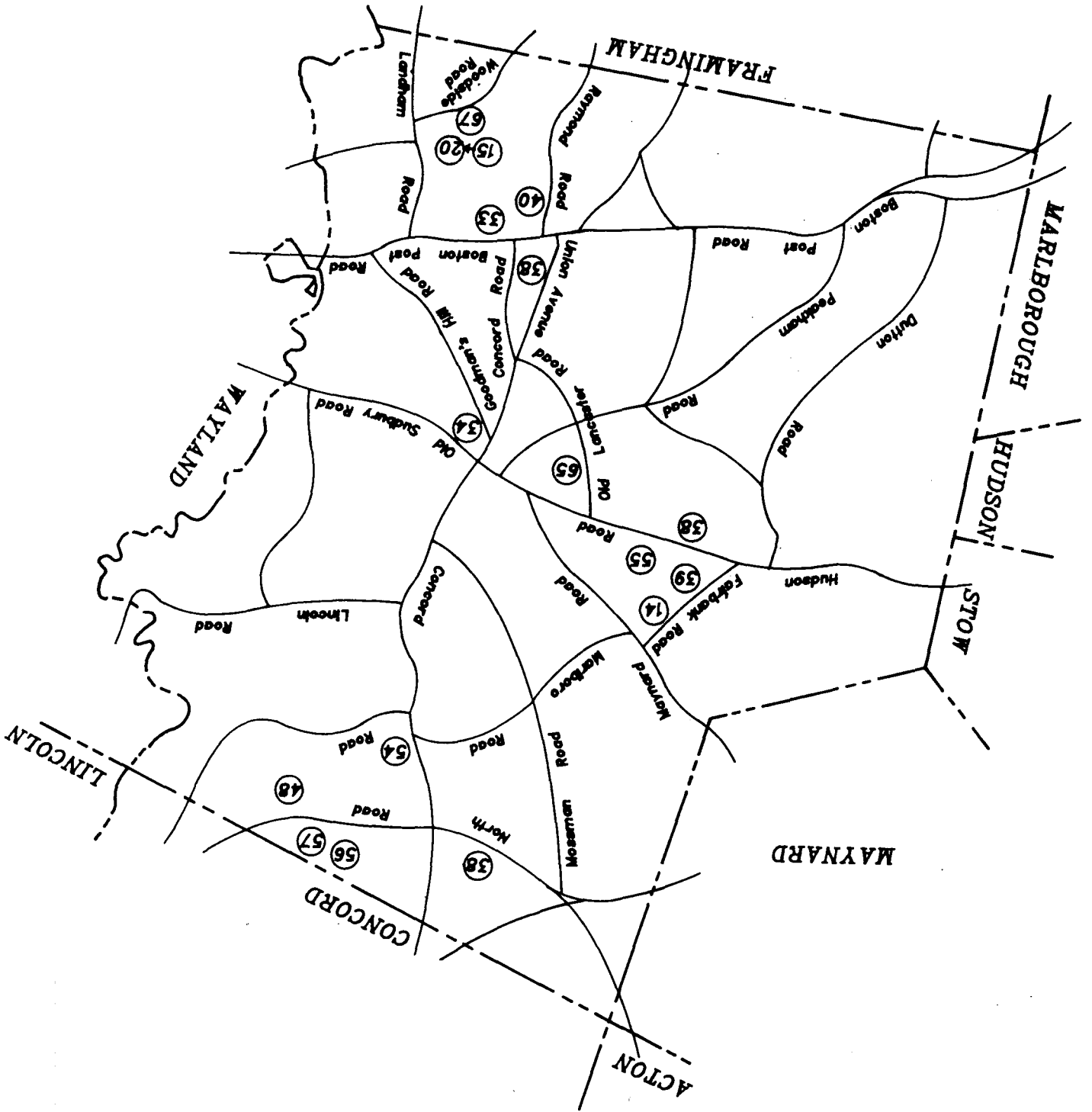
Financial Section 95

Finance Committee Report	96
Budget: Summary, Line Item Detail, Reports	101
Capital Spending Reports	126
Appendices	131



Dog Licensing Form
 Volunteer Registration Form for Boards and Committees

ARTICLE LOCATIONS SHOWN
BY NUMBERS IN CIRCLES



Provisions for the Disabled

The Board of Selectmen wishes to accommodate the attendance and participation of persons with disabilities at Town Meeting. Therefore, we urge those who may require particular accommodations to read the following carefully.

Parking: "HP" parking spaces will be provided at locations closest to the main entrance to the auditorium. There is a clear path of travel to the entrance doors. Police on duty will provide assistance as needed, or requested.

Persons with Ambulatory Disabilities: Spaces for persons who use wheelchairs will be available at the front and at the rear of the auditorium. For those who use assistive devices to ambulate, seating will be reserved at the rear of the hall and may be used if desired.

Persons Who are Blind or have Vision Impairments: Reserved seating will be available at the front of the auditorium for persons with vision impairments who prefer to be close to the overhead projector. Large print materials will be made available where possible. We encourage those making prepared, formal presentations to have copies of viewgraphs, especially motions, available in large print.

Persons Who are Deaf or have Hearing Impairments: A limited number of headphone amplifiers connected to the public address system are available for the use of persons with hearing impairments. Please ask for Jan Silva when you enter the auditorium to obtain one of these amplifiers. For persons who are deaf and require a sign language interpreter, please contact the Selectmen's Office no later than March 25, 1994. As there is great demand for qualified interpreters, advance notice will facilitate their availability.

Restrooms: Restrooms are located off the foyer inside the entrance to the auditorium. These restrooms are not accessible to persons who use wheelchairs. If you require an accessible facility, the Police Officer on duty will provide directions, and assistance if required, to the nearest accessible restroom in the High School.

Refreshments: Coffee and other refreshments are located in the High School corridor at the rear of the stage. Presently, direct access to this area requires the use of stairs. You may need assistance to obtain refreshments.

If you have any questions regarding these, or any other matters which address accommodations, please contact Jan Silva at 443-8891, extension 382; or through the Mass. Relay Service of NYNEX: 1-800-439-2370 (V/TDD).

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 4TH.

Please do your homework. If you have any questions about the articles, motions or procedure, please feel free to call the Executive Secretary, Richard E. Thompson, at 443-8891, ext. 385, 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 doubt about passing any motion, or wishes an explanation of any subject on the Consent Calendar, THE VOTER SHOULD STAND AND SAY THE WORD "HOLD" IN A LOUD, CLEAR, VOICE WHEN THE NUMBER IS CALLED. The Moderator will then inquire as to whether the request to hold is for a question or for debate. If the purpose of the request was merely to ask a question, an attempt to obtain a satisfactory answer will be made, and if that occurs, the article will remain on the Consent Calendar absent a further request to hold. If the purpose of the request was to hold the article for debate, the article will be removed from the Consent Calendar and restored to its original place in the Warrant, to be brought up, and debated and voted on in the usual way. No voter should hesitate to exercise the right to remove matters from the Consent Calendar; it is the view of the voters as to the need for debate that is supreme, not that of the Town Officials who put together the Consent Calendar. However, it is hoped that voters will remove articles from the Consent Calendar only in cases of genuine concern. In past years, it has occasionally happened that articles were removed from the Consent Calendar and when reached in the normal course, passed unanimously without debate, thus indicating that the initial removal request was, perhaps, not fully considered before being exercised.

After 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 follows. Complete reports are to be found under each article printed in this Warrant. Please review them carefully.

Article and Motion

Article 4. Amend Personnel Bylaw, Article XI.7(3) - Part-time Vacation Policy
Move in the words of the article.

Article 5. Amend Personnel Bylaw, Article XI.7(2) - Sick Leave Bank
Move in the words of the article.

Article 8. Sudbury Schools - Bus Revolving Fund
Move to authorize for Fiscal Year 1995, the use of a Revolving Fund by the Sudbury Schools for the purpose of providing additional or supplemental school transportation to be funded by user fees collected; said funds to be maintained as a separate account, in accordance with Massachusetts General Laws Chapter 44, Section 53E 1/2, and expended under the direction of the Sudbury School Committee; the amount to be expended therefrom shall not exceed the sum of \$75,000.

Article 9. Sudbury Schools - Music Revolving Fund

Move to authorize for Fiscal Year 1995, the use of a Revolving Fund by the Sudbury Schools for the purpose of providing additional or supplemental music instruction to be funded by user fees collected; said funds to be maintained as a separate account, in accordance with Massachusetts General Laws Chapter 44, Section 53E 1/2, and expended under the direction of the Sudbury School Committee; the amount to be expended therefrom shall not exceed the sum of \$40,000.

Article 10. Goodnow Library Revolving Fund

Move to authorize for Fiscal Year 1995, the use of a Revolving Fund by the Goodnow Library for maintenance and utility charges for the Multipurpose Room, to be funded by all receipts from the room reservation charge policy for non-town agencies; said fund to be maintained as a separate account, in accordance with Massachusetts General Laws Chapter 44, Section 53E 1/2, and expended under the direction of the Trustees of the Goodnow Library; the amount to be expended therefrom shall not exceed the sum of \$1,400.

Article 21. Rescind Remaining Unisys Borrowing

Move in the words of the article.

Article 22. Accept M.G.L. C.60, s.23B - Certificate of Liens Fee Schedule

Move in the words of the article.

Article 25. Voter Information - Amendment of Special Act

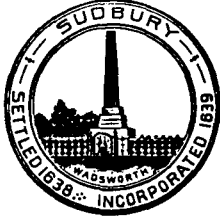
Move in the words of the article.

Article 26. Amend Bylaws, Article XX - Prohibition and Regulation of Overhead Utilities

Move in the words of the article.

Article 27. Mass. 1993 Transportation Bond Issue

Move to appropriate the sum of \$319,713, to be expended under the direction of the Highway Surveyor for the construction, reconstruction and maintenance projects of town and county ways; said sum to be raised by transfer from the 1993 Transportation Bond Issue of the Commonwealth.



Part I
TOWN OF SUDBURY
ANNUAL TOWN MEETING WARRANT
 Commonwealth of Massachusetts
 Middlesex, ss.

To the Constable 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 John Nixon School in said Town on Monday, March 28, 1994, at seven o'clock in the forenoon; then and there to choose by official ballot in accordance with law, one Moderator for one year; one member of the Board of Assessors, one Constable, two Goodnow Library Trustees, one member of the Board of Health, one Highway Surveyor, two members of the Board of Park and Recreation Commissioners, two members of the Planning Board, one member of the Board of Selectmen, and two members of the Sudbury School Committee, all for three years; and one member of the Sudbury Housing Authority for five years; and to vote on the following question:

QUESTION NO. 1

Should the Town amend the Town's Zoning Bylaw to provide more residential diversity, since 91% of Sudbury is zoned Single Family Residential and the remainder is zoned Commercial or Open Space? (This is a non-binding public opinion advisory question.)

YES _____ NO _____

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 Committee.

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

And you are required to notify and warn the inhabitants of said Town qualified to vote in Town affairs to meet at the Lincoln-Sudbury Regional High School Auditorium in said Town on Monday, April 4, 1994, at 7:30 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 1993 Town Report or as otherwise presented; or act on anything relative thereto.

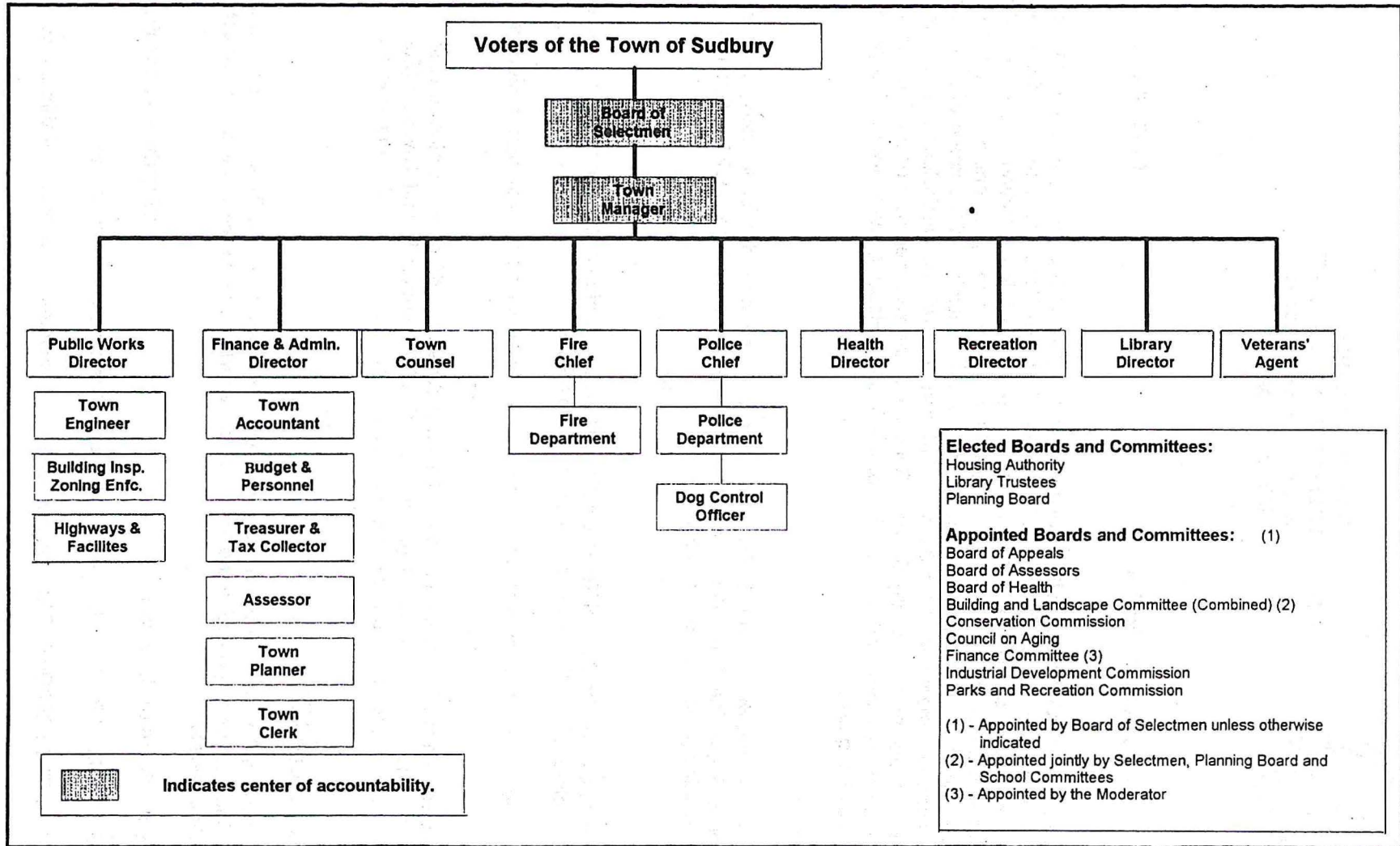
Submitted by the Board of Selectmen.

(Majority vote required)

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

FINANCE COMMITTEE REPORT: The Finance Committee recommends approval of this article.

Recommended Organizational Structure for the Town of Sudbury



**ARTICLE 2. SPECIAL ACT: ESTABLISH BOARD OF SELECTMEN -
TOWN MANAGER FORM OF ADMINISTRATION**

To see if the Town will vote to authorize and approve the filing of a petition with the General Court of the Commonwealth, under Section 8 of Article 2 of the Amendment to the Constitution of the Commonwealth, as amended by Article 89 of those Amendments, known as the "Home Rule Amendment", to enact a special law in the following form; or take any action relative thereto:

**"An Act Establishing A Board of Selectmen-Town Manager
Form of Administration in the Town of Sudbury**

PART I INCORPORATION AND AUTHORITY

Section 1. INCORPORATION CONTINUED

The inhabitants of the Town of Sudbury, Massachusetts, within its territorial limits as now or may hereafter be established by law, shall continue to be a body politic and corporate, known as the "Town of Sudbury".

Section 2. SHORT TITLE

This instrument may be cited and shall be known as the Sudbury Home Rule Charter Act.

Section 3. POWERS OF THE TOWN

The intent and purpose of this Act is to secure for the voters of the Town of Sudbury, through the adoption of this Act, all the powers possible to secure for their government under Article LXXXIX of the Amendments to the Constitution of the Commonwealth and laws of the Commonwealth, as fully and as though each such power were specifically and individually enumerated herein. To the extent that the provisions of this act modify or repeal existing general laws and special laws or the body of law which constitutes the Town charter under Section 9 of Article LXXXIX of the Amendments to the Constitution of the Commonwealth, this act shall govern.

PART II LEGISLATIVE BRANCH

Section 4. TOWN MEETING

The legislative powers of the Town shall continue to be exercised by a Town Meeting open to all voters of the Town.

PART III CHIEF EXECUTIVE FUNCTION

Section 5. BOARD OF SELECTMEN

(a) Composition, Term of Office

There shall be a Board of Selectmen composed of three (3) members elected for terms of three (3) years each, so arranged that the term of one member shall expire each year.

(b) Powers and Duties

The executive powers of the Town shall be vested in the Board of Selectmen. The Board of Selectmen shall have all of the powers and duties given to boards of selectmen under the Constitution and laws of the Commonwealth and such additional powers and duties as may be

authorized by this Act, by bylaw or by other Town Meeting vote. The Board of Selectmen shall cause the laws and orders for the government of the Town to be enforced and shall cause a record of its official acts to be maintained. The Board of Selectmen shall be the chief policy making board of the Town and shall act by the issuance of policy statements and guidelines to be followed and implemented by all Town agencies serving under the board.

The Board of Selectmen shall be the licensing authority of the Town and shall have power to issue licenses, to make all necessary rules and regulations regarding the issuance of such licenses, and to attach such conditions and restrictions thereto as it deems to be in the public interest, and to enforce the laws relating to all businesses for which it issues licenses.

To aid the Board of Selectmen in the conduct of its official business and duties, the Board of Selectmen shall appoint a Town Manager.

(c) **Appointment Powers**

The Board of Selectmen shall appoint a Town Manager, Town Counsel, and Board of Assessors. The Board of Selectmen shall also appoint all boards, committees, and commissions except as otherwise provided by this Act, by bylaw or other vote of the Town Meeting and such other regional authorities, districts, or committees in accordance with any applicable laws, or interlocal agreement.

PART IV ADMINISTRATIVE OFFICER/TOWN MANAGER

Section 6. APPOINTMENT, QUALIFICATIONS FOR THE TOWN MANAGER

The Board of Selectmen shall appoint a Town Manager who shall serve at the pleasure of the board. The Town Manager shall be especially fitted by education, training and experience in public or business administration to perform the duties of the office. Any vacancy in the office of Town Manager shall be filled as soon as possible by the Board of Selectmen. Pending the appointment of a Town Manager or the filling of any vacancy, the Board of Selectmen shall appoint a suitable person to perform the duties of the office. In the event of temporary absence or disability of the Town Manager, the Board of Selectmen may designate a qualified person to serve as acting Town Manager and to perform the duties of the Town Manager during such temporary absence or disability. The Town Manager shall receive such compensation for services as the Board of Selectmen shall determine, but such compensation shall not exceed the amount appropriated therefor by the Town.

Section 7. GENERAL RESPONSIBILITIES OF THE TOWN MANAGER

The Town Manager shall be the chief administrative officer of the Town, shall act as the agent for the Board of Selectmen and shall be responsible to the Board of Selectmen for the proper operation of town affairs for which the Town Manager is given responsibility under this Act. The Town Manager, under the policy direction of the Board of Selectmen, shall supervise, direct and be responsible for the efficient administration of all officers appointed by the Town Manager and their respective departments and of all functions for which the Town Manager is given responsibility, authority or control by this Act, by bylaw, by Town Meeting vote, or by vote of the Board of Selectmen. The Town Manager shall have the power to delegate, authorize or direct any subordinate or employee of the Town to exercise any power, duty or responsibility which the office of Town Manager is authorized to exercise under this Act. All actions that are performed under such delegation shall be deemed to be the actions of the Town Manager.

Section 8. APPOINTMENT RESPONSIBILITIES

Except as otherwise provided by this Act, the Town Manager shall appoint, based upon merit and fitness alone, a Director of Finance, a Police Chief, a Fire Chief, a Town Clerk, a Treasurer-Collector, a Director of Assessing, a Director of Public Works and all department heads and officers, subordinates, and employees

under the direct supervision of the Town Manager and officers, subordinates, employees for whom no other method of selection is provided in this Act except employees of the school department. The Town Manager may appoint ad hoc committees as is deemed necessary.

Section 9. PERSONNEL MANAGEMENT RESPONSIBILITIES

The personnel management powers, duties and responsibilities of the Town Manager shall include, but are not intended to be limited to, the following:

- (a) to administer and to adopt personnel policies, practices, or rules and regulations, any compensation plan and any related matters for all municipal employees and to administer all collective bargaining agreements, except for school department agreements, entered into by the Town.
- (b) to fix compensation of all town employees and officers appointed by the Town Manager within the limits established by appropriation and any applicable compensation plan and/or collective bargaining agreements.
- (c) to be responsible for the negotiation of all contracts with town employees over wages, and other terms and conditions of employment, except the Library Director, Assistant Library Director and employees of the school department; such contracts shall be subject to the approval of the Board of Selectmen. The Town Manager may, subject to the approval of the Board of Selectmen, employ special counsel to assist in the performance of these duties.

Section 10. FINANCIAL MANAGEMENT RESPONSIBILITIES

The Town Manager, with the assistance of the Finance Director and the Treasurer-Collector, shall be responsible for all the financial management functions of the Town, unless otherwise provided by this Act. Such functions shall include, but are not intended to be limited to, the following:

- (a) to prepare and submit, after consultation with all town departments, an annual operating budget and capital improvement program for all town departments.
- (b) to insure that complete and full records of the financial and administrative activity of the Town are maintained and to render reports to the Board of Selectmen as may be required.
- (c) to approve warrants for payments of town funds prepared by the Town Accountant.
- (d) to be responsible for the purchase of all supplies, materials, and equipment, except books and other educational materials for schools and books and other media materials for libraries. The Town Manager shall approve the award of all contracts for all town departments with the exception of the school department, subject to the approval of the Board of Selectmen.
- (e) to keep the Board of Selectmen and Finance Committee fully informed as to the financial condition of the Town and to make recommendations to the Board of Selectmen and to other elected and appointed officials as the Town Manager deems necessary or expedient.
- (f) to prepare, annually, a financial forecast of town revenue, expenditures and the general financial condition of the Town.

Section 11. ADMINISTRATIVE RESPONSIBILITIES

The administrative powers, duties and responsibilities of the Town Manager shall include, but are not intended to be limited to, the following:

- (a) to attend all regular and special meetings of the Board of Selectmen, unless excused.
- (b) to attend all sessions of the Town Meeting and to answer all questions addressed to the Town Manager which are related to the warrant articles and to matters under the general supervision of the Town Manager.
- (c) to administer either directly or through a person or persons supervised by the Town Manager, in accordance with this Act, provisions of general or special laws, bylaws and other votes of the Town Meeting.
- (d) to investigate or inquire into the affairs of any town department or office, under the supervision of the Town Manager.
- (e) to coordinate activities of all town departments, officers, boards or commissions of the Town.
- (f) to keep the Board of Selectmen fully informed as to the needs of the Town requiring action by them, or by the Town, as the Town Manager deems necessary or expedient.
- (g) to be responsible for the efficient use, maintenance and repair of all Town facilities, except those under the jurisdiction of the School Committee.
- (h) to develop and maintain a full and complete inventory of all Town owned real and personal property.
- (i) to perform such other duties as necessary, or as may be assigned by this Act, bylaw, Town Meeting vote, or vote of the Board of Selectmen.

PART V ADMINISTRATIVE ORGANIZATION

Section 12. GENERAL POWER TO REORGANIZATION

The Town Manager may reorganize, consolidate or abolish, create, merge, or divide, alter the term of office, the manner of selection of any town department, office, agency or function under the jurisdiction of the Town Manager.

The Board of Selectmen may reorganize, consolidate or abolish, create, merge, reassign responsibilities and duties or divide, alter the term of office, the number of members, the manner of selection, of any board, commission or committee of the Town under the jurisdiction of the Board of Selectmen.

Section 13. BOARD OF ASSESSORS

There shall be three (3) Assessors, appointed by the Board of Selectmen, for three (3) years, arranged so that the term of one (1) member expires each year. The Board of Assessors shall have administrative review responsibilities and decide questions relating to the abatement of taxes and appeals of decisions of the Director of Assessing. The administrative responsibility for the operation of the assessing function and the office of the assessors shall be the responsibility of the Director of Assessing appointed by the Town Manager.

Section 14. DEPARTMENT OF PUBLIC WORKS

Until such time as another form of organization is provided for in accordance with Section 12 of this Act, there shall be established a department of public works. The department of public works shall be charged with responsibility for the management of public works operations of the Town including, but not limited to, the following: highways; solid waste and recycling activities; maintenance of cemeteries, parks, fields and grounds, open space, public memorials, and commons; engineering services; building maintenance of

all town buildings, except those of the school department; maintenance of vehicles and equipment; and other operations, and functions as may be deemed necessary or desirable. The department of public works shall also perform such functions and responsibilities as required by bylaw, vote of the Town Meeting or upon direction of the Town Manager or Board of Selectmen. The functions of the Highway Surveyor and the Tree Warden shall be incorporated into the department of public works. The Town Manager shall appoint a Director of Public Works. The director shall be especially fitted by education, training and experience to perform the duties of the office; the director shall have such other qualifications as the Town Manager may from time to time provide.

Until such time as another form of organization is provided for in accordance with Section 12 of this Act, personnel responsible for building inspection and zoning enforcement, electrical, gas and plumbing inspection shall be under the direction of the Director of Public Works.

PART VI. ELECTED TOWN OFFICERS

Section 15. ELECTED TOWN OFFICIALS

The registered voters of the Town of Sudbury shall, in accordance with any applicable laws, bylaws, votes of the Town, or interlocal agreement continue to elect the following:

Board of Selectmen
 Moderator
 School Committee
 Library Trustees
 Planning Board, and
 Housing Authority

Other such regional authorities, districts, or committees as may be established by law or interlocal agreement.

Section 16. TRANSITION PROVISIONS

- (a) Upon the adoption of this Act the incumbent serving as Town Clerk, shall continue to serve in said office for the balance of the term for which the Town Clerk was elected. Thereafter, the Town Clerk shall be appointed in accordance with this Act.
- (b) Upon the adoption of this Act the incumbent serving as Highway Surveyor shall continue to serve in said office for the balance of the term for which elected. Upon the expiration of said term of office or if a vacancy shall sooner occur, the functions of the office shall be transferred to the department of public works.
- (c) The incumbents serving as members of the Board of Health shall continue to serve in said offices for the balance of the terms for which they were elected. Upon the expiration of said terms of office or if a vacancy shall sooner occur, the offices shall be appointed by the Board of Selectmen.
- (d) The incumbents serving as members of the Board of Assessors shall continue to serve in said offices for the balance of the terms for which they were elected. Upon the expiration of said terms of office or if a vacancy shall sooner occur, the offices shall be appointed by the Board of Selectmen.
- (e) The incumbents serving as members of the Parks and Recreation Commission shall continue to serve in said offices for the balance of the terms for which they were elected. Upon the expiration of said terms of office or if a vacancy shall sooner occur, the offices shall be appointed by the Board of Selectmen.

- (f) The incumbents serving as Constables shall continue to serve in said offices for the balance of the terms for which they were elected. Upon the expiration of said terms of office or if a vacancy shall sooner occur, the offices shall be appointed by the Board of Selectmen.
- (g) The department of public works shall become operational thirty (30) days after the appointment of the Director of Public Works.
- (h) Within six (6) months of the effective date of this Act the Board of Selectmen shall appoint a Town Manager.

PART VII GENERAL PROVISIONS

Section 17. SEVERABILITY

The provisions of this Act are severable. If any of the provisions of this Act are held to be unconstitutional or invalid, the remaining provisions of this Act shall not be affected thereby.

Section 18. EXISTING LAW

All laws, bylaws, votes, rules and regulations, whether enacted by authority of the Town or any other authority, which are in force in the Town of Sudbury on the effective day of this Act, or any portion or portions thereof, not inconsistent with the provisions of this Act shall continue to be in full force and effect until otherwise provided by other laws, bylaws, votes, rules and regulations, respectively. Nothing contained herein shall impair contractual rights established prior to the adoption of this Act, or any amendment thereto.

Section 19. EXISTING EMPLOYEES

Any person holding a town office, or employment under the Town, shall retain such office or employment, and shall continue to perform their duties until provisions shall have been made in accordance with this Act, for the performance of said duties by another person, or agency. No person in the permanent full-time service or employment of the Town shall forfeit pay grade for time in service.

Section 20. EFFECTIVE DATE

This Act shall be submitted for acceptance to the qualified voters of the Town of Sudbury at an annual or special town meeting called for the purpose. The vote shall be taken in precincts by ballot in accordance with the provisions of the General Laws, so far as the same shall be applicable, in answer to the question, which shall be placed upon the official ballot to be used at said meeting: "Shall an act passed by the general court in the year nineteen hundred and ninety-four, entitled 'An Act Establishing a Board of Selectmen-Town Manager Form of Administration in the Town of Sudbury', be accepted by this town?" If a majority of the voters voting on this question shall vote in the affirmative, said Act shall take effect immediately. If a majority of the voters voting on this question shall vote in the negative, this Act shall thereupon become void.";

or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Majority vote required)

BOARD OF SELECTMEN REPORT: The 1993 Annual Town Meeting approved \$10,000 to be used for a management study, with the understanding that the Sudbury Foundation would provide a matching grant, which it did. The study was completed December 1, 1993. The MMA Consulting Group conducted the study, and their work was reviewed and approved by a steering committee appointed by the Selectmen and made up of Long Range Planning Committee members L. William Katz, Kathleen Precourt, and Richard Bryant; Finance Committee member Steven Stolle; and Selectman Judith Cope. In conjunction with the Long Range Planning Committee, the Board of Selectmen is submitting this article to the Town Meeting for debate, dialog and, hopefully, approval. In addition, on January 24, 1994, the Selectmen appointed a Blue Ribbon Committee made up of a cross-section of the community to evaluate the management proposal and report on the same at Town Meeting. In this whole process, we would like to publicly recognize the Long Range Planning Committee for all its time and effort spent on this most important subject. The Board of Selectmen support this article.

FINANCE COMMITTEE REPORT: The Finance Committee recommends full implementation of this article to improve the accountability and responsibility within the Town governmental organization. Improved coordination and planning should also result in better overall resource allocation. After a phased-in implementation, significant savings can be realized in reduction of redundancies and improved efficiencies. Future Town budgets presented at Town Meetings can offer the opportunity to turn these reductions in expense into lower taxes or reinvest those savings into additional services.

**ARTICLE 3. AMEND PERSONNEL BYLAW, ART. XI. -
CLASSIFICATION AND SALARY PLAN**

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

**" TOWN OF SUDBURY - FY95
SCHEDULE A - CLASSIFICATION PLAN
SCHEDULE B - SALARY PLAN**

GRADE 1**GRADE 2**

Clerk I
Switchboard Operator/Receptionist

GRADE 3

Clerk II/Senior Clerk
Library Clerk
Recording Secretary

GRADE 4

Fire Dispatcher (40 Hrs./Wk)
Library Technician
Secretary I
Van Driver, Sr. Center
Senior Data Processing Clerk
Grounds Person (40 Hrs./Wk)
Maintenance Custodian (40 Hrs./Wk)
Accounting Clerk

GRADE 5

Outreach Case Manager
Library Office Coordinator
Grounds Mechanic (40 Hrs./Wk)
Census and Documentation Coord.
Accounting Administrative Assistant
Part-Time Reference Librarian
Aquatic Coordinator

GRADE 6

Dog Officer
Police Dispatcher
Secretary/Legal Secretary
Secretary II/Office Supervisor
Grounds Foreman (40 Hrs./Wk)
Board of Health Coordinator

GRADE 7

Assistant Assessor
Assistant Town Accountant
Assistant Town Clerk
Assistant Children's Librarian
Head of Circulation, Library
Head of Technical Services, Library

GRADE 8

Conservation Coordinator
Director, Council on Aging
Adult Services/Reference Librarian
Children's Librarian
Assistant Town Treasurer & Collector

GRADE 9

Administrative Ass't to Board of Selectmen
Assistant Library Dir. (Not filled FY94/95)
Aquatic Director

GRADE 10

Community Social Worker

GRADE 11

Budget & Personnel Officer
Park & Recreation Director

GRADE 12**GRADE 13****GRADE 14**

Highway Surveyor (Elected)

GRADE 15

Fire Chief
Police Chief

GRADE 16**GRADE 17**

TITLE CHANGE, RECLASSIFICATION, OR NEW POSITION

EXECUTIVE SECRETARY - NON UNION - CONTRACTED POSITION**TOWN CLERK - NON UNION - ELECTED (GRADE 10 FOR ADVISORY PURPOSES ONLY)****THE FOLLOWING ARE UNION POSITIONS:**

SUPERVISOR OF TOWN BUILDINGS
ASSESSOR/APPRaiser
LIBRARY DIRECTOR
SUPT. PARKS AND GROUNDS
TOWN PLANNER

DIRECTOR OF PUBLIC HEALTH
INSPTR. OF BLDG./ZONING ENFORCEMENT AGENT
TOWN TREASURER/COLLECTOR
DIRECTOR OF FINANCE/TOWN ACCOUNTANT
TOWN ENGINEER

FY 95: 7/1/94 - 6/30/95

GRADE	Minimum						Maximum
	1	2	3	4	5	6	7
1	8.92	9.27	9.64	10.02	10.41	10.82	11.24
2	9.64 17,609	10.02 18,300	10.41 19,018	10.82 19,764	11.24 20,539	11.68 21,345	12.14 22,182
3	10.41 19,018	10.82 19,764	11.24 20,539	11.68 21,345	12.14 22,182	12.62 23,053	13.11 23,957
4	11.24 20,539	11.68 21,345	12.14 22,182	12.62 23,053	13.11 23,957	13.63 24,897	14.16 25,873
5	12.14 22,182	12.62 23,053	13.11 23,957	13.63 24,897	14.16 25,873	14.72 26,888	15.29 27,943
6	13.11 23,957	13.63 24,897	14.16 25,873	14.72 26,888	15.29 27,943	15.89 29,040	16.52 30,179
7	14.16 25,874	14.72 26,888	15.29 27,943	15.89 29,040	16.52 30,179	17.17 31,363	17.84 32,593
8	15.44 28,201	16.04 29,308	16.67 30,458	17.32 31,652	18.00 32,894	18.71 34,185	19.45 35,526
9	16.82 30,740	17.49 31,945	18.17 33,199	18.88 34,501	19.62 35,855	20.39 37,262	21.20 38,724
10	18.34 33,506	19.06 34,821	19.81 36,187	20.58 37,606	21.39 39,081	22.23 40,616	23.10 42,209
11	19.99 36,522	20.77 37,954	21.59 39,443	22.44 40,991	23.32 42,599	24.23 44,271	25.18 46,008
12	21.79 39,809	22.64 41,370	23.53 42,993	24.46 44,680	25.41 46,433	26.41 48,255	27.45 50,148
13	23.75 43,391	24.68 45,094	25.65 46,863	26.66 48,701	27.70 50,612	28.79 52,598	29.92 54,662
14	25.89 47,297	26.90 49,152	27.96 51,080	29.06 53,084	30.20 55,167	31.38 57,332	32.61 59,581
15	28.22 51,553	29.32 53,576	30.47 55,678	31.67 57,862	32.91 60,132	34.20 62,492	35.55 64,944
16	30.76 56,193	31.96 58,398	33.22 60,689	34.52 63,069	35.88 65,544	37.28 68,116	38.75 70,789
17	33.52 61,251	34.84 63,653	36.21 66,151	37.63 68,746	39.10 71,442	40.64 74,247	42.23 77,160

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

**NON UNION EMPLOYEES
INDIVIDUALLY RATED - FY 95**

<u>Library</u>	<u>MINIMUM</u>	<u>STEP 1</u>	<u>STEP 2</u>
• Library Page (Hourly)	\$ 6.18	\$ 6.45	\$ 6.66

Park and Recreation

	<u>MINIMUM</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>MAXIMUM</u>
• Camp Supervisor (Seasonal - Part Time)	\$2,409	2,509	2,631	2,764	2,906
• Teen Center Coordinator (Hourly):	\$11.88 - \$ 17.83				
• Temporary Laborer (Hourly):	\$ 6.64 - \$ 8.10 (Park and Rec. and Highway Depts.)				
• Temporary Snow Removal Equipment Operator (Hourly):	\$ 8.00 - \$ 10.00				

Atkinson Pool

<u>POSITION</u>	<u>HOURLY RATED SALARY RANGE (PERMANENT PART-TIME & FEE FOR SERVICE)</u>									
• Lifeguard/Pool Receptionist	\$6.50	6.78	7.05	7.33	7.62	7.92	8.23	8.55	8.89	
• Childcare Helper Water Safety Ins.	\$7.05	7.33	7.62	7.92	8.23	8.55	8.89	9.23	9.60	
• Receptionist Supervisor/ WSI Supervisor	\$8.23	8.55	8.89	9.23	9.60	9.98	10.36			

Town Administration

	<u>Min.</u>							<u>Max.</u>
	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	
• Custodian (Hrly - 40 hrs.)	\$10.47	10.87	11.30	11.75	12.19	12.67	13.19	

SINGLE RATED:

• Veterans' Agent and Director	\$4,023/Year		
• Census Taker	\$ 6.11/ Hour	• Election Officer & Teller	\$5.80/ Hour
• Election Warden	6.11/ Hour	• Plumbing Inspector	Fees
• Election Clerk	6.11/ Hour		
• Deputy Election Warden	6.11/ Hour		
• Deputy Election Clerk	6.11/ Hour		

UNION EMPLOYEES**FIRE DEPARTMENT**

	MIN	Step 1	Step 2	Step 3	MAX
Firefighter					
Annual	29,047	29,720	30,409	31,082	31,814
Hourly	13.25	13.56	13.87	14.18	14.51
Firefighter/EMT					
Annual	30,347	31,020	31,709	32,382	33,114
Hourly	13.84	14.15	14.46	14.77	15.10
Lieutenant					
Annual	32,387	33,138	33,906	34,657	35,473
Hourly	14.77	15.11	15.47	15.81	16.18
Lieutenant/EMT					
Annual	33,837	34,587	35,356	36,106	36,922
Hourly	15.43	15.78	16.13	16.47	16.84
Fire Captain					
Annual	36,112	36,949	37,805	38,642	39,552
Hourly	16.47	16.85	17.24	17.63	18.04
Fire Captain/EMT					
Annual	37,728	38,565	39,421	40,258	41,168
Hourly	17.21	17.59	17.98	18.36	18.78

SINGLE RATED:

- Call Firefighter \$123.22/Year \$ 11.86/Hour

OTHER SINGLE RATED:

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

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

POLICE DEPARTMENT

	Hrs/Week	MIN	STEP 1	STEP 2	STEP 3	MAX
Sergeant	37.33					
Hourly		18.52	18.96	19.39	19.83	20.23
Annual		36,095	36,931	37,795	38,645	39,416
Patrolman	37.33					
Hourly		15.43	15.79	16.17	16.53	16.85
Annual		30,078	30,772	31,497	32,206	32,845

SINGLE RATED:

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

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

SUDBURY SUPER. ASSOC.

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Library Director	43,952	45,270	46,629	48,027	49,468	50,952
Director of Health	44,981	46,330	47,720	49,152	50,626	52,145
Town Engineer	54,174	55,799	57,473	59,197	60,973	62,803
Supt Parks/Grds Mgmt *	35,189	36,245	37,332	38,452	39,606	40,794
Asst Highway Surveyor	39,712	40,903	42,130	43,394	44,696	46,037
Highway Oper. Asst.	33,535	34,541	35,577	36,644	37,744	38,876
Building Inspector	43,751	45,064	46,416	47,808	49,243	50,720
Supv. of Town Bldgs.#	33,026	34,017	35,038	36,089	37,171	38,287
Assessor/Appraiser	43,753	45,065	46,417	47,810	49,244	50,721
Town Planner	46,621	48,019	49,460	50,944	52,472	54,046
Police Lt./Adm. Asst.	48,486	49,941	51,439	52,982	54,572	56,209
Dir. of Fin./Town Acct.	55,390	57,052	58,763	60,526	62,342	64,212
Treasurer/Collector	45,341	46,701	48,102	49,546	51,032	52,563

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

THIS DOES NOT INCLUDE \$10,440 PER YEAR AS WIRING INSPECTOR.

ENGINEERING DEPARTMENT

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
E1 Eng Aide I	20,791	21,416	22,060	22,725	23,407	24,110
E2 Eng Aide II	23,909	24,628	25,366	26,130	26,913	27,721
E3 Eng Aide III	27,497	28,324	29,172	30,047	30,947	31,877
E4 Jr Civil Eng	31,622	32,571	33,545	34,553	35,589	36,656
E5 Civil Eng	35,576	36,642	37,746	38,875	40,041	41,242
E6 Sr Civil Eng	37,726	38,858	40,025	41,225	42,463	43,733
E7 Asst Town Eng	44,373	45,703	47,073	48,486	49,941	51,440

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

HIGHWAY DEPARTMENT

	START	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	-----	-----	-----	-----	-----	-----	-----
		After	After	After	After	After	After
		6 mos.	1 yr.	2 yrs.	3 yrs.	4 yrs.	5 yrs.
Landfill Supervisor	30,187	31,094	32,026	32,987	33,976	34,996	36,046
Foreman, Hwy	29,594	30,210	30,871	31,487	32,117	32,757	33,739
Foreman, Tree/Cem	29,594	30,210	30,871	31,487	32,117	32,757	33,739
Master Mechanic	13.98	14.45	14.89	15.28	15.67	16.07	16.55
Asst Mechanic	13.36	13.82	14.26	14.66	15.04	15.44	15.91
Hvy Equip Oper	12.55	12.91	13.19	13.62	14.06	14.51	14.95
Tree Surgeon	12.55	12.91	13.19	13.62	14.06	14.51	14.95
Truck or Lt Equip Oper	11.79	12.10	12.43	12.67	12.92	13.19	13.58
Tree Climber	11.79	12.10	12.43	12.67	12.92	13.19	13.58
Hvy Laborer	11.11	11.43	11.69	11.99	12.31	12.63	13.01
Lt Laborer	10.14	10.42	10.65	10.93	11.21	11.50	11.84
Landfill Monitor	9.48						

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

or act on anything relative thereto.

Submitted by the Personnel Board.

(Majority vote required)

PERSONNEL BOARD REPORT: The Personnel Board completed a comprehensive salary survey of surrounding and similarly sized towns, in the Spring of 1993. The survey compared Sudbury's salary ranges with those of similar positions in Acton, Concord, Hudson, Lincoln, Marlboro, Needham, Wayland, Wellesley and Weston. The Board found the results of its own survey to be consistent with those of two other surveys it reviewed.

When compared to the salary ranges for all positions on the Classification Plan (salary grid), Sudbury salary ranges are 4.28% higher, on average, than those surveyed.

In considering any adjustment to the salary grid, the Board also noted that the average salary range movements in the towns surveyed during 1993 was 3%, the increase in wages nationally for state and local governments during 1993 was 3%, and economic projections for 1994 are also in the 3% range.

The Board recommends that the salary ranges in the Classification Plan be adjusted upward by 1% except for those positions noted. The Board believes that this recommendation strikes a balance between rewarding Town employees and the need to achieve competitive and equitable pay.

The following are changes in the Classification Plan between FY94 and FY95:

NEW POSITIONS:

- Assistant Town Treasurer & Collector
- Accounting Clerk
- Park & Recreation Director
- Temporary Snow Removal Equipment Operator

POSITIONS ELIMINATED:

- Assistant Town Treasurer
- Assistant Town Collector

CHANGE IN STATUS:

- Animal Inspector from Single Rated to Contractor
- Assistant Dog Officer from Single Rated to Contractor
- Aquatic Director from Single Rated to Grade 9
- Pool Sec II/Office Supervisor from Single Rated to Grade 6
- Aquatic Coordinator from Single Rated to Grade 5

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

FINANCE COMMITTEE REPORT: The Finance Committee recommends approval of this article.

TOWN COUNSEL OPINION: See opinion at the end of this Warrant.

**ARTICLE 4. AMEND PERSONNEL BYLAW, ART. XI. 7(3) -
PART-TIME VACATION POLICY**

To see if the Town will vote to amend Article XI of the Town of Sudbury Bylaws, Personnel Administration Plan, Section 7, Subsection (3), Vacations, sixth paragraph, by deleting the first sentence and substituting the following:

"A regular part-time employee's daily vacation pay shall be equal to the present hourly rate, multiplied by the budgeted hours worked per week, divided by 5.";

or act on anything relative thereto.

Submitted by the Personnel Board.

(Majority vote required)

PERSONNEL BOARD REPORT: The current bylaw requires that vacation time for part-time persons be based on actual, rather than budgeted hours worked. This method is not only cumbersome, but results in a multiplicative increase in part-time vacation time as part-time persons replace other part-time persons.

This motion addresses the problem by simplifying the calculation of part-time vacation time, and eliminates the multiplicative increase in vacation.

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

TOWN COUNSEL OPINION: See opinion at the end of this Warrant.

ARTICLE 5. AMEND PERSONNEL BYLAW, ART. XI.7(2) - SICK LEAVE BANK

To see if the Town will vote to:

- A. Amend Article XI.7(2), eighth paragraph, by inserting the words, "in each fiscal year" in the fifth sentence after the word "granted", so that the sentence reads: "The maximum number of bank days any employee may be granted in each fiscal year is twelve (12) times the number of years of his service."; and
- B. Amend Article XI.7(2), eighth paragraph, by deleting therefrom the sixth sentence which reads: "Although employees to be eligible are required to deposit three (3) days per year, the total number of days available in the bank shall not exceed seven hundred twenty (720) days.";

or act on anything relative thereto.

Submitted by the Personnel Board.

(Majority vote required)

Current Bylaw:

Sick Leave Bank. A sick leave bank shall be created for regular full-time employees and regular part-time employees with regularly scheduled working hours which will be jointly administered by a committee of one (1) Personnel Board designee and two (2) Town employee designees. The joint committee may establish rules and regulations for the administration and operation of this bank, provided said rules and regulations for the administration do not conflict with the Personnel Administration Plan. To be eligible to use the bank, an employee must contribute three (3) days of his sick leave each year. Further, an employee must exhaust his own accumulated sick days before he is eligible to use the bank. The maximum number of bank days any employee may be granted is twelve (12) times the number of years of his service. Although employees to be eligible are required to deposit three (3) days per year, the total number of days available in the bank shall not exceed seven hundred twenty (720) days. The contribution of, and grant to, a regular part-time employee shall be appropriately pro-rated.

PERSONNEL BOARD REPORT: This article clarifies the language of the Employee Sick Leave Bank, limiting usage to twelve (12) days per fiscal year of service. Further the article removes the cap of 720 days which has inadvertently prevented new employees from joining the Sick Bank.

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

TOWN COUNSEL OPINION: See opinion at the end of this Warrant.

ARTICLE 6. ACCEPT M.G.L. C.71, S.83 OF THE ACTS OF 1993 -
TEACHERS' RETIREMENT INCENTIVE

To see if the Town will vote to accept the provisions of Section 83, of Chapter 71, of the Acts and Resolves of 1993, Teachers' Early Retirement Incentive, allowing Sudbury School Department teachers (K-8) to apply for early retirement; or act on anything relative thereto.

Submitted by the Sudbury School Committee.

(Majority vote required)

SUDBURY SCHOOL COMMITTEE REPORT: In June 1993, Governor Weld signed into law the Education Reform Act of 1993. This Act provides for an early retirement incentive for teachers who have worked a minimum of twenty years as a teacher or administrator in the Massachusetts public school system, and have been a contributor to the Massachusetts Teachers' Retirement System for the period that they have taught. The law is allowing up to 2,500 teachers state-wide to be accepted for early retirement during Fiscal Year 1994. If the number of applicants state-wide is in excess of the allowable amount of money the state can pay, then the number of eligible employees will be pro-rated to each town by the state. The program allows up to five years to be added to the employee's age, or years of service, or a combination of both, which will increase the employee's retirement benefit, but the community can limit the number of years to a lower number of years than five. Acceptance of the program for school districts such as Sudbury must include approval by the School Committee, the Board of Selectmen and the Town Meeting. According to two analyses done by the Teachers' Retirement System and by an actuary hired by the Town, the Town can save up to \$36,500 per teacher over a fifteen-year period of time. This savings is accomplished through the hiring of a lower paid teacher to replace the retiring teacher. The Town is obligated to pay one-half (1/2) the difference between what the employee would have received under ordinary retirement, and the incentive retirement. (This has been figured into the \$36,500 savings.) This assumes that the teacher would not have retired any sooner than five years, if no incentive were offered. With the opportunity to save much needed money through early retirement, the Sudbury School Committee requests that the voters of Sudbury support this article.

ARTICLE 7. Not Submitted

ARTICLE 8. SUDBURY SCHOOLS -
BUS REVOLVING FUND

To see if the Town will vote, pursuant to Massachusetts General Laws, Chapter 44, Section 53E1/2, to authorize a revolving fund for the purpose of providing additional or supplemental school transportation to be funded by user fees collected; or to act on anything relative thereto.

Submitted by the Sudbury School Committee.

(Majority vote required)

SCHOOL COMMITTEE REPORT: Since September of 1991, the School Department has been receiving payments from students to offset the cost of school bus transportation. The amount offset has been shown each year in the Warrant as part of the School Department's budget. Town Counsel has informed the School Committee that a separate vote is now necessary to authorize this budget offset. Passage of this article achieves that purpose.

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

FINANCE COMMITTEE REPORT: The Finance Committee recommends approval of this article.

ARTICLE 9. SUDBURY SCHOOLS -
MUSIC REVOLVING FUND

To see if the Town will vote, pursuant to Massachusetts General Laws, Chapter 44, Section 53E1/2, to authorize a revolving fund for the purpose of providing additional or supplemental music instruction to be funded by user fees collected; or act on anything relative thereto.

Submitted by the Sudbury School Committee.

(Majority vote required)

SCHOOL COMMITTEE REPORT: Since September of 1991, the School Department has been receiving payments from students to offset the cost of instrumental music instruction. The amount offset has been shown each year in the Warrant as part of the School Department's budget. Town Counsel has informed the School Committee that a separate vote is now necessary to authorize this budget offset. Passage of this article achieves that purpose.

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

FINANCE COMMITTEE REPORT: The Finance Committee recommends approval of this article.

ARTICLE 10. GOODNOW LIBRARY REVOLVING FUND

To see if the Town will vote to authorize for Fiscal Year 1995, the use of a Revolving Fund by the Goodnow Library for maintenance and utility charges for the Multipurpose Room, to be funded by all receipts from the room reservation charge policy for non-Town agencies; said fund to be maintained as a separate account, in accordance with Massachusetts General Laws Chapter 44, Section 53E1/2, and expended under the direction of the Trustees of the Goodnow Library; or act on anything relative thereto.

Submitted by the Library Trustees.

(Majority vote required)

GOODNOW LIBRARY TRUSTEES' REPORT: This fund was approved by Town Meeting each of the last two years. State law requires that this fund be approved by Town Meeting annually. The Revolving Fund provides additional funds for the library's building maintenance budget. Prior to its existence, the maintenance budget often fell short of covering basic repairs and maintenance costs. The library either made requests for emergency transfers to cover these costs, or delayed making needed repairs or initiating preventive maintenance.

Through the first half of Fiscal Year 1994 the fund has generated \$710. The library has spent \$361. A maximum spending level of \$1,400 for Fiscal Year 1995, is proposed.

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

FINANCE COMMITTEE REPORT: The Finance Committee recommends approval of this article.

ARTICLE 11. FY94 BUDGET ADJUSTMENTS

To see if the Town will vote to amend the votes taken under Article 10 of the 1993 Annual Town Meeting, by adding to or deleting from line items thereunder, by transfer between or among accounts or by transfer from available funds; or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Majority vote required)

BOARD OF SELECTMEN REPORT: This article will allow flexibility to review all accounts within the FY94 Operating Budget to make adjustments at the Annual Town Meeting if necessary. At time of warrant printing, it is anticipated additional funds will be needed for the Reserve Fund and Police Department Maintenance Account. The Board will report at Town Meeting.

ARTICLE 12. UNPAID BILLS

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

Submitted by the Town Accountant.

(Four-fifths vote required)

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

ARTICLE 13. BUDGET

To see if the Town will vote to raise and appropriate, or appropriate from available funds, the following sums, or any other sum or sums, for any or all Town Expenses and purposes, including debt and interest and out-of-state travel; to fix the salaries and other compensation of all elected officials and to provide for a Reserve Fund, all for the Fiscal Year July 1, 1994 through June 30, 1995, inclusive, in accordance with the following schedule, which is incorporated herein by reference; and to determine whether or not the appropriation for any of the items shall be raised by borrowing; and to further determine that appropriations within departmental budgets under Personal Services, Expenses, Capital Spending, Snow and Ice, Net Sudbury Public Schools, Sudbury Assessment (Schools), Total Debt Service, and Total Unclassified must be expended within those categories unless, in each instance, the Finance Committee grants prior approval; and that automobile mileage allowance rates shall be paid in accordance with Federal Internal Revenue Service mileage allowance regulations; or act on anything relative thereto.

Submitted by the Finance Committee.

(Two-thirds vote required, if
Stabilization Fund used)

FINANCE COMMITTEE REPORT: See reports of the Finance Committee and a detailed line item budget in the Financial Section, Part II of this Warrant.

BOARD OF SELECTMEN ENTERPRISE FUND RECOMMENDATIONS: In accordance with Chapter 306 of the Acts of 1986, the Board of Selectmen recommends the FY95 Landfill and Pool Enterprise Fund Budgets as set forth in the Finance Committee Recommended column.

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #		Expend. FY 92*	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec FY95
100		EDUCATION					
		SUDBURY PUBLIC SCHOOLS					
		Salaries	7,332,115	7,152,325	8,136,344	9,013,781	8,809,281
		Expenses	1,578,688	1,607,466	1,935,091	2,096,444	2,081,444
		Equipment	60,545	52,382	67,000	684,795	426,095
		Capital Expenditure			142,000		
		Subtot Sudbury Pub.Scls	8,971,348	8,812,173	10,280,435	11,795,020	11,316,820
		Offsets, including METCO	100,492	237,328	259,594	238,233	238,233
110		Net Sudbury Public Scls	8,870,856	8,574,845	10,020,841	11,556,787	11,078,587
		Insurance/Benefit Costs	1,145,521	1,239,265	1,331,294	1,496,532	1,458,921
		True Cost S.P.S.	10,116,869	10,051,438	11,611,729	13,291,552	12,775,741
NOTE:			Includes \$229,242 carried forward from FY93 to FY94 and expended. Includes \$325,489 carried forward from FY92 to FY93 and expended.				
130		L-S REGIONAL H.S. Sudbury Assessment	6,367,491	6,539,191	6,942,562	7,482,884	7,341,877
140		MINUTEMAN VOC. H.S. Sudbury Assessment	357,370	381,446	300,448	313,488	313,488
		TOTAL 100 BUDGET	15,595,717	15,495,482	17,263,851	19,353,159	18,733,952
		Offsets:Free Cash	0	0	0	0	0
		NET 100 BUDGET	15,595,717	15,495,482	17,263,851	19,353,159	18,733,952
200		DEBT SERVICE					
-201		Temp. Loan Int.	1,809	21,189	20,000	8,000	8,000
-203		Other Bond Int.	195,081	348,287	366,017	338,603	338,603
-205		Other Bond Princ.	275,000	675,000	765,000	765,000	765,000
-440		Interest Refund	2,151	948	0	0	0
-711		Bond & Note Expense	1,439	584	5,000	3,000	3,000
200		TOTAL DEBT SERVICE	475,480	1,046,008	1,156,017	1,114,603	1,114,603
*#		(Fairbank/COA: P & I)	140,240	134,480	128,720	122,960	122,960
*#		(Nixon/Noyes: P & I)	248,900	733,400	575,400	556,000	556,000
*#		(Fire Station: P & I)	132,960	129,120	225,280	215,040	215,040
*#		(Melone & Unisys: P & I)	0	52,649	216,733	209,603	209,603
		Nixon-Noyes Recap Sheet				26,000	26,000
		Offsets, Carry forwards, etc.	52,019	26,362	15,116	200,222	200,222
		TOTAL Princ & Int	470,081	1,023,287	1,131,017	929,381	929,381
*#		Project costs provided for information only and do not necessarily add to the Total Debt Service, due to Carry Forwards, Town Meeting Article appropriations, etc.					

**TOWN OF SUDBURY
FY95 BUDGET**

Old Line #	New Line #	Expend. FY 92 *	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec FY95
300						
	PROTECTION					
310	FIRE DEPT					
	Personal Services	1,290,975	1,337,664	1,360,255	1,442,258	1,356,701
	Expenses	76,045	84,987	103,790	111,340	109,590
	Capital Spending	0	0	85,000	36,000	10,000
310	TOTAL	1,367,020	1,422,651	1,549,045	1,589,598	1,476,291
	Offset: Ambulance Fund	25,000	50,000	93,500	30,000	30,000
	Net Budget	1,342,020	1,372,651	1,455,545	1,559,598	1,446,291
320	POLICE DEPT					
	Total Personal Services	1,231,840	1,245,511	1,298,334	1,332,803	1,274,132
	Total Expenses	91,563	90,502	86,273	86,273	86,273
	Total Capital Spending	65,490	15,000	50,000	75,000	60,000
320	TOTAL	1,388,893	1,351,013	1,434,607	1,494,076	1,420,405
340	BUILDING DEPT					
	Personal Services	176,213	189,221	203,535	227,164	228,246
	Expenses	121,610	117,531	124,220	122,040	114,040
340	TOTAL	297,823	306,752	327,755	349,204	342,286
	Pool Ent. Fund Revenue	7,948	8,765	9,469	9,840	9,938
350	DOG OFFICER					
	Personal Services	19,768	19,412	500	21,304	21,517
	Expenses	1,153	1,287	20,002	2,100	2,100
350	TOTAL	20,921	20,699	20,502	23,404	23,617
360	CONSERVATION COMMISSION					
	Personal Services	27,503	28,896	37,420	39,213	37,864
	Expenses	2,951	1,904	2,687	8,993	5,493
360	TOTAL	30,454	30,800	40,107	48,206	43,357
	Offset: Wetland Protect. Funds	4,125	4,125	4,125	4,125	4,125
	Net Budget	26,329	26,675	35,982	44,081	39,232
370	BOARD OF APPEALS					
	Personal Services	8,786	10,722	11,000	10,246	10,348
	Expenses	542	316	800	800	800
370	TOTAL	9,328	11,038	11,800	11,046	11,148
	TOTAL 300 BUDGET	3,114,439	3,142,953	3,383,816	3,515,534	3,317,104
	Offsets	29,125	54,125	97,625	34,125	34,125
	NET 300 BUDGET	3,085,314	3,088,828	3,286,191	3,481,409	3,282,979

**TOWN OF SUDBURY
FY95 BUDGET**

Old Line #	New Line #	Expend. FY 92*	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com. Req. FY95
400						
	PUBLIC WORKS					
410	HIGHWAY DEPT					
	Personal Services	565,841	577,630	602,229	597,525	592,129
	Expenses	481,404	483,884	537,766	599,151	556,951
	Capital Spending	70,000	0	65,000	165,000	52,000
	Snow and Ice	100,275	274,680	136,457	138,544	138,544
410	TOTAL	1,217,520	1,336,194	1,341,452	1,500,220	1,339,624
	Offset: Cemetery Fund	28,000	11,700	14,000	17,625	17,625
	Offset: ATM82/14, STM86/6	7,317	0	0	0	0
	Offset: ATM 90/24	0	0	23,400	3,918	3,918
	Net Budget	1,182,203	1,324,494	1,304,052	1,478,677	1,318,081
460	LANDFILL ENT. FUND					
	Personal Services	172,578	172,750	142,074	136,077	136,384
	Expenses	125,125	93,453	133,880	152,326	152,326
	Capital Spending	644	8,526	57,350	70,084	70,062
460	TOT DIRECT COST (Approp)	298,347	274,729	333,304	358,487	358,772
	INDIRECT COST: (Not Approp)					
	Engineering Dept. Service	35,334	31,767	34,032	36,038	35,753
	Benefits/Insurance	38,604	38,579	39,475	39,475	39,475
	Total Indirect Cost	73,938	70,346	73,507	75,513	75,228
	TOTAL 460 BUDGET	372,285	345,075	406,811	434,000	434,000
	LANDFILL RECEIPTS	372,285	328,515	406,811	434,000	434,000
	RETAINED EARNINGS		16,560			
	TOTAL 400 BUDGET	1,515,867	1,610,924	1,674,756	1,858,707	1,698,396
	Offsets	35,317	11,700	37,400	21,543	21,543
	NET 400 BUDGET	1,480,550	1,599,224	1,637,356	1,837,164	1,676,853
500	GENERAL GOVERNMENT					
501	SELECTMEN					
	Personal Services	214,761	182,843	199,467	200,419	201,918
	Expenses	8,774	12,088	23,986	17,084	16,834
501	TOTAL	223,535	194,931	223,453	217,503	218,752
502	ENGINEERING DEPT.					
	Personal Services	209,594	195,619	218,679	227,607	220,475
	Expenses	9,289	9,582	9,800	10,000	10,000
	Capital Spending	0	6,000	0	20,000	13,700
502	TOTAL	218,883	211,201	228,479	257,607	244,175
	Lndfill Ent.Fund Revenue	35,334	31,767	34,032	36,038	35,753
	Offset: Wetland ATM 87/19	0	0	0	10,000	0
	Net Budget	218,883	211,201	228,479	247,607	244,175

**TOWN OF SUDBURY
FY95 BUDGET**

Old Line #	New Line #		Expend FY 92*	Expend FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com: Rec FY95
503		LAW					
		Personal Services	27,560	51,909	55,273	56,318	56,882
		Expenses	90,487	55,614	66,384	76,234	76,234
503		TOTAL	118,047	107,523	121,657	132,552	133,116
506		TOWN CLERK & REGISTRARS					
		Personal Services	117,519	121,487	130,217	133,836	133,297
		Expenses	24,792	28,796	17,445	31,165	30,604
506		TOTAL	142,311	150,283	147,662	165,001	163,901
509		MODERATOR					
		Personal Services	0	0	0	0	0
		Expenses	0	0	0	0	0
509		TOTAL	0	0	0	0	0
510		PERMANENT BLDG. COM.					
		Personal Services	652	0	500	500	500
		Expenses	0	0	0	0	0
510		TOTAL	652	0	500	500	500
511		PERSONNEL BOARD					
		Personal Services	3,341	4,205	4,308	4,498	4,543
		Expenses	293	335	485	485	485
511		TOTAL	3,634	4,540	4,793	4,983	5,028
512		PLANNING BOARD					
		Personal Services	39,572	36,654	49,611	54,741	54,335
		Expenses	2,875	2,005	1,600	4,100	1,600
		Capital Items	0	0	0	25,000	0
512		TOTAL	42,447	38,659	51,211	83,841	55,935
513		COM. FOR PRESERV./MANAGEMENT DOCS					
		Expenses	1,578	1,600	1,600	1,600	1,600
513		TOTAL	1,578	1,600	1,600	1,600	1,600
514		HISTORIC DIST. COM.					
		Personal Services	75	75	80	80	80
		Expenses	75	59	85	85	85
514		TOTAL	150	134	165	165	165
515		HISTORICAL COMMISSION					
		Expenses	1,649	1,618	1,600	1,800	1,800
515		TOTAL	1,649	1,618	1,600	1,800	1,800

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #		Expend. FY 92*	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rep FY95
516		CABLE TV COMMISSION					
		Expenses	0	355	800	800	800
516		TOTAL	0	355	800	800	800
517		DESIGN REVIEW BOARD					
		Personal Services	1,039	1,486	1,830	1,464	1,479
		Expenses	16	179	200	150	150
517		TOTAL	1,055	1,665	2,030	1,614	1,629
518		COUNCIL ON AGING					
		Personal Services	48,015	49,163	62,322	60,893	61,502
		Expenses	2,662	1,501	4,501	13,080	8,500
518		TOTAL	50,677	50,664	66,823	73,973	70,002
		TOTAL 500 BUDGET	804,618	763,173	850,773	941,939	897,403
		Offsets	0	0	0	10,000	0
		Net 500 Budget	804,618	763,173	850,773	931,939	897,403
560		FINANCE					
561		FINANCE DIRECTOR/ACCOUNTING					
		Personal Services	112,040	118,011	114,826	116,733	117,239
		Expenses	21,900	11,992	25,665	27,474	25,665
		Capital Spending	0	0	18,800	0	0
561		TOTAL	133,940	130,003	159,291	144,207	142,904
563		TREASURER/COLLECTOR					
		Personal Services	111,662	120,359	136,925	147,964	148,963
		Expenses	54,448	54,789	66,400	83,509	80,709
563		TOTAL	166,110	175,148	203,325	238,473	233,172
564		ASSESSORS					
		Personal Services	115,769	118,591	125,209	125,464	126,196
		Expenses	13,415	7,441	31,610	45,680	45,680
		Capital Spending	0	0	0	0	0
564		TOTAL	129,184	126,032	156,819	171,144	171,876
568		FINANCE COMMITTEE					
		Personal Services	6,148	6,216	6,722	9,639	8,080
		Expenses	291	258	260	290	290
568		TOTAL	6,439	6,474	6,982	9,929	8,370
		TOTAL 560 BUDGET	435,673	437,657	526,417	563,753	556,322

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #		Expend. FY 92 *	Expend. FY 93 **	Approp. FY 94	Dept Request FY 95	Fin Com Rec. FY95
600		GOODNOW LIBRARY					
		Personal Services	280,208	292,035	313,536	340,160	329,168
		Expenses	89,246	73,094	91,480	113,360	105,460
600		TOTAL	369,454	365,129	405,016	453,520	434,628
		Offset: Dog Licenses	2,000	7,750	6,454	6,454	6,454
		Net Budget	367,454	357,379	398,562	447,066	428,174
700		PARK AND RECREATION					
		Personal Services	138,103	122,799	156,198	157,385	158,533
		Expenses	33,801	22,950	14,790	14,790	14,790
		Capital Spending	0	0	0	45,000	15,000
700		TOTAL	171,904	145,749	170,988	217,175	188,323
701		POOL ENTERPRISE FUND					
		Personal Services	188,617	172,570	170,188	172,074	172,938
		Expenses	108,263	115,265	112,665	109,410	109,410
		Capital Spending	0	0	8,083	0	0
701		TOT DIRECT COST (Approp)	296,880	287,835	290,936	281,484	282,348
		INDIRECT COST: (Not Approp)					
		Benefits/Insurance	29,580	36,988	33,495	32,572	32,572
		Custodial Services	7,948	8,765	9,469	9,840	9,938
		Total Indirect Cost	37,528	45,753	42,964	42,412	42,510
		TOTAL 701 BUDGET	334,408	333,588	333,900	323,896	324,858
		POOL ENTER. RECEIPTS	289,529	300,469	333,900	323,896	324,858
710		YOUTH COMMISSION					
		Expenses	1,127	810	1,600	1,600	1,600
710		TOTAL	1,127	810	1,600	1,600	1,600
		TOTAL 700 BUDGET	469,911	434,394	463,524	500,259	472,271
800		BOARD OF HEALTH					
		Personal Services	75,456	114,461	120,628	122,957	123,655
		Expenses	110,047	74,691	80,919	95,592	92,500
		Capital Spending	0	0	0	0	0
800		TOTAL	185,503	189,152	201,547	218,549	216,155
900		VETERANS					
		Personal Services	3,613	3,831	3,983	25,617	4,023
		Expenses	9,985	16,804	13,668	17,550	7,800
900		TOTAL	13,598	20,635	17,651	43,167	11,823

**TOWN OF SUDBURY
FY95 BUDGET**

Old Line #	New Line #		Expend. FY 92*	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec FY95
950		UNCLASSIFIED					
		EMPLOYEE BENEFITS					
-800		Health Insurance	1,483,774	1,605,536	1,693,000	1,827,163	1,807,142
		Town Share:	660,725	714,945	732,964	732,964	732,964
		Scl Share:	823,049	890,591	960,036	1,094,199	1,074,178
-801		Life Insurance	4,472	4,394	4,600	4,800	4,800
		Town Share:	1,991	1,957	2,048	2,137	2,137
		Scl Share:	2,481	2,437	2,552	2,663	2,663
-813		Retirement Fund	868,889	1,006,344	1,003,000	1,040,584	1,015,659
		Town Share:	686,509	795,112	792,470	798,736	782,934
		Scl Share:	182,380	211,232	210,530	241,848	232,725
-821		Worker's Compensation	156,525	115,778	190,000	188,178	186,957
		Town Share:	105,639	78,139	128,231	121,482	122,314
		Scl Share:	50,886	37,639	61,769	66,696	64,643
-822		FICA/Medicare	82,365	55,144	75,000	80,814	79,946
		Town Share:	36,677	24,556	33,397	33,398	33,398
		Scl Share:	45,688	30,588	41,603	47,416	46,548
-825		Unemploy. Compensation	1,000	70,000	30,000	10,000	0
		Town Share:	445	31,171	13,359	4,453	0
		Scl Share:	555	38,829	16,641	5,547	0
		Total Employee Benefits	2,597,025	2,857,196	2,995,600	3,151,539	3,094,504
		OPERATING EXPENSES					
-510		Equipment	1,430	0	0	0	0
-799		Audit	0	12,000	0	0	0
-803		Property/Liab. Insurance	169,722	117,171	160,000	160,000	160,000
		Town Share:	129,239	89,223	121,836	121,836	121,836
		Scl Share:	40,483	27,948	38,164	38,164	38,164
-804		Print Town Report	5,661	4,688	6,500	6,500	6,500
-805		Memorial Day	1,180	1,324	1,325	1,425	1,425
-814		Town Meetings	11,650	14,759	17,000	18,500	18,500
-815		Postage	29,993	29,963	30,000	34,000	34,000
-816		Telephone	20,551	24,270	29,000	21,000	21,000
-951		Copying	3,106	3,662	7,500	7,500	7,500
		Total Operating Expenses	243,293	207,837	251,325	248,925	248,925
950		TOTAL UNCLASSIFIED	2,840,318	3,065,033	3,246,925	3,400,463	3,343,429
		(Total Town Related)	1,694,796	1,825,768	1,915,631	1,903,931	1,884,508
		(Total School Related)	1,145,522	1,239,265	1,331,294	1,496,532	1,458,921
		Offset: Free Cash	132,947	361,536	373,714	443,000	443,000
		Offset: Abatement Surplus	175,000	0	179,383	400,000	400,000
		Offset: Stabilization Fund	0	0	0	72,000	72,000
		NET 950 BUDGET	2,532,371	2,703,497	2,693,828	2,485,463	2,428,429
		Pool Ent.Fund Revenue	29,580	36,988	33,495	32,572	32,572
		Lndfill Ent.Fund Revenue	38,604	38,579	39,475	39,475	39,475

**TOWN OF SUDBURY
FY95 BUDGET**

Old Line #	New Line #	Expend. FY 92 *	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec FY95
970	TRANSFER ACCOUNTS ***					
-110	Salary Adjustment Acct.	0	0	0	0	0
-807	Reserve Fund	100,000	100,000	100,000	100,000	100,000
-970	Town Salary Contingency		34,941	36,488	37,885	54,829
-971	Scl Salary Contingency		0	0	0	0
970	TOTAL TRANSFER ACCTS	100,000	134,941	136,488	137,885	154,829
	Offset: Abatement Surplus	0	0	0	0	0
	Offset: Free Cash	0	0	0	0	0
	NET 970 BUDGET	100,000	134,941	136,488	137,885	154,829
	TOT OPERATING BUDGET	25,820,578	26,570,539	29,326,781	32,101,538	30,950,915
	Total Offsets	241,442	73,575	320,862	544,122	534,122
	Free Cash Applied	132,947	361,536	373,714	443,000	443,000
	NET OPERATING BUDGET	25,446,189	26,135,428	28,632,205	31,114,416	29,973,793

* Includes Reserve Fund and Line Item transfers, as well as other financing uses.

** Does not include Reserve Fund and Line Item transfers for FY94 to date.

*** Transfer accounts are appropriated to the 970 account and then transferred to other line items as needed. Thus for FY92 and FY93 this account is not included in the Total Operating Budget.

ARTICLE 14. TRANSFER EXCESS SCHOOL BUILDING - FAIRBANK SCHOOL

To see if the Town will vote to transfer the care, custody, management and control of the Fairbank School from the Sudbury School Committee to the Board of Selectmen for Town and School offices, and other civic purposes, and to affirm the vote taken under Article 1 of the June 15, 1981 Special Town Meeting; or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Two-thirds vote required)

BOARD OF SELECTMEN REPORT: In 1981 the Sudbury School Committee voted that this building was not needed for school purposes and should be transferred to the Board of Selectmen as the one single authority to coordinate and negotiate its use for office and civic purposes. However, as the Town is unable to verify the count of the vote of the June 15, 1981 Special Town Meeting, this article is to reaffirm same by means of a two-thirds vote. The Board of Selectmen supports this article.

FINANCE COMMITTEE REPORT: The Finance Committee recommends approval of this article.

ARTICLE 15. TRANSFER EXCESS SCHOOL BUILDING - ISRAEL LORING SCHOOL

To see if the Town will vote to transfer the care, custody, management and control of the Israel Loring School from the Sudbury School Committee to the Board of Selectmen for civic purposes, and to affirm the vote taken under Article 1 of the June 15, 1981 Special Town Meeting, or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Two-thirds vote required)

BOARD OF SELECTMEN REPORT: In 1981 the Sudbury School Committee voted that this building was not needed for school purposes and should be transferred to the Board of Selectmen as the one single authority to coordinate and negotiate its use for civic purposes. However, as the Town is unable to verify the count of the vote of the June 15, 1981 Special Town Meeting, this article is to reaffirm same by means of a two-thirds vote. The Board of Selectmen supports this article.

FINANCE COMMITTEE REPORT: The Finance Committee recommends approval of this article.

ARTICLE 16. TRANSFER LORING SCHOOL FOR PURPOSE OF SALE

To see if the Town will vote to transfer the care, custody, management and control of the Israel Loring School from the Board of Selectmen to the Selectmen, for the purpose of selling the school building and a portion of the land containing 3.17 acres more or less, or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Two-thirds vote required)

BOARD OF SELECTMEN REPORT: The purpose of this article is to add the purpose of sale to the purposes for which custody of the Loring School is given to the Selectmen. Approval of this article, in addition to the following article, is required for the Town to sell Loring School. Please see further report under the following article. The Board of Selectmen supports this article.

FINANCE COMMITTEE REPORT: The Finance Committee recommends approval of this article.

ARTICLE 17. SALE OF FORMER LORING SCHOOL

To see if the Town will vote to authorize the Selectmen, acting in the name of the Town, to execute a deed or deeds conveying a portion of the land (3.17 acres, more or less) with building thereon known as the Loring School, located at 80 Woodside Road, to be sold pursuant to public bidding process provided in Massachusetts General Laws Chapter 30B upon such terms and conditions as the Selectmen shall consider proper; and to determine the minimum price therefor; or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Two-thirds vote required)

BOARD OF SELECTMEN REPORT: [Articles 16, 17, 18, 19 & 20] Recent engineering studies indicate that the costs to maintain and repair the Loring School are prohibitive. The cost to bring the facilities up to code standard exceeds its market value. The Selectmen's intention with this and the following articles is to seek Town Meeting guidance for the disposal of Loring School. Current engineering studies and cost estimates associated with Loring School are provided below, as well as a plan showing the amount of land recommended to be sold. The Selectmen are recommending disposal of the building and the immediate surroundings, retaining the playground and keeping access for public parking in the front area. The Selectmen recently voted to reserve a parcel to the rear (noted as Parcel 2 on the plan below) for possible future use by the Sudbury Housing Authority. This would all require Town Meeting action at some future date if the Housing Authority were to use that parcel.

Since 1982 the various Boards of Selectmen have advised the Town to sell the Loring School and a portion of the land. To date, however, the direction of the townspeople has been to hold onto the property and lease it to local organizations. From July 1984 the Town has leased the Loring building and immediate grounds to the Temple B'Nai Torah, which in turn has sublet space to the Sudbury Community Arts Center and other organizations. In 1990 a ten-year lease was renegotiated with escalating rents starting at \$20,000 to \$28,000 per year. The Temple pays utilities, maintenance and custodial costs. The Town pays major items over \$1500 or those involving building code, handicapped access, safety, roof, septic, etc. The Temple pays 15% of the sublease rents to the Town. In the last three years, repair costs to the Town have exceeded receipts by more than \$10,000, not counting administrative costs and insurance reimbursements. The lease will not encumber us from selling.

In June 1993 we needed a handle on repairs, and a professional summary (cost-shared with the Temple) estimated remedial work will cost between \$993,800 and \$1,142,600 in total, including the roof. The most recent opinion of value from the Board of Assessors for the building and 3.17 acres is \$574,800.

If we were to continue using the building as we are now, annual maintenance costs to the Town will be \$15,000-\$25,000. This does not include utilities and upkeep borne by current lessee. In addition, roof repairs must be made. Using the low-end estimates received, the minimum cost to repair the existing leaking portion would be about \$200,000 - to repair the entire roof which should be done at the same time, about \$240,000 - including asbestos removal. These are just first-year costs to continue operating.

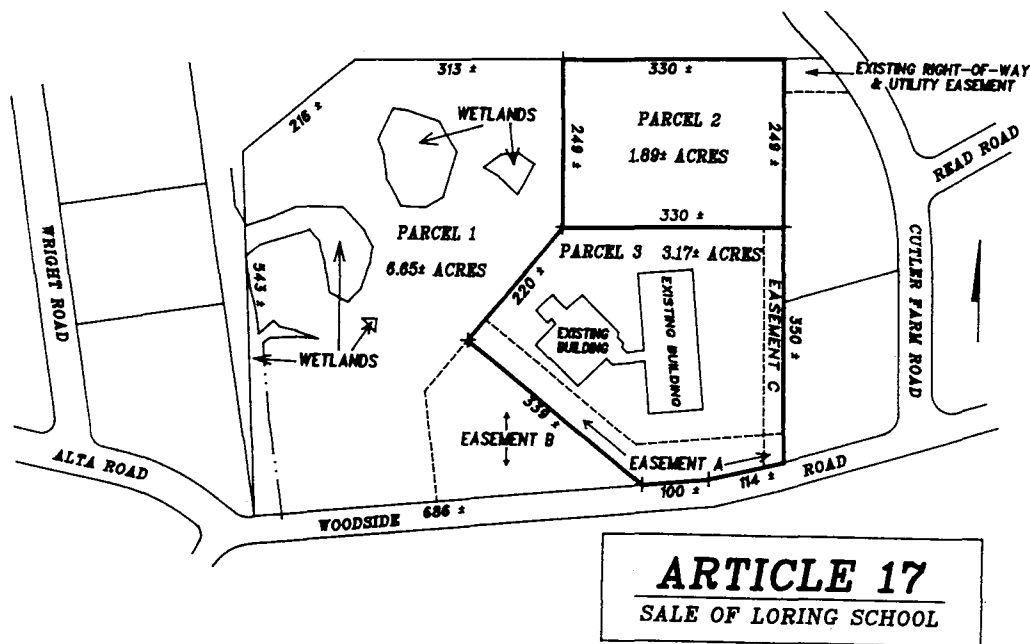
If we were to demolish the building at an estimated cost of \$150,000, and prepare the 3.17 acre parcel for a subdivision at an estimated cost of \$45,000, sale of two building lots might produce a profit of \$155,000.

The procedures under General Laws Chapter 30B which we must follow to sell the facility are as follows: We must advertise to solicit proposals. The Request for Proposals or RFP is public information, as is the list of whoever requests copy of same. All proposals received are opened in public and immediately accessible to the public after being opened. Acceptance of an offer would be made by the Selectmen at an open, scheduled meeting and recorded by the State in the Central Register by the State Secretary. Even though the Town has gone through this process, we do not have to accept an offer if none are advantageous.

The Board of Selectmen supports Article 17 - Sale of Loring School with 3.17 acres.

BUILDING INSPECTOR REPORT: The Sudbury Building Department has reviewed the existing Loring School physical plant as well as the Evaluation Study performed for the facility by Symmes, Maini & McKee Associates, Inc. Of major concern to the Department are: 1) the condition of the 33-year-old roof which can no longer be effectively patched, but must be replaced; 2) the under-floor steam heating pipes in the classrooms which have ruptured in numerous places and pose a safety threat to the occupants, especially children; 3) the antiquated electrical and wiring system which in places is exposed to considerable condensation from steam lines in the same mechanical room; and 4) a number of piping concerns in the boiler room, classrooms, and toilets. The building's exterior wall panel system, or "curtain wall", is but a single pane system which is a very poor insulator allowing major air infiltration in cold weather producing an unacceptable energy loss condition by current code standards. In addition, provisions of the Americans with Disabilities Act (ADA) are not currently being met as they apply to sublet space where public accommodation is required. There has been extensive study of the facility recently with the above items being but a few of the major concerns. Also, the facility absorbs a considerable amount of the Building Department's time with no funds being budgeted for either time expended or for repairs and maintenance. The Building Department is of the opinion that the Town derives virtually no benefit from the Loring School facility, and, that items such as leaking steam lines, an antiquated electrical system, and major roof leaks subject the Town to considerable legal liability. Potential lease income is offset by repair costs, and as the facility ages, maintenance conditions worsen. Therefore, it is this Department's strong recommendation that the facility be sold through the public bidding process.

FINANCE COMMITTEE REPORT: The Finance Committee recommends approval of this article.



ARTICLE 18. DEMOLISH FORMER LORING SCHOOL

To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$150,000, or any other sum, to be expended under the direction of the Board of Selectmen, for the demolition of the former Loring School, located at 80 Woodside Road; and to determine whether said sum shall be raised by borrowing or otherwise; or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Two-thirds vote required, if borrowed)

BOARD OF SELECTMEN REPORT: The Board will report further at Town Meeting, as necessary.

FINANCE COMMITTEE REPORT: The Finance Committee recommends disapproval of this article.

ARTICLE 19. SECURE FORMER LORING SCHOOL FOR FUTURE DISPOSITION

To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$30,000, or any other sum, to be expended under the direction of the Board of Selectmen, for the purpose of boarding up and otherwise securing the former Loring School, located at 80 Woodside Road; and to determine whether said sum shall be raised by borrowing or otherwise; or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Two-thirds vote required, if borrowed)

BOARD OF SELECTMEN REPORT: The Board will report further at Town Meeting, as necessary.

FINANCE COMMITTEE REPORT: The Finance Committee recommends disapproval of this article.

ARTICLE 20. REPAIR FORMER LORING SCHOOL

To see what sum the Town will vote to raise and appropriate, or appropriate from available funds, to be expended under the direction of the Permanent Building Committee for remodeling, reconstructing, and making extraordinary repairs to the Loring School, including development of specifications and bidding documents, supervision of work and all professional, engineering, and architectural services; and to determine whether said sum shall be raised by borrowing or otherwise; or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Two-thirds vote required, if borrowed)

BOARD OF SELECTMEN REPORT: At public hearings on this subject, we had residents ask why an article could not be submitted allowing for funds to do a fix-up of the Loring School; this article provides that opportunity if the Town Meeting desires to do so.

FINANCE COMMITTEE REPORT: The Finance Committee recommends disapproval of this article.

ARTICLE 21. RESCIND REMAINING UNISYS BORROWING

To see if the Town will vote to amend the vote taken under Article 2, Purchase Portion of Unisys Property, of the October 21, 1991 Special Town Meeting, by reducing the amount authorized to be borrowed by \$40,000, so that the amount authorized is \$1,010,000; or act on anything relative thereto.

Submitted by the Town Treasurer and Collector.

(Two-thirds vote required)

TREASURER REPORT: All funds required for the purchase of the Unisys property have been permanently borrowed and are part of the Debt Service Budget. The remaining authorization to borrow should be removed from the Town ledgers.

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

**ARTICLE 22. ACCEPT M.G.L. C.60, S.23B -
CERTIFICATE OF LIENS FEE SCHEDULE**

To see if the Town will vote to accept Massachusetts General Laws, Chapter 60, Section 23B, providing for a fee schedule for Certificates of Liens; or act on anything relative thereto.

Submitted by the Town Treasurer and Collector.

(Majority vote required)

TREASURER REPORT: The increase in fees would allow for the potential of increased revenue on Municipal Lien Certificates required for the conveyance of property and filing of Subdivision Plans at the South Middlesex County Registry of Deeds.

The fees would change as follows:	OLD	NEW
Land less than one acre	\$25	\$25
Single to 3-family residences	\$25	\$25
4 + family residences	\$25	\$100
Commercial, industrial and utility structures	\$25	\$150
Farms, forest land & all other real property	\$25	\$50

In no case shall the fee exceed one-half of one percent (1/2 of 1%) of the assessed value.

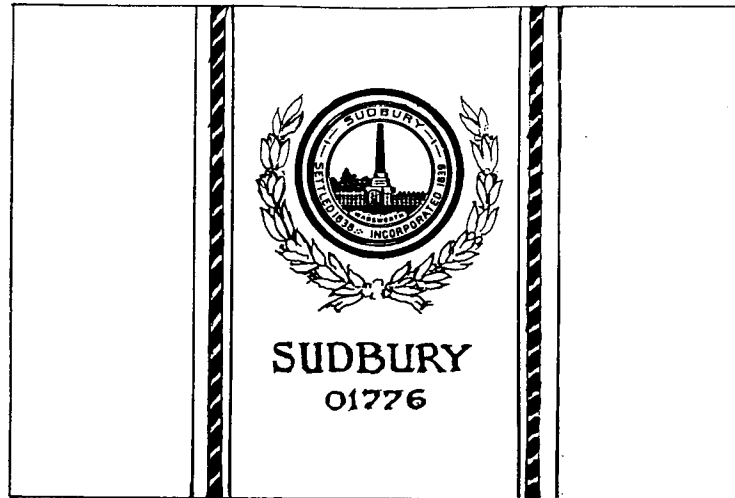
BOARD OF SELECTMEN POSITION: The Board of Selectmen supports this article.

ARTICLE 23. ADOPT TOWN FLAG

To see if the Town will vote to adopt the flag which appears and is described below as the official flag of the Town of Sudbury, or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Majority vote required)



Town of Sudbury Flag
Description

Size: 6' x 4'

Center Panel: (3' x 4') black and white Town Seal centered on white background, partially wreathed with vert green laurel; lettering beneath (Sudbury 01776) in vert green; vertical border on each side in vert green flanked by second border in black and white.

Side Panels: Each 1.5' x 4' of azure blue.

BOARD OF SELECTMEN REPORT: The Commonwealth of Massachusetts will be installing a "Hall of Flags" in the Great Hall in the State House and seeks a flag from all 351 cities and towns of the Commonwealth. Sudbury has no "Town Flag" of record. To rectify this, E. Helene Sherman, with a grant from the Sudbury Cultural Council (Arts Lottery Funding), has designed the above flag. We seek Town Meeting's official adoption of this flag, so that Sudbury will have a flag for its own use and may be represented in the State House Hall of Flags. The Board of Selectmen supports this article.

FINANCE COMMITTEE REPORT: The Finance Committee takes no position on this article.

ARTICLE 24. JULY FOURTH PARADE

To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$5,000, or any other sum, for conducting a July Fourth Parade in 1994, to be expended under the direction of the Board of Selectmen; or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Majority vote required)

BOARD OF SELECTMEN REPORT: We are seeking a small amount of money to supplement the efforts of the Sudbury Chamber of Commerce in putting on the July Fourth Parade. The Chamber is willing to continue to coordinate the project, which is a considerable amount of work, and to fund it as well. However, they seek some funding assistance so they can hire bands. The July Fourth Parade is a Sudbury tradition but without some Town support it will begin to peter out. In the past, Sudbury funded this parade totally, but with reduced budgets the Chamber of Commerce has taken on the job. A joint effort is needed and we seek your support. This article was submitted on behalf of the Parade Committee of the Sudbury Chamber of Commerce. The Board of Selectmen supports this article.

FINANCE COMMITTEE REPORT: The Fourth of July Parade has long been a Sudbury tradition. Because of budget pressures, funding for this event was eliminated in FY91. For FY95, the Finance Committee recommends a modest restoration of funds. Recommend approval.

ARTICLE 25. VOTER INFORMATION

To see if the Town will vote to petition the Great and General Court of the Commonwealth of Massachusetts to pass legislation in the following form:

AN ACT AUTHORIZING THE TOWN OF SUDBURY TO SEND CERTAIN INFORMATION TO REGISTERED VOTERS IN THE TOWN OF SUDBURY.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. Notwithstanding the provisions of any general or special law to the contrary, the Board of Selectmen of the Town of Sudbury shall, for any Town Meeting or Special Town Meeting, the warrant for which includes an article in connection with which a question is, or will be, submitted solely to the voters of the Town of Sudbury pursuant to any section of the General Laws including but without limitation, section twenty-one C of Chapter fifty-nine, cause to be included in the warrant report distributed to the citizens of the Town prior to commencement of said Annual Town Meeting, Special Town Meeting or Town Election, and/or on the ballot for any Town or State Election, the full text of such question and a fair and concise summary of said question prepared by the Town Counsel of Sudbury.

SECTION 2. Notwithstanding any provisions of this Act to the contrary, the Town may disseminate the informational material as provided by the terms of this Act, where the question presented involves the regional district of which the Town of Sudbury is a member, or involves a joint undertaking by the Town of Sudbury and one or more cities or towns.

SECTION 3. This Act shall take effect upon its passage.

or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Majority vote required)

BOARD OF SELECTMEN REPORT: The 1993 Annual Town Meeting approved a Special Act to allow the Selectmen to provide voter information on ballot questions related only to Sudbury and the regions to

which it belongs. The Special Act was sent to the State Legislature (General Court) for passage. The State Local Affairs Committee has recommended compromise language, as a result of its hearing, as set forth in this Article 25. The new language eliminates provisions for presenting pro and con arguments on each ballot question. We are satisfied with this deletion, as the pro and con sections had been inserted primarily because we believed the State would require them. The purpose of the Special Act was to provide voters a clear explanation of any ballot question on the Warrant and on the Ballot itself, and the new language accomplishes this.

Without such legislation, we are prohibited from including any explanation on ballot questions in the Warrants mailed to each household or on the actual Ballots, (or in providing any other mailing to the townspeople). This means that on debt exemption questions the dollar amount under consideration does not appear.

The General Court has requested that Sudbury take another vote to approve the revised wording of this Act before the Legislature proceeds regarding its passage. We support the revised Special Act and urge your favorable action on this Article, as we believe it will be of public benefit.

FINANCE COMMITTEE REPORT: The Finance Committee recommends approval of this article.

ARTICLE 26. AMEND BYLAWS, ART. XX -
PROHIBITION AND REGULATION OF OVERHEAD UTILITIES

To see if the Town will vote to amend Article XX, Prohibition and Regulation of Overhead Utilities, of the Town of Sudbury Bylaws, by deleting Section 2, entitled, "Rules & Regulations", in its entirety; and by deleting Section 3.B in its entirety; and by renumbering and relettering the remaining sections accordingly; or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Majority vote required)

BOARD OF SELECTMEN REPORT: The Bylaw prohibiting and regulating overhead utilities was approved by the 1990 Annual Town Meeting with a provision requiring the Selectmen to adopt Rules and Regulations therefor. We seek to delete this requirement from the Bylaw, as Rules and Regulations are unnecessary and as prescribed would be contrary to the purpose of the Bylaw, which prohibits the new location of poles. The Bylaw itself and Mass. General Laws, Chapter 166, provide sufficient guidelines under which to operate. A copy of the entire current Bylaw is shown below. The Board of Selectmen supports this article.

TOWN COUNSEL OPINION: See opinion at the end of this Warrant.

Current Bylaw:

ARTICLE XX

PROHIBITION AND REGULATION OF OVERHEAD UTILITIES

SECTION 1. DEFINITIONS & APPLICABILITY.

This Bylaw is enacted pursuant to General Laws, Chapter 166, Sections 21, 22, 22C and 24 and shall be construed in a manner consistent with the provisions therein and the definitions in Section 22A of Chapter 166. This Bylaw does not apply to transmission lines carrying electric power in excess of twenty thousand volts, phase-to-phase.

SECTION 2. RULES & REGULATIONS.

- A. The Board of Selectmen shall adopt, and may from time to time amend, Rules and Regulations to effectuate the purposes of the Bylaw, which shall be consistent with this Bylaw and applicable provisions of the General Laws, and shall file a copy of said Rules and Regulations with the Town Clerk. Such rules shall prescribe, at a minimum, safety, environmental and aesthetic standards for the placement and numbers of poles, wires and associated overhead structures.

- B. The Selectmen may grant a waiver from their Rules and Regulations, on a case-by-case basis, only if such waiver would enhance the public safety, health, convenience or welfare.

SECTION 3. REGULATION OF EXISTING AND NEW CONSTRUCTION.

- A. No Utility shall install or construct, except by way of replacement or upgrading of existing facilities, any poles and overhead wires and associated overhead structures upon, along or across any public way within the Town.
- B. Any Utility replacing or upgrading existing poles, overhead wires and associated overhead structures upon, along or across any public way within the Town shall comply with the Selectmen's Rules and Regulations.
- C. Any Utility or person who installs or constructs any poles, overhead wires, or associated overhead structures in violation of this Bylaw shall be punished by a fine of not less than one thousand dollars and not more than five thousand dollars.
- D. This Bylaw shall not prohibit the installation of new street light poles or traffic signal poles supplied by underground electricity.
- E. The Board of Selectmen may grant special permission, for a period not to exceed 90 days, in cases of emergency or unusual circumstances, to a Utility or person to erect, construct, install, maintain, use or operate, poles and overhead wires and associated structures, notwithstanding the provisions of this Bylaw.

SECTION 4. SEVERABILITY.

The provisions of this Bylaw are severable from each other, and if any of said provisions shall be held unconstitutional or invalid by any court of competent jurisdiction, the remaining provisions shall remain in full force and effect; if any provision of this Bylaw is held by such court to be invalidly applied to any particular case, all other applications of such provision to other cases shall not be affected thereby.

ARTICLE 27. MASS. 1993 TRANSPORTATION BOND ISSUE

To see if the Town will vote to raise and appropriate the sum of \$319,713, or any other sum, to be expended under the direction of the Highway Surveyor, for the construction, reconstruction and maintenance projects of Town and County ways, and to determine whether this sum shall be raised by transfer from 1993 Transportation Bond issue of the Commonwealth; or to act on anything relative thereto.

Submitted by the Highway Surveyor.

(Majority vote required)

HIGHWAY SURVEYOR REPORT: The anticipated revenue for this article is derived from the latest ten cent (10¢) gas tax voted by the legislature. It will be combined with the funding from the 1991 Transportation Bond issue to implement a pavement management program for our local roads.

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

FINANCE COMMITTEE REPORT: The Finance Committee recommends approval of this article.

ARTICLE 28. AMEND BYLAWS -
ESTABLISH WETLANDS BYLAW

To see if the Town will vote to amend the Bylaws by adding a new section, to be numbered by the Town Clerk, to adopt a Wetlands Bylaw that will (1) allow the Town to establish home rule authority over existing state and federal wetlands regulations, (2) establish user fees for Town-provided wetlands review services to replace current funding by property taxes, and (3) create more flexible and effective enforcement options to deter, and if necessary correct, serious violations, as set forth below:

"WETLANDS ADMINISTRATION

SECTION 1. PURPOSE

The purpose of this bylaw is to maintain the quality of surface water, the quality and level of the ground water table and water recharge areas for existing, or potential water supplies; to protect the public health and safety; to protect persons and property against the hazards of flood water inundation; to protect the community against the costs which may be incurred when unsuitable development occurs in wetland resource areas; and to provide for the reasonable protection and conservation of certain irreplaceable natural features, resources and amenities for the benefit and welfare of the present and future inhabitants of the Town of Sudbury.

Accordingly, this bylaw protects the wetlands, related water resources, and certain adjoining land areas in the Town by providing for prior review and control of activities deemed to have a significant or cumulative adverse effect upon wetlands values, including but not limited to the following: protection of public and private water supply, protection of ground water, flood control, erosion and sedimentation control, storm damage prevention, avoidance of water and soil pollution, protection of fisheries, wildlife habitat, rare species habitat including rare plant species, agriculture, aqua culture, and recreation values, deemed important to the community (collectively, the "wetlands values protected by this bylaw"). This bylaw is intended to utilize the Home Rule authority of this municipality to protect additional resource areas, for additional values, with additional standards and procedures to augment those of the Wetlands Protection Act, G.L. Ch. 131, §40 and Regulations thereunder, 310 CMR 10.00.

SECTION 2. JURISDICTION

In accordance with this purpose no person shall remove, fill, dredge, build upon, degrade, pollute, discharge into, or otherwise alter the following resource areas: any freshwater wetland; marshes; wet meadows; bogs; swamps; vernal pools; banks; reservoirs; lakes; ponds; rivers; streams; creeks; lands under waterbodies; lands subject to flooding or inundation by ground water, surface water, or storm flow (collectively the "resource areas protected by this bylaw"); and lands within 100 feet of any of the aforesaid resource areas (the buffer zone) without a permit from the Conservation Commission, or as provided by this bylaw. Said resource areas shall be protected whether or not they border surface waters.

SECTION 3. CONDITIONAL EXCEPTIONS

The application and permit required by this bylaw shall not be required for maintaining, repairing, or replacing, but not substantially changing or enlarging, an existing and lawfully located structure or facility used in the service of the public to provide electric, gas, water, telephone, telegraph, or other telecommunication services, provided that written notice has been given to the Commission prior to commencement of work, and provided that the work conforms to performance standards and design specifications in regulations adopted by the Commission.

The application and permit required by this bylaw shall not be required for work performed for normal maintenance or improvement of land which is lawfully in agricultural use at the time the work takes place, provided that written notice has been given to the Commission prior to the commencement of work, and provided that the work conforms to performance standards and design specifications in regulations adopted by the Commission.

The application and permit required by this bylaw shall not be required for emergency projects necessary for the protection of the health and safety of the public, provided that the work is to be performed by or has been ordered to be performed by an agency of the Commonwealth or a political subdivision thereof; provided that advance notice, oral or written, has been given to the Commission prior to commencement of work or within 24 hours after commencement; provided that the Commission or its agent certifies the work as an emergency project; provided that the work is performed only for the time and place certified by the Commission for the limited purposes necessary to abate the emergency; and provided that within 21 days of commencement of an emergency project a permit application shall be filed with the Commission for review as provided by this bylaw. Upon failure to meet these and other requirements of the Commission, the Commission may, after notice and public hearing, revoke or modify an emergency project approval and order restoration and mitigation measures.

Other than stated in this section, the exceptions provided in the Wetlands Protection Act, G.L. Ch. 131, §40, and Regulations, 310 CMR 10.00, shall not apply under this bylaw.

SECTION 4. APPLICATIONS FOR PERMITS AND REQUESTS FOR DETERMINATION

Written application shall be filed with the Commission to perform activities affecting resource areas and buffer zones protected by this bylaw. The permit application shall include such information and plans as are deemed necessary by the Commission as specified in the bylaw regulations to describe proposed activities and their effects on the resource areas protected by this bylaw. No activities shall commence without receiving and complying with a permit issued pursuant to this bylaw.

Where this bylaw and the Wetlands Protection Act G.L. Ch. 131, §40, and Regulations, 310 CMR 10.00 have concurrent jurisdiction the Commission shall accept the Notice of Intent and plans filed under the Wetlands Protection Act as the permit application and plans under this bylaw for those parts of the project where precise overlap exists, provided all pertinent areas and activities subject to the jurisdiction of this bylaw and all information required by bylaw regulations are addressed.

Any person desiring to know whether or not a proposed activity or an area is subject to this bylaw may in writing request a determination from the Commission. Such a Request for Determination (RFD) shall include information and plans as are deemed necessary by the Commission.

At the time of the permit application the applicant shall pay a filing fee according to the following schedule:

- | | | |
|-----|--|--|
| (a) | Single minor project -- i.e., house addition, tennis court, swimming pool, or other accessory residential activity | \$25 per project |
| (b) | New single family dwelling | \$250 |
| (c) | Subdivision -- road and utilities only | \$500 plus \$2 per foot of road sideline within the buffer zone or resource area |
| (d) | Subdivision -- drainage, detention/retention basins | \$500 plus \$2 per foot of pipe within the buffer or resource area plus \$2 per 100 cubic feet of basin within the buffer or resource area |
| (e) | Multiple Dwelling Structure | \$500 plus \$100/unit, all or part of which is within the buffer zone or resource area |
| (f) | Commercial and Industrial Projects | \$500 plus \$0.50 per square foot of disturbed buffer zone or resource area |

- (g) Application filed after Enforcement Order double the above fee
- (h) Determination of Applicability no charge

This fee is not refundable. The fee is in addition to that required by the Wetlands Protection Act., G.L. Ch. 131, §40, and Regulations, 310 CMR 10.00. Town, county, state, and federal projects are exempt from the filing fee. The fee for an application for a modification of a permit will be the excess of the fee for the modified project as calculated above over the fee paid for the original permit but in no instance will it be less than \$25.

Upon receipt of a permit application or RFD, or at any point in its deliberations, the Commission may deem it necessary to obtain expert engineering or other outside consultant services in order to reach a final decision on the application. The specific consultant services may include but are not limited to resource area survey and delineation, analysis of resource area values, including wildlife habitat evaluations, hydrogeologic and drainage analysis, and environmental or land use law.

In such instances the Commission shall notify the applicant of this need and the estimated costs and provide the opportunity for the application to be amended or withdrawn. Should an applicant choose to proceed the Commission shall require the applicant to pay the reasonable costs and expenses borne by the Commission for these consulting services as listed below. This fee is called the consultant fee. The exercise of discretion by the Commission in making its determination to require the payment of a consultant fee shall be based upon its reasonable finding that additional information acquirable only through outside consultants would be necessary for the making of an objective decision.

The Commission may require the payment of the consultant fee at any point in its deliberations prior to a final decision. The applicant shall pay the fee to be put into a consultant services account of the Commission which may be drawn upon by the Commission for specific consultant services approved by the Commission at one of its public meetings.

The Commission shall return any unused portion of the consultant fee to the applicant.

The maximum consultant fee charged to reimburse the Commission for reasonable costs and expenses shall be according to the following schedule:

Project Cost	Maximum Fee
UP TO \$100,000	NO FEE
\$100,001 - \$500,000	\$2,500
\$500,001 - \$1,000,000	\$5,000
1,000,001 - \$1,500,000	\$7,500
1,500,001 - \$2,000,000	\$10,000

Each additional \$500,000 project cost increment (over \$2,000,000) shall be charged at an additional \$2,500 maximum fee per increment.

The project cost means the estimated, entire cost of the project including, but not limited to, building construction, site preparation, landscaping, and all site improvements. The consultant fee shall be paid pro rata for that portion of the project cost applicable to those activities affecting the resource areas or buffer zone protected by this bylaw. The project shall not be segmented to avoid being subject to the consultant fee. The applicant shall submit estimated project costs at the Commission's request, but the lack of such estimated project costs shall not avoid the payment of the consultant fee.

SECTION 5. NOTICE AND HEARINGS

Any person filing a permit application or a RFD with the Commission, except an application for a minor project (such as a house addition, tennis court, swimming pool, or other accessory residential activity) shall within seven (7) days after such person is informed of the date and time of the hearing

thereon, give written notice by certified mail (return receipt requested) or hand delivered, to all abutters at their mailing addresses shown on the most recent applicable tax list of the assessors, including owners of land directly opposite on any public or private street or way, including any in another municipality or across a body of water. The notice to abutters shall have enclosed a copy of the permit application or request, with plans, or shall state where copies may be examined and obtained by abutters. An affidavit of the person providing such notice, with a copy of the notice mailed or delivered, shall be filed with the Commission. When a person requesting a determination is other than the owner, the request, the notice of the hearing, and the determination itself shall be sent by the Commission to the owner as well as to the person making the request.

The Commission shall conduct a public hearing on any permit application or RFD, with written notice given at the expense of the applicant, five business days prior to the hearing, in a newspaper of general circulation in the municipality.

The Commission shall commence the public hearing within 21 days from receipt of a completed permit application or RFD unless an extension is authorized in writing by the applicant.

The Commission shall issue its determination in writing within 7 days of the close of the public hearing thereon unless an extension is authorized in writing by the applicant.

The Commission shall issue its permit in writing within 21 days of the close of the public hearing thereon unless an extension is authorized in writing by the applicant.

The Commission shall combine its hearing under this bylaw with the hearing conducted under the Wetlands Protection Act, G.L. Ch. 131, §40, and Regulations, 310 CMR 10.00, in instances of concurrent jurisdiction.

With the consent of the applicant the Commission shall have authority to continue the hearing to a certain date announced at the hearing, for reasons stated at the hearing, which may include receipt of additional information from the applicant or others deemed necessary by the Commission in its discretion, or comments and recommendations of the boards and officials listed in §6. In the event the applicant objects to a continuance or postponement, the hearing shall be closed and the Commission shall take action on such information as is available.

SECTION 6. COORDINATION WITH OTHER BOARDS

As appropriate the Conservation Commission may choose to solicit the advice and opinions of other Town boards and officials in the course of its deliberations. Town boards and officials shall be entitled to file written comments and recommendations with the Commission at or before the public hearing. The Commission shall take any such comments and recommendations into account but shall not be bound by them. The applicant shall have the right to receive any comments and recommendations, and to respond to them at a hearing of the Commission, prior to final action.

SECTION 7. PERMITS AND CONDITIONS

The Commission, after a public hearing, shall issue or deny a permit for the activities requested within 21 days of the close of the hearing. If it issues a permit, the Commission shall impose such conditions as it deems necessary or desirable to protect those values, and all activities shall be done in accordance with those conditions. The Commission shall take into account the cumulative adverse effects of loss, degradation, isolation, and replication of protected resource areas throughout the community and the watershed, resulting from past activities, permitted and exempt, and foreseeable future activities.

The Commission is empowered to deny a permit for failure to meet the requirements of this bylaw; for failure to submit necessary information and plans requested by the Commission; for failure to meet the design specifications, performance standards, and other requirements in regulations of the Commission;

for failure to avoid or prevent unacceptable significant or cumulative effects upon the resource area values protected by this bylaw; and where no conditions are adequate to protect those values.

Lands within 100 feet of wetlands resource areas are presumed important to the protection of these resources because activities undertaken in close proximity to wetlands and other resources have a high likelihood of adverse impact upon the wetland or other resource, either immediately, as a consequence of construction, or over time, as a consequence of daily operation or existence of the activities. These adverse impacts from construction and use can include, without limitation, erosion, siltation, loss of groundwater recharge, poor water quality, and harm to wildlife habitat. The Commission therefore may require that the applicant maintain a strip of continuous, undisturbed vegetative cover in part or all of the 100-foot area and set other conditions on this area, unless the applicant provides evidence deemed sufficient by the Commission that the area or part of it may be disturbed without harm to the values protected by the law.

A permit shall expire three years from the date of issuance. Any permit may be renewed for an additional one year period if a request for renewal is received in writing by the Commission at least thirty (30) days prior to expiration of the permit, and providing the Commission finds that (1) good cause has been shown for such extension and (2) such extension will not have significant adverse effects, immediate or cumulative, upon any of the wetland values protected by this bylaw. Notwithstanding the above, a permit may contain requirements which shall be enforceable for a stated number of years, indefinitely, or until permanent protection is in place, and shall apply to all owners of the land.

The Commission shall, after receiving a written request for a Certificate of Compliance, inspect the resource area and buffer zone where any activity governed by a permit issued under this bylaw was carried out. If such activity has been completed in accordance with said permit, the Commission shall within twenty-one (21) days after such a request issue a Certificate of Compliance evidencing such determination, which may in an appropriate case be combined with a Certificate of Compliance issued under the Wetlands Protection Act. A Certificate of Compliance may specify conditions in the permit which will continue to apply for a fixed number of years or permanently and shall apply to all owners of the land.

Violations of this bylaw, submission of false or erroneous information, or new information that substantially alters the likely impact of the project on wetlands resources or values may cause the Commission to revoke or modify a permit or determination issued under this bylaw after notice to the holder of the permit or determination, notice to the public, abutters, and town boards, pursuant to §5 and §6, and a public hearing.

The Commission in an appropriate case may combine the permit or determination issued under this bylaw with the Order of Conditions or Determination of Applicability issued under the Wetlands Protection Act, G.L. Ch. 131, §40, and Regulations, 310 CMR 10.00.

No work proposed in any permit application shall be undertaken until the permit issued by the Commission with respect to such work has been recorded in the registry of deeds or, if the land affected is registered land, in the registry section of the land court for the district wherein the land lies, and until the holder of the permit certifies in writing to the Commission that the permit has been recorded. Such certification shall include the book and page or instrument number and date.

SECTION 8. REGULATIONS

After the public notice and public hearing, the Commission shall promulgate rules and regulations to effectuate the purposes of this bylaw. Failure by the Commission to promulgate such rules and regulations or a legal declaration of their invalidity by a court of law shall not act to suspend or invalidate the effect of this bylaw.

At a minimum these regulations shall define key terms in this bylaw not inconsistent with the bylaw and procedures governing the amount and filing of fees.

SECTION 9. DEFINITIONS

The following definitions shall apply in the interpretation and implementation of this bylaw.

The term "bank" shall include the land area which normally abuts and confines a water body; the lower boundary being the mean annual low flow level, and the upper boundary being the first observable break in the slope or the mean annual flood level, whichever is higher.

The term "Vernal pool" shall include, in addition to that already defined under the Wetlands Protection Act, G.L. Ch. 131, Sec. 40, and Regulations thereunder, 310 CMR 10.00, any confined basin or depression not occurring in existing lawns, gardens, landscaped areas, or driveways which, at least in most years, holds water for a minimum of two continuous months during the spring and/or summer, contains at least 200 cubic feet of water at some time during most years, is free of adult predatory fish populations, and provides essential breeding and rearing habitat functions for amphibian, reptile, or other vernal pool community species, regardless of whether the site has been certified by the Massachusetts Division of Wildlife and Fisheries. The presumption of essential habitat value may be overcome by the presentation of credible evidence which in the judgement of the Commission demonstrates that the basin or depression does not provide the habitat functions as specified in the Bylaw regulations. The buffer zone for vernal pools shall extend 100 feet from the mean annual high-water line defining the depression, or one-half of the distance between the vernal pool and any existing house or driveway, whichever is smaller.

The term "isolated land subject to flooding or inundation" shall include an area, depression, or basin that holds at minimum one-eighth acre foot of water and at least six inches of standing water once a year during most years. Not included are swimming pools, artificially lined ponds or pools, or constructed wastewater lagoons.

The term "pond" shall include any open body of fresh water with a surface area observed or recorded within the last ten years of at least 5,000 square feet. Ponds shall contain standing water except for periods of extended drought. Not included are swimming pools, artificially lined ponds or pools, or constructed wastewater lagoons.

The term "rare species" shall include, without limitation, all vertebrate and invertebrate animal and plant species listed as endangered, threatened, or of special concern by the Massachusetts Division of Fisheries and Wildlife, regardless of whether the site in which they occur has been previously identified by the Division.

The term "person" shall include any individual, group of individuals, association, partnership, corporation, company, business organization, trust, estate, the Commonwealth or political subdivision thereof to the extent subject to town bylaws, administrative agency, public or quasi-public corporation or body, this municipality, and any other legal entity, its legal representatives, agents, or assigns.

The term "alter" shall include, without limitation, the following activities when undertaken to, upon, within or affecting resource areas protected by this bylaw:

- (a) Removal, excavation, or dredging of soil, sand, gravel, or aggregate materials of any kind;
- (b) Changing of pre-existing drainage characteristics, flushing characteristics, sedimentation patterns, flow patterns, or flood retention characteristics;
- (c) Drainage, or other disturbance of water level or water table;
- (d) Dumping, discharging, or filling with any material which may degrade water quality;
- (e) Placing of fill, or removal of material, which would alter elevation;

- (f) Driving of piles, erection, or repair of buildings, or structures of any kind;
- (g) Placing of obstructions or objects in water;
- (h) Destruction of plant life including cutting of trees;
- (i) Changing temperature, biochemical oxygen demand, or other physical, biological, or chemical characteristics of any waters;
- (j) Any activities, changes, or work which may cause or tend to contribute to pollution of any body of water or ground water;
- (k) Application of pesticides or herbicides;
- (l) Incremental activities which have, or may have, a cumulative adverse impact on the resource areas protected by this bylaw.

Except as otherwise provided in this bylaw or in regulations of the Commission, the definitions of terms in this bylaw shall be as set forth in the Wetlands Protection Act, G.L. Ch. 131, §40, and Regulations, 310 CMR 10.00.

SECTION 10. SECURITY

As part of a permit issued under this bylaw, in addition to any security required by any other municipal or state board, agency, or official, the Commission may require that the performance and observance of the conditions imposed thereunder (including conditions requiring mitigation work) be secured wholly or in part by a proper bond or deposit of money or negotiable securities or other undertaking of financial responsibility sufficient in the opinion of the Commission, to be released in whole or in part upon issuance of a Certificate of Compliance for work performed pursuant to the permit.

SECTION 11. ENFORCEMENT

No person shall remove, fill, dredge, build upon, degrade, or otherwise alter resource areas and buffer zones protected by this bylaw, or cause, suffer, or allow such activity, or leave in place unauthorized fill, or otherwise fail to restore illegally altered land to its original condition, or fail to comply with a permit or an enforcement order issued pursuant to this bylaw.

Where the Commission deems it necessary to carry out its duties under this bylaw by entering privately owned land it shall do so with the authority of the property owner and shall be subject to the limitations imposed by the applicable federal and state laws. With the authority of the property owner or his/her designee the Commission may make or cause to be made such examinations, surveys, or sampling as the Commission deems necessary.

The Commission shall have authority to enforce this bylaw, its regulations, and permits issued thereunder by violation notices, administrative orders, and civil and criminal court actions. Any person who violates provisions of this bylaw may be ordered to restore the property to its original condition and take other action deemed necessary to remedy such violations, or may be fined, or both.

Municipal boards and officers, including any police officer or other officer having police powers, shall have authority to assist the Commission in enforcement.

Any person who violates any provision of this bylaw, or regulations, permits, or administrative orders issued thereunder, shall be served with a Notice of Violation enumerating the alleged violations. If after ten business days the Commission has not received what it deems to be either (a) sufficient evidence demonstrating that no violations have occurred, or (b) a filing that will remove the violations along with evidence that sufficient progress is being made to correct the violations then the violator shall be punished

by a fine of \$100 per offense. Beginning ten business days after the date of the Notice of Violation each day or portion thereof during which a violation continues, or unauthorized fill or other alteration remains in place, shall constitute a separate offense, and each provision of the bylaw, regulations, permits, or administrative orders violated shall constitute a separate offense.

As an alternative to criminal prosecution in a specific case, the Commission may issue citations under the non-criminal disposition procedure set forth in G.L. Ch. 40, §21D.

SECTION 12. BURDEN OF PROOF

The applicant for a permit shall have the burden of proving by a preponderance of the credible evidence that the work proposed in the permit application will not have significant or cumulative negative effect upon the resource area values protected by this bylaw. Failure to provide evidence that in the judgment of the Commission is adequate to support this burden shall be sufficient cause for the Commission to deny a permit or grant a permit with conditions.

SECTION 13. APPEALS

A decision of the Commission shall be reviewable in the Superior Court in accordance with M.G.L. C.249, §4.

SECTION 14. RELATION TO THE WETLANDS PROTECTION ACT

This bylaw is adopted under the Home Rule Amendment of the Massachusetts Constitution and the Home Rule statutes, independent of the Wetlands Protection Act, G.L. Ch. 131, §40, and Regulations, 310 CMR 10.00, thereunder.

SECTION 15. SEVERABILITY

The invalidity of any section or provision or phrase of this bylaw shall not invalidate any other section or provision or phrase thereof, nor shall it invalidate any permit or determination which previously has been issued.";

or act on anything relative thereto.

Submitted by the Conservation Commission.

(Majority vote required)

CONSERVATION REPORT: The purpose of this Bylaw is to maintain the quality of surface water, the quality and level of the ground water table, and water recharge areas for existing, or potential water supplies; to protect the public health and safety; to protect persons and property against the hazards of flood water inundation; to protect the community against the costs which may be incurred when unsuitable development occurs in wetland resource areas; and to provide for the reasonable protection and conservation of certain irreplaceable natural features, resources and amenities for the benefit and welfare of the present and future inhabitants of the Town of Sudbury.

This Bylaw consolidates existing state and federal wetlands regulations and procedures into a single body of wetlands protection regulations thereby permitting more coherent and responsive administration of those regulations within the Town, but without further extending their scope or jurisdiction. The Bylaw establishes a sliding scale of applicant filing fees and consultant fees according to proposed project size, to cover review and administration costs that are currently paid by the Town through property taxes. The Bylaw establishes a violation notification procedure, with a ten (10) day fact-finding period and empowers the Town to pursue criminal and civil penalties, including fines, in cases involving egregious and dangerous violations.

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

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

ARTICLE 29. Withdrawn

ARTICLE 30. Withdrawn

ARTICLE 31A. TRANSFER HAYNES MEADOW PROPERTY TO SELECTMEN FOR PURPOSE OF SALE

To see if the Town will vote to transfer the house and/or a portion of the land at Haynes Meadow from the Conservation Commission to the Board of Selectmen for the purpose of sale; or act on anything relative thereto.

Submitted by Petition. (Two-thirds vote required)

ARTICLE 31B. SELL HAYNES MEADOW HOUSE WITH ENVIRONMENTAL COMMITMENT

To see if the Town will vote to sell the house at Haynes Meadow; the bidders will be requested to address their demonstrated commitment to protecting the environment; or act on anything relative thereto.

Submitted by Petition. (Two-thirds vote required)

PETITIONERS REPORT: Report will be made at Town Meeting.

ARTICLE 32. SELL HAYNES MEADOW HOUSE

To see if the Town will vote to sell the house at Haynes Meadow; or act on anything relative thereto.

Submitted by Petition. (Two-thirds vote required)

PETITIONERS REPORT: Report will be made at Town Meeting.

ARTICLE 33. AMEND ZONING BYLAW, ARTICLE IX - CREATE VILLAGE BUSINESS DISTRICT

To see if the Town will vote to amend Article IX of the Zoning Bylaw as follows:

1. by adding to IX,II,A a new district numbered "11", entitled "Village Business Districts" and designated VBD-;
2. by adding to IX,II,C a new district designated VBD-1, and entitled "Village Business Districts" to read as follows:

"Village Business Districts are hereby established, and the provisions of this bylaw applicable to Village Business Districts shall apply to districts designated on the Zoning Map.

Village Business District No. 1 shall comprise an area the boundaries of which are as follows: the areas involved are the existing LBD-3, LBD-4, BD-2, BD-3, BD-4, and small portions of A-1 and ID-2 per the map below."

The Town Engineer is directed to substitute the metes and bounds description of the district which shall be substituted and to revise boundaries of ID-2 and A-1, when prepared.

3. by deleting from the bylaw LBD-3, LBD-4, BD-2, BD-3, BD-4 and a small portion of ID-2.

The Town Engineer is directed to eliminate from the descriptions of ID-2 the area being rezoned to VBD-1;

4. by amending IX,III,B by adding a new section "3" thereto entitled "Village Business Districts" to read as follows:

"3. Village Business Districts VBD- The following uses shall be permitted in Village Business Districts:

- a. Any uses permitted in Single Residence Districts;
- b. Stores, salesrooms, or showrooms for the conduct of a retail business;
- c. Personal services shops of a barber, hairdresser, manicurist, or shoe shiner;
- d. Shops for custom work by a dressmaker, furrier, interior decorator, milliner, or tailor;
- e. Shops for custom work by a cabinet maker, job printer, repairer of household appliances or furnishings, shoemaker, upholsterer, or woodworker; provided that all work and repair operations shall be confined to Monday through Saturday, between 6:00 a.m. and 9:00 p.m., unless a permit is granted for operations during specified additional hours by the Boards of Appeals;
- f. Any of the following service establishments dealing directly with the consumer: collection station for laundry or dry cleaning, frozen food locker, hand or self-service laundry, funeral home, photographic studio, or repair shop for wearing apparel or accessories;
- g. Business or professional offices, or agencies, banks or other financial institutions;
- h. Restaurants serving food and beverages, and providing limited musical entertainment;
- i. Health clubs;
- j. Churches, synagogues and other religious institutions;
- k. Schools and other educational institutions;
- l. Hotels with a maximum of ten guest rooms;
- m. Residential apartments on second, or second and third floors, above the ground level business use;
- n. Such storage of materials, equipment and merchandise as is incidental to, and usual in connection with any permitted use on the same premises;
- o. Such light manufacturing as is incidental to, and usual in connection with any permitted use on the same premises, provided that the major portion of the products are sold at retail on the premises and not more than 1,000 square feet of floor area, per establishment, are used for such manufacturing;
- p. Private clubhouses, meeting halls, and lodge rooms to be used by fraternal or other organizations;

- q. Such similar uses as the Board of Appeals may approve and grant special permits therefor, which meet the guidelines for approval as found in Article IX VI,C,3 "Special Permit Guidelines", of this bylaw;
- r. Exterior signs in accordance with section V,D.

The following are specifically prohibited in Village Business Districts:

- a. Any use which may produce a nuisance or hazard from fire or explosion, toxic or corrosive fumes, gas, smoke, odors, obnoxious dust or vapors, harmful radioactivity, offensive noise or vibration, flashes, objectionable effluent, or electrical interference which may adversely affect, or impair, the normal use and peaceful enjoyment of any property, structure, or dwelling in the neighborhood;
 - b. Any building, structure, or site arrangement, designed to conduct business with a person in a motor vehicle, or through a window to a pedestrian;
 - c. Any sale, storage, or use of firearms or explosives;
 - d. Any single use occupying more than 10,000 square feet of building area, exclusive of basement or attic storage space.";
5. by amending IX,IV,B by adding a new line under Business Use with a district designation "Vill. Bus. VBD, area - none, frontage - 50, maximum building coverage - 60*, front set back - 20(9), side set back - none, rear set back - none, street center line - 50, residence zone bound - 20, maximum building height (stories) - 2-1/2*, maximum building height (feet) - 35", and to further amend section IX,IV,B by adding a new footnote numbered (9) to read, "(9) Set back a maximum of 40 feet.";
 6. by amending IX,IV,C,1,a by adding the words "Village Business (VBD-)" after the words in "Business (BD-)"
 7. by amending IX,IV,C,4 by adding the words "Village Business (VBD-)" after the words "In single residence ("A","C")";
 8. by amending IX,V,A,7,f by adding at the end thereof the words "In Village Business Districts (VBD-) general site lighting fixtures shall be placed no higher than 16 feet above grade.";
 9. by amending IX,V,A,7,h by adding the words "Village Business" after the words "Limited Business" in the title, and the words "Village Business" after the words "Limited Business" in the body of the paragraph;
 10. by amending IX,V,A,7,i by adding at the end of the paragraph, after the sentence "Open space shall not include areas developed for vehicle access, parking, storage and similar accessory uses, except that open space may include walkways, patios and terraces, up to 10% of the open space required.", the sentence:
 "In Village Business Districts (VBD-) open space may include parking areas.";
 11. by amending IX,V,A,7,i,1) by adding at the end of the paragraph the words "Such buffer shall be 15 feet in Village Business Districts.";
 12. by amending IX,V,A,7,i by adding a new subparagraph "6)" as follows:
 "6) In Village Business Districts sidewalks shall be constructed of brick, stone, or concrete, and be maintained by the owner. Each lot shall have a minimum of 10% pervious surface.

Approved street trees shall be planted at the front property line at a spacing of one per 40 feet.";

13. by adding to IX,V,A a new paragraph "9." to read as follows:

"9. SPECIAL PROVISIONS IN VILLAGE BUSINESS DISTRICTS (VBD-) - Under a Site Plan Special Permit, the Board of Selectmen shall require the following:

- a. Pedestrian circulation shall be safe and easy between all abutting properties, as well as within an individual property.
- b. All new structures and alterations to existing structures shall be respectful of the scale and visual character of the existing neighborhood.
- c. All plans shall be reviewed by the Design Review Board, in a public hearing."

and by directing the Town Clerk to renumber the former paragraphs "9, 10 and 11", so that they will now be "10, 11 and 12".

14. by amending IX,V,C,3,c,3) by adding at the end "(except in VBD: one space per bedroom)";

15. by amending IX,V,C,3,c,4) by adding at the end thereof "(except in VBD: one space for each two persons of student and staff population)";

16. by amending IX,V,C,3,c,6) by adding at the end of the words "feet of gross floor area", the following: "(except in VBD: one space per 300 square feet of gross floor area)";

17. by amending IX,V,C,3,c,7) by adding inside, at the end of the parenthesis, "and in VBD it shall be one per 350 square feet";

18. by amending IX,V,C,3,c,8) by adding at the end thereof "(except in VBD: one space for each three seats)";

19. by amending IX,V,C,6 by adding after the words "parking stalls" where they first appear, the words "(or in any VBD site)";

20. by amending IX,V,C,9 by adding a new subparagraph "f" to read as follows:

"f. Village Business Districts - Parking shall be to the side or rear of the building. The number of parking spaces required for a given site may be on another site within the district. Such off-site parking must be established by legal documentation satisfactory to Town Counsel, and a copy filed in the office of the Town Clerk.";

21. by amending IX,V,C,9 by adding a new subparagraph "g" to read as follows:

"g. In the Village Business District, the requirement of off-street parking may, at the applicant's option, be satisfied through payment of an annual Access Fee in lieu of providing up to 50% of the required spaces. The Access Fee per space shall equal \$800, indexed to change subsequent to 1994, in the Consumer Price Index for all Urban Consumers, as published by the U.S. Bureau of Labor Statistics. Access Fees shall be held in an Enterprise Fund, or other account, restricting the use of those monies to the provision of off-street parking and non-automotive means of access serving the Village Business District.";

22. by amending IX,V,C,9 by adding a new subparagraph "h" to read as follows:

"h. For parking areas of 10 or more spaces, bicycle racks facilitating locking, shall be provided to accommodate one bicycle per 10 parking spaces.";

or act on anything relative thereto;

Submitted by the Design Review Board.

(Two-thirds vote required)

DESIGN REVIEW BOARD REPORT: Along Route 20, from Hop Brook to Massasoit Avenue, lies a concentration of commercial activity forming a somewhat coherent district. It covers six (6) zoning districts including LBD-4, BD-2, BD-3, BD-4, as well as small portions of A-1 and ID-2. Mill Village is the largest, oldest and most identifiable commercial development within this area. Also included are the Millbrook office condominiums, the Concord Road shops, the Hilco site, and a variety of small shops and offices characterized by small scale and close proximity to one another, as well as to the road. With the notable exception of the Millbrook Condominiums, most of the architecture is at least a century old and of a residential scale. This was the heart of the original South Sudbury business area.

Generations ago, South Sudbury was a distinct village with a history and identity of its own. The King Philip Historic District abuts and partially overlays this business area. The Goodnow Library and the Memorial Congregational Church are important public institutions, immediately outside this business area. The immediate residential areas are characterized by small lots with older homes creating a strong neighborhood context. This business area is easily walked to from many homes.

Despite the proximity of homes and the density of development, the business area does not have a strong pedestrian component because the few sidewalks are poorly maintained and the intensity of Route 20 traffic, with no on-street parking, makes walking from shop to shop uninviting and somewhat hazardous. This aspect of the area's character has only developed within the last sixty years. As the automobile has attained supremacy, the attractive characteristics of this business area have been eroded. Present zoning has created a haphazard progression of development, without a vision of how the area should grow, or what it should become. Consequently, the majority of Sudbury residents consider Route 20 to be something of an embarrassment.

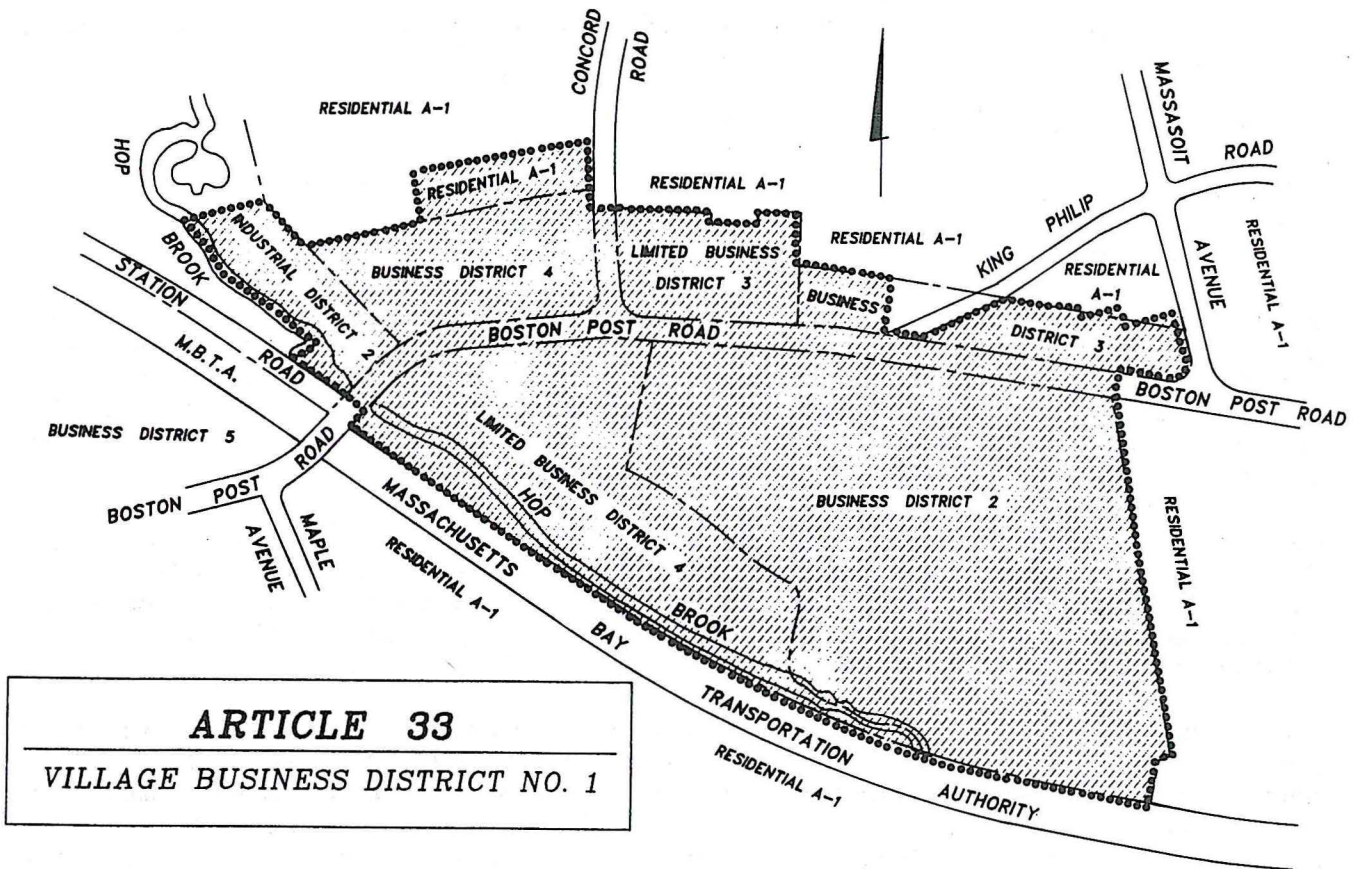
This particular area can be encouraged, through zoning changes, to become a proud little business area serving the immediate area and Sudbury at large. Creating a single zoning district is the critical first step toward realizing the full potential of this area.

The present zoning fragments the district and fails to encourage its growth as a neighborhood. Allowing this area to become more pedestrian-oriented, with mixed use, is central to the philosophy of the Sudbury Village Project of which this proposal is an outgrowth. A unified streetscape where the prevailing facade setback is respected, sidewalks are maintained, and shared parking is made possible are basic ingredients of the village environment.

PLANNING BOARD REPORT: The Planning Board will report at Town Meeting on this article.

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

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



ARTICLE 33

VILLAGE BUSINESS DISTRICT NO. 1

ARTICLE 34. GOODMAN'S HILL/CONCORD ROADS INTERSECTION

To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$10,000, or any other sum, to be expended under the direction of the Highway Surveyor for the reconstruction of the intersection at Goodman's Hill Road and Concord Road, and to determine whether this appropriation shall be raised by borrowing or otherwise; or to act on anything relative thereto.

Submitted by Petition.

(Two-thirds vote required, if borrowed)

PETITIONERS REPORT: Residents of Goodman's Hill Road and neighboring side streets petitioned the Selectmen in June 1993 to correct dangerous conditions for both drivers and pedestrians at the intersection of Goodman's Hill Road and Concord Road. The new design creates a basic "T" intersection and would prevent vehicles from entering and exiting Goodman's Hill Road at excessive speeds, now jeopardizing drivers and pedestrians, and particularly children, walking and riding bicycles along Concord Road and Goodman's Hill Road, on their way to and from the Peter Noyes School. Such reconstruction would greatly improve the safety for drivers and walkers at this location, where there is a high volume of traffic.

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

ARTICLE 35. TOWN BUILDING REPAIRS

To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$63,000, or any other sum, to be expended under the direction of the Building Department, for remodeling or making extraordinary repairs to town buildings, and to determine whether said sum shall be raised by borrowing or otherwise; or act on anything relative thereto.

Submitted by the Board of Selectmen and Building Inspector. (Two-thirds vote required, if borrowed)

SELECTMEN AND BUILDING INSPECTOR REPORT: Last year Town Meeting approved only part of the repairs requested by the Building Inspector with the expectation that the remainder of the list would be presented for approval to the 1994 Town Meeting. These items are:

1.	Loring Parsonage repairs/chimney, fireplace, floorboards, etc.	4,000
2.	Re-set brick walk at Loring Parsonage	2,000
3.	Paint upper Town Hall inside	4,000
4.	Roof inspections and emergency repairs	10,000
5.	Replace 25 windows in Flynn Building	11,000
6.	Pump all septic tanks	2,000
7.	Connect Flynn Building septic to existing leaching field	2,000
8.	Miscellaneous painting	5,000
9.	Repair and wash windows	3,000
10.	Police station repairs/painting/heating system upgrade	20,000

The above are representative items which, if not implemented, will result in further deterioration producing far more costly future repairs. The Board of Selectmen supports this article. However, some of these items will be affected by the Flynn Building Renovations (Article 63) and, therefore, we intend to postpone discussion on this article until after Article 63 is considered.

ARTICLE 36. ACCESSIBILITY TO TOWN BUILDINGS FOR THE DISABLED

To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$240,000, or any other sum, to be expended under the direction of the Building Department, for remodeling or making extraordinary repairs to the Flynn Building (\$200,000) and Loring Parsonage (\$40,000) for the purpose of providing accessibility and toilet facilities for the disabled in two of the most heavily utilized Town buildings; and to determine whether said sum shall be raised by borrowing or otherwise; or act on anything relative thereto.

Submitted by the Board of Selectmen and Building Inspector. (Two-thirds vote required, if borrowed)

SELECTMEN AND BUILDING INSPECTOR REPORT: Last year the Town approved similar repairs for the Town Hall and Goodnow Library. The project of continuing to make our town buildings handicapped accessible must go forward; however, if the study now underway relative to renovation of the Flynn Building for consolidated office space shows such to be feasible, this article will be tabled until Article 63 has been considered. Article 63 will encompass all necessary accessibility remodeling in the office consolidation. The Board of Selectmen supports this article.

ARTICLE 37. STREET ACCEPTANCES

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

Atkinson Lane	From Dutton Road to a dead end, a distance of 2,608 feet, more or less;
Babe Ruth Drive	From Hudson Road to Atkinson Lane, a distance of 1,301 feet, more or less;

Firecut Lane Ext.	From Aaron Road to a dead end, a distance of 360 feet, more or less;
McLean Drive	From Pratt's Mill Road to a dead end, a distance of 1,024 feet, more or less;
Perry Circle	From Atkinson Lane to a dead end, a distance of 451 feet, more or less;
Petersen Circle	From Atkinson Lane to a dead end, a distance of 352 feet, more or less;
Powder Mill Road	From North Road to Powder Mill Road, a distance of 100 feet, more or less;
Raymond Road	From the Framingham Town Line northerly, a distance of 3,175 feet, more or less;
Spiller Circle	From McLean Drive to a dead end, a distance of 270 feet, more or less;
Stagecoach Drive	From Landham Road to a dead end, a distance of 276 feet, more or less;

as laid out by the Board of Selectmen in accordance with the descriptions and plans on file in the Town Clerk's Office; to authorize the acquisition by purchase, relocation, or alteration, by gift or by a taking by eminent domain, in fee simple, of the property shown on said plans; and to raise and appropriate, or appropriate from available funds \$500, or any other sum, therefor and all expenses in connection therewith; or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Two-thirds vote required)

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

FINANCE COMMITTEE REPORT: The Finance Committee recommends approval of this article.

ARTICLE 38. DRAINAGE SYSTEMS

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 Highway Surveyor, for the construction and reconstruction of drainage systems as follows:

Hudson Road, North Road and Union Avenue

and to determine whether said sum is to be raised by borrowing or otherwise; or to act on anything relative thereto.

Submitted by the Highway Surveyor.

(Two-thirds vote required, if borrowed)

HIGHWAY SURVEYOR REPORT: This article shall be used to reinstate a program that has not been funded since 1988. In the past, this program was used to both construct and reconstruct drainage systems to eliminate hazardous conditions on Sudbury roadways. This program was very successful in eliminating many trouble spots in Town, but there are many more problems that need attention immediately. These drainage conditions are unnecessarily troublesome to motorists and residents, and in many cases, cause premature roadway failure and excess maintenance.

BOARD OF SELECTMEN POSITION: The Board supports this article.

The following describes in more detail the work proposed:

Hudson Road at August Road (Replace and upgrade existing culvert)	\$17,500
Hudson Road at #102 (Install leaching structures)	4,500
Hudson Road at #170 (Install leaching structures)	4,500
Hudson Road at Dutton Road (Extend existing drainage system)	5,000
North Road between Haynes Road & Mossman Road (Install new drainage structures and system)	12,000
Union Avenue (Extend existing drainage system - previously unfunded)	6,500

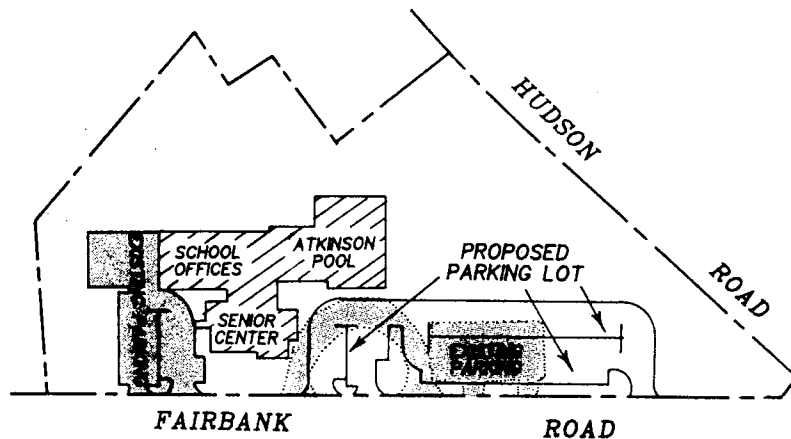
ARTICLE 39. FAIRBANK COMMUNITY CENTER - PARKING AREA

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, to be used in conjunction with donations from others, for the redesign and reconstruction of the parking area at the Atkinson Pool end of the Fairbank Community Center, and to determine whether this sum shall be raised by borrowing or otherwise; or to act on anything relative thereto.

Submitted by the Park & Recreation Commission. (Two-thirds vote required, if borrowed)

PARK & RECREATION COMMISSION REPORT: The increasing use of the Fairbank Community Center, Fairbank Senior Center, Atkinson Pool, and the Haskell Field complex emphasizes the issues of safety as related to the parking, traffic, and lighting. The parking/safety issues were not addressed in the initial construction/reconstruction of Fairbank. The reality of having more programs and users is the increase in the number of cars, buses, and people. The shoulders of the current parking area have eroded such that large extended ruts and gullies exist. There are no sidewalks, forcing children and adults to walk in the driveway area. Minimal lighting exists to illuminate the parking area (one pole and building security lights). The Park and Recreation Commission seeks partial funding from the Town in addressing the safety concerns.

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



ARTICLE 39
FAIRBANK COMMUNITY CENTER
PARKING AREA

ARTICLE 40. FEELEY TENNIS COURTS RECONSTRUCTION

To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$85,000, or any other sum, to be expended under the direction of the Park and Recreation Commission, for the reconstruction of the six (6) tennis courts at Feeley Field off Raymond Road; and to determine whether said sum shall be raised by borrowing or otherwise; or act on anything relative thereto.

Submitted by the Park & Recreation Commission.

(Two-thirds vote required, if borrowed)

PARK & RECREATION COMMISSION REPORT: The tennis courts at Feeley Field were originally constructed in 1971 for tennis and ice skating. The design for such a dual use results in a pitch that is centerline to baseline, rather than sideline to sideline, which is preferable for tennis. The original construction has not aged well and there are large cracks, making spot repair not feasible. The courts will continue to deteriorate to a point where none will be usable. The complete loss of these courts would take away a valuable resource from the Town of Sudbury and the opportunity for generating additional program revenues for Park and Recreation.

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

ARTICLE 41. LIBRARY ARCHITECTURAL SERVICES

To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$35,500, or any other sum, to be expended under the direction of the Permanent Building Committee, for the purpose of obtaining architectural, engineering and other services, including preliminary plans, for the reconstruction, remodeling, or making extraordinary repairs to, and constructing additions to the Goodnow Library; and to determine whether said sum shall be raised by borrowing or otherwise; or to act on anything relative thereto.

Submitted by the Goodnow Library Trustees.

(Two-thirds vote required, if borrowed)

GOODNOW LIBRARY TRUSTEES REPORT:

Justification: A "space needs" study of the Goodnow Library was carried out by library consultants in 1988. The consultants considered the library needs and use patterns of the community. They compared the Library's space and facilities to library building standards. Their study included general and specific recommendations for meeting the then current needs (1988), and the near future needs (20 years), of the community. The overall recommendation called for an additional 12,000 to 16,000 square feet of space.

Issues: Ninety percent (90%) of the community uses the Goodnow Library. Its circulation and frequency of use statistics are well above state and national averages. However, the value of the Library to its users is being diminished by the lack of adequate space and facilities.

The existing facility was designed to house 20,000 non-fiction titles, 8,000 fiction titles, and 12,000 children's titles. It was to accommodate 8 FTE's. Today the Library has 26,000 non-fiction titles, 15,000 fiction titles, and 14,500 children's titles. (These are small collections when compared to those of similar libraries.) Currently, the Library has 10.6 FTE's. Books, magazines, audio-visual materials, equipment and people are forced to fit into areas too small to accommodate them. There is insufficient space for study, research, browsing and other user and staff activities.

Electronic resources are becoming more crucial to information and education services in the public library. Our building is not able to support them adequately. In addition to lack of space, its lighting and electrical systems are inappropriate for these developments. As the need for these types of library informational and recreational resources and equipment expands, this situation will worsen.

Benefits: A renovation/addition building project will increase the value of the Library's existing resources and services to the community. Material will be more accessible. Quiet study and research areas will be available. Appropriate space will be provided for children's programs, and for young adult resources and activities. The Library will be better able to respond to emerging library user needs. Workstations and other equipment for non-print resources can be planned for and integrated into library services effectively.

The staff's ability to serve residents will be enhanced. Logistically, resources, equipment and supplies will be more readily available to staff. Additional work space will improve work flow.

Over the next five (5) to ten (10) years, a number of Library repair, replacement and improvement issues will need to be addressed. Replacement items include: the roof; heating system; cooling system; leaching fields; Adult Room ceiling and wallpaper; and Children's Room carpet, shelving and wallpaper. The Library's electrical system, lighting and handicapped accessibility will need to be upgraded. Significant portions of the drives and parking lot will need to be repaved.

These projects will require a significant investment. We know that the handicapped access project approved at last year's Town Meeting will cost \$30,000. The most cost effective plan for addressing these problems, would be to incorporate them in a comprehensive building program. Otherwise, costly repairs, etc. will be made on a building which no longer serves its purpose adequately.

This proposal will allow us to study various options carefully, and to develop a building program that will reflect the needs of the community.

For more than 130 years the Goodnow Library has played an important role in defining the quality of life and sense of community in Sudbury. It is the community's lifelong learning/recreational center. We believe that the library needs of the community deserve a carefully planned building program.

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

ARTICLE 42. INTERIOR IMPROVEMENTS OF CHILDREN'S ROOM

To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$10,000, or any other sum, to be expended under the direction of the Director of the Goodnow Library, for the purpose of reconstruction, remodeling, or making extraordinary repairs to the Children's Room, including re-carpeting, and to determine whether said sum shall be raised by borrowing or otherwise; or act on anything relative thereto.

Submitted by the Goodnow Library Trustees.

(Two-thirds vote required, if borrowed)

GOODNOW LIBRARY TRUSTEES REPORT: The carpeting in the Children's Room is ten years old, and badly worn in heavy traffic spots. In several areas, gaps have developed along seams in the carpet. In the Children's Fiction Room, the wooden planks and hardware for its bookshelves are more than forty years old. The shelves are badly warped. The hardware offers inadequate support for the number of books stored on the shelves. The upholstery for the plywood benches in the room wore out and had to be removed. These items need to be repaired or replaced. In an attempt to utilize space more effectively, this area will be made into the Toddler and Pre-school Room. This change adds to the urgency of making the repairs soon.

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

**ARTICLE 43. HIGHWAY DEPARTMENT BUILDING -
ARCHITECTURAL SERVICES**

To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$18,000, or any other sum, to be expended under the direction of the Permanent Building Committee, for the purpose of obtaining engineering and architectural services, including preparation of plans, specifications and bidding documents, for remodeling, reconstructing, constructing additional space, or making extraordinary repairs to existing town building and/or the construction of a new town building for a highway garage; or act on anything relative thereto.

Submitted by the Highway Surveyor.

(Two-thirds vote required, if borrowed)

HIGHWAY SURVEYOR REPORT: This Article is for the purpose of requesting funds for preliminary architectural services associated with the design for the rehabilitation and addition to the existing Highway Department facility. The current facility is inadequate in its ability to meet the growing needs of the department(s). This facility services the Highway Department and is critical to our ability to effectively meet the needs of the increased demands the Town has on this department. This updated facility will service the needs of many departments as the Town consolidates different functions into a Public Works Department. We have seen this requested appropriation repeatedly suppressed due to other Town needs. The building continually deteriorates and our space needs are increasing rapidly.

As the Highway Surveyor, I request your support of this very important first step in the reconstruction of, and addition to, the Public Works garage. This project will allow us to better serve the Town with a clean, safe and efficient facility.

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

ARTICLE 44. Withdrawn.

**ARTICLE 45. AMEND ZONING BYLAW, ARTICLE IX -
PLANNING BOARD ASSOCIATE FOR SPECIAL PERMITS**

To see if the Town will vote to amend the Sudbury Zoning Bylaw, Article IX, Section VI, "Administration", by adding a new section "D" entitled "Planning Board Associate for Special Permits", to read as follows:

"D. PLANNING BOARD ASSOCIATE FOR SPECIAL PERMITS

1. A majority of the Planning Board shall appoint one (1) individual as an associate member of the Planning Board for applications where the Planning Board acts as a Special Permit Granting Authority.
2. The term of office of this first appointment shall expire on July 1, 1995, or until a successor is appointed. Thereafter, an Associate Member shall be appointed every two (2) years by the Planning Board.
3. In the event of a vacancy in the position of Associate Member, the position shall be filled in the same manner as in the case of the original appointment.
4. The Chairman of the Planning Board may require such Associate Member to be in attendance at special permit hearings, and may designate such Associate Member to sit on the Board for the purpose of acting on a special permit application in the case of absence, inability to act, or conflict of interest on the part of any member of the Planning Board, or in the event of a vacancy on the Board.";

and to request the Town Clerk to renumber existing sections D, E and F to E, F and G respectively; or act on anything relative thereto.

Submitted by the Planning Board.

(Two-thirds vote required)

PLANNING BOARD REPORT: This article allows the Planning Board to appoint one associate member to act as a substitute for a regular member, on those applications where the Planning Board acts as a Special Permit Granting Authority. The Planning Board has experienced an upsurge of special permit applications in the last year, which required careful scheduling of public hearings and meetings to avoid absences. This bylaw will allow the Board the flexibility due to potential conflict of interest, or absence on those applications which require a 4/5 majority vote of the Board.

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

FINANCE COMMITTEE REPORT: The Finance Committee takes no position on this article.

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

ARTICLE 46. AMEND ZONING BYLAW ARTICLE IX.I.C. - DEFINITIONS

To see if the Town will vote to amend Article IX, Section I.C. (Definitions), by deleting the definition for "Lot Area", and substituting the following:

"Lot Area - Area within a lot, including land over which easements have been granted, but not including any land within the limits of a street upon which the lot abuts, even if fee to such street is in the owner of the lot; provided, however, when computing minimum lot area for any lot laid out and submitted for approval by the Planning Board, in accordance with Chapter 41 of the Massachusetts General Laws as of the effective date of this bylaw, no land designed for surface collection of storm water or drainage waters (i.e., detention, retention, infiltration ponds or basins, etc.) shall be used in the computation. The above limitation on calculated "lot area" shall not be applied in determining maximum building coverage, maximum floor area ratio or any open space requirement of Article IX.";

or act on anything relative thereto.

Submitted by Sudbury Planning Board.

(Two-thirds vote required)

PLANNING BOARD REPORT: This article amends the current definition of "Lot Area", to exclude those areas designed for collection of stormwater or drainage water. This definition applies only to those lots submitted for subdivision approval after the effective date of this bylaw. Many developers place these drainage structures within lot lines to maximize density in a subdivision. Drainage ponds and basins can be large in size, and severely limit the size of private yards. They also require special maintenance which is normally conducted by the Town and which can disrupt the appearance of private yards. The amendment is necessary so that drainage structures can be physically separated from development for safety and aesthetic reasons.

FINANCE COMMITTEE REPORT: The Finance Committee takes no position on this article.

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

ARTICLE 47. AMEND ZONING BYLAW, ARTICLE IX.III.B.2.b -
DELETE DRIVE-THROUGH RESTAURANTS

To see if the Town will vote to amend Article IX, Section III.B.2.b (Drive-in retail establishments as a permitted use in Business Districts) by revising this provision so that it reads:

"b. Drive-in establishments regularly dispensing merchandise or money from inside a building to persons outside, but excluding the dispensing of food and drink."

and by adding the following under prohibited uses in Business Districts:

"c. Drive-in establishments regularly serving food and drink from inside a building to persons outside.";

or act on anything relative thereto.

Submitted by Sudbury Planning Board.

(Two-thirds vote required)

PLANNING BOARD REPORT: This article proposes the elimination of "drive-through restaurants" as a permitted use in Sudbury Business Districts. Other types of drive-through businesses, such as banks, shall be permitted. During discussions on the recent proposal to open a drive-through window at the proposed Dunkin Donuts restaurant on Route 20, many residents expressed opposition to this use citing traffic safety considerations. The Planning Board has submitted this article based on comments voiced during that application's review process.

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

FINANCE COMMITTEE REPORT: The Finance Committee takes no position on this article.

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

ARTICLE 48. AMEND ZONING BYLAW ARTICLE IX.I.I.c. -
REVISE WATER RESOURCE PROTECTION DISTRICTS MAP

To see if the Town will vote to amend Section IX.I.I.c (the boundaries of Zone II and Zone III around well 5, the Route 117 well) as shown on the Water Resource Protection Districts Map, Town of Sudbury, Revised and dated February 1, 1994; or act on anything relative thereto.

Submitted by the Planning Board.

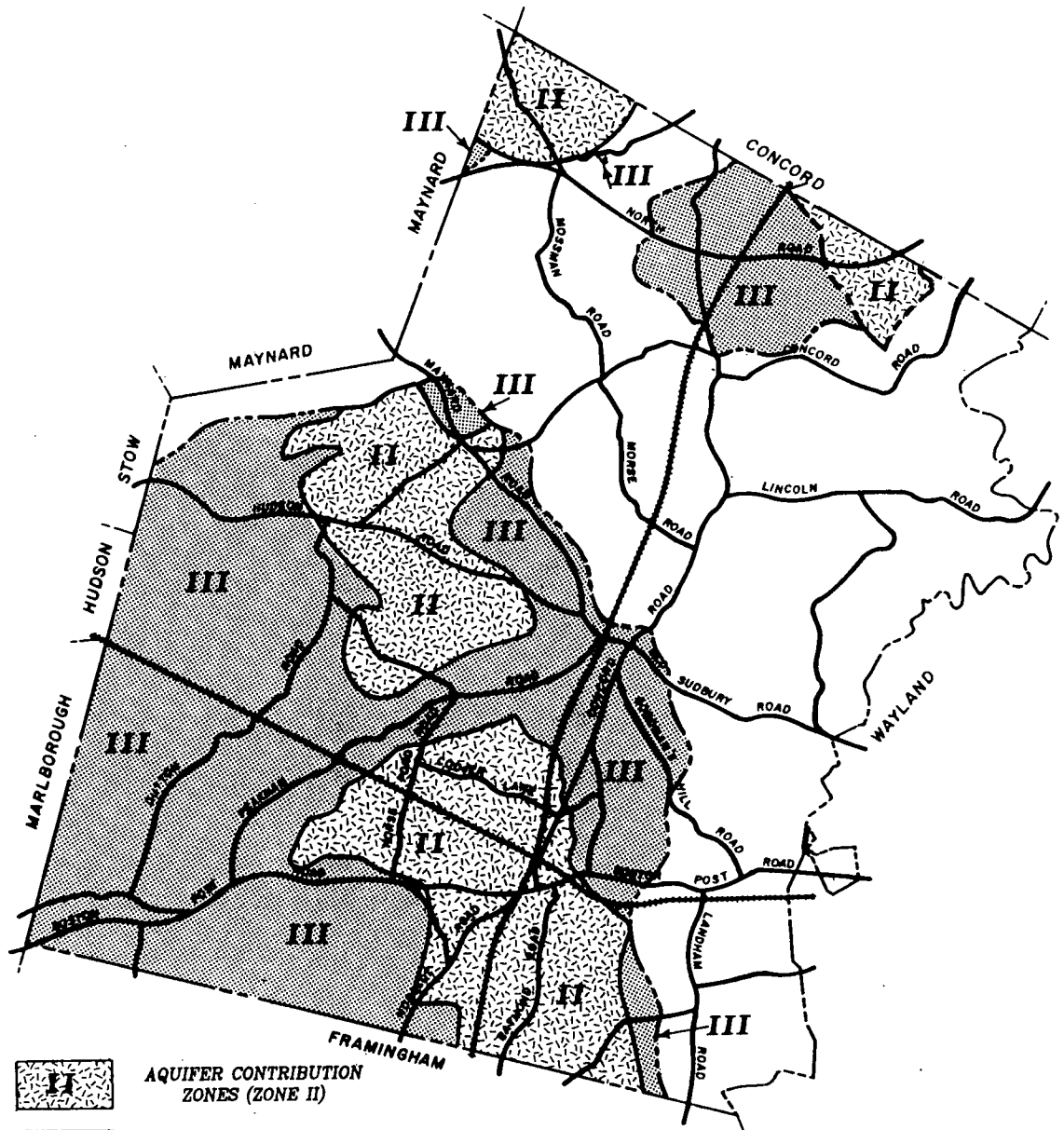
(Two-thirds vote required)

PLANNING BOARD REPORT: This article revises the Water Resource Protection Districts Map, by substituting a scientifically delineated Zone II around well #5 (the Route 117 well) and by revising the associated boundaries of Zone III around that well. These new boundaries have been mapped and delineated by the Sudbury Water District and are approved by the Massachusetts Department of Environmental Protection. The Planning Board encourages support of this important article.

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

FINANCE COMMITTEE REPORT: The Finance Committee takes no position on this article.

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



AQUIFER CONTRIBUTION ZONES (ZONE II)



AQUIFER RECHARGE ZONES (ZONE III)

ARTICLE 48
WATER RESOURCE
PROTECTION DISTRICTS

**ARTICLE 49. AMEND ZONING BYLAW, ARTICLE IX.III.G -
WATER RESOURCE PROTECTION DISTRICTS**

To see if the Town will vote to amend Section IX.III.G. of Article IX of the Sudbury Zoning Bylaw, as follows:

1. By adding a new subsection 1.f (Purpose of Districts) as follows:

"f. To provide for monitoring of ground and surface water quality in areas of present and potential water supply sources to accomplish detection of potential contamination at an early stage, thereby minimizing damage to such sources.";

2. By adding new subsections 2.n and 2.p (Definitions) and renumbering the existing definitions accordingly as follows:

"n. Special Permit Granting Authority (SPGA) - The Special Permit Granting Authority under this Section III.G shall be the Planning Board.";

"p. Zone I - the protective radius required around a public water supply well or well field, measured as a 400 foot radius from the well.";

3. By adding the following language to renumbered subsection 2.o (Definitions, "Toxic or Hazardous Materials"):

o. "and all substances defined as Toxic or Hazardous under Massachusetts General Laws (MGL) Chapter 21C and 21E and 310 CMR 30.00, and also include such products as solvents and thinners in quantities greater than normal household use.";

4. By inserting the following two sentences after the first sentence of subsection 3 (Scope of Authority):

"These overlay districts shall apply to all new construction, reconstruction, or expansion of existing buildings and new or expanded uses. Applicable activities or uses which fall within the Water Resource Protection Districts must comply with the requirements of these districts as well as those of the underlying zoning district.";

5. By revising subsection 4, paragraph 1 to read as follows:

"DELINEATION OF WATER RESOURCE PROTECTION DISTRICTS - Water Resource Protection Districts consist of well head areas (Zone I), aquifer contribution zones (Zone II) and aquifer recharge zones (Zone III). Zone I is delineated as that area within a 400 foot radius of the well head of each public supply well. Zone II is that area of an aquifer which contributes water to a well under the most severe recharge and pumping conditions that can be realistically anticipated. It is scientifically determined by the groundwater divides which result from pumping the well and by the contact of the edge of the aquifer with less permeable material such as till and bedrock. For wells which have not been hydrogeologically mapped, a default Zone II shall be utilized and is delineated on the basis of topography, groundwater flow and surface water drainage, and includes that area within a one-half mile (2,640 feet) radius of the well head of each public water supply well. Zone III is the land area beyond the area of Zone II from which surface water and groundwater drain into Zone II as determined by topography and surface water and groundwater drainage characteristics. In locations where the surface and groundwater drainage are not coincident, Zone III shall consist of both the surface drainage and the groundwater drainage areas. The Water Resource Protection Districts are delineated on a map at a scale of 1 inch to 1,000 feet entitled: "Water Resource

Protection Districts, Town of Sudbury." This map is hereby made a part of the Sudbury Zoning Bylaw and is on file in the office of the Town Clerk.";

6. By deleting section 5.a.8), (Zone II Permitted Uses), in its entirety, and adding a new Section 5.a.8), as follows:

"8) Construction, maintenance, repair, and enlargement of drinking water supply facilities, such as, but not limited to, wells, pipelines, aqueducts and tunnels, but excluding underground storage tanks related to such facilities which are categorically not permitted.";

7. By revising and adding to those uses prohibited in Zone II, Section 5.b, so that Section 5.b reads as follows:

"b. The following uses are specifically prohibited within Water Resource Districts, Zone II:

- 1) Solid waste disposal facilities, including, without limitation, landfills and junk and salvage yards that require a site assignment from the Board of Health under Massachusetts General Laws, Chapter 111, Section 150A (the landfill assignment law) and regulations adopted by the Department of Environmental Protection, 310 CMR 19.00; [No Change]
- 2) Storage of liquid petroleum products, except the following: (a) normal household use, outdoor maintenance, and heating of a structure; (b) waste oil retention facilities required by statute, rule, or regulation; (c) emergency generators required by statute, rule or regulation; (d) treatment works approved under 314 CMR 5.00 for treatment of ground or surface waters; [Revised]
- 3) Dumping of snow containing road salt or other deicing chemicals, which is brought into any particular Zone II or Zone III from outside that particular aquifer district; [Revised]
- 4) Facilities that generate, treat, store, or dispose of hazardous waste, except by the following: (a) very small quantity generators as defined under 310 CMR 30.00; (b) household hazardous waste collection centers and events under 310 CMR 30.390; (c) waste oil retention facilities required by MGL, Chapter 21, Section 52A; (d) water remediation treatment works approved under 314 CMR 5.00; [Revised]
- 5) Automobile graveyards and junkyards, as defined in Massachusetts General Laws, Chapter 140B, S.1; [New]
- 6) Individual on-site domestic sewage disposal systems (designed in compliance with Title V of the State Environmental Code) serving one- or two-family residences or serving business, industrial, research or institutional uses, which discharge more than 440 gallons per day per 40,000 square feet of lot area. The replacement or repair of an existing system that will not result in an increase in design capacity above the previously approved design is not prohibited hereunder. In cluster subdivisions, the total sewage flow allowed shall be calculated based on the number of percable lots in the entire parcel. Requests to increase the capacity of individual sewage disposal systems and those proposed for undeveloped lots above this limit may be permitted upon a written certification of the Sudbury Board of Health that a valid nitrogen loading analysis approved by DEP has been completed, which demonstrates that the DEP drinking water performance goal for nitrates of 5 mg/l will not be exceeded in any present or proposed public water supply well, in the relevant Water Resource Protection District, if the capacity of all sewage disposal systems at full build-out in the relevant district were to increase their capacities to the proposed volume. On lots legally in existence as of the effective date of this bylaw which contain less than 40,000 square

feet of lot area, the discharge rate of any individual sewage disposal system shall be permitted up to a maximum limit of 440 gallons per day; [Revised]

- 7) Permanent removal, or regrading of the existing soil cover, except for excavations for building foundations, roads or utility works, resulting in a finished grade at a level less than eight (8) feet above the historical high groundwater (average for the preceding five (5) years), as determined from monitoring wells of, and the historical water table fluctuation data compiled by the United States Geological Survey (USGS), and the Board of Health data and monitoring wells, whichever is higher. Said average shall be adjusted in accordance with accepted monitoring and measurement principles to reflect drought. Earth removal or earth moving shall be subject to the provisions of subsection 5.g (Earth Removal or Earth Moving Procedures and Conditions); [Revised]
 - 8) Boat or motor vehicle service or repair shops, car washes, heliports, electronic manufacturing, metal plating, commercial or bacteriological laboratories, establishments conducting dry cleaning on the premises, and print and photo processing operations; [Revised]
 - 9) Storage of uncovered animal manure; [No Change]
 - 10) Mining of land, except as incidental to a permitted use; [No Change]
 - 11) Landfilling of sludge or septage as defined in 310 CMR 32.05; [New]
 - 12) Storage of sludge and septage, unless such storage is in compliance with 310 CMR 32.30 and 310 CMR 32.31; [New]
 - 13) Treatment works that are subject to 314 CMR 5.00 including privately owned sewage treatment facilities, except the following: (a) the replacement or repair of an existing treatment works that will not result in a design capacity greater than the design capacity of the existing treatment works; (b) the replacement of existing subsurface sewage disposal system(s) with wastewater works that will not result in a design capacity greater than the design capacity of the existing system(s); (c) treatment works approved by the Massachusetts Department of Environmental Protection designed for the treatment of contaminated ground water; [New]
 - 14) Industrial and commercial uses which discharge process wastewater on-site; [Revised]
 - 15) The use of septic system cleaners which contain toxic or hazardous materials; [New]
 - 16) Any floor drainage system in existing facilities, in industrial or commercial process areas or hazardous material and/or hazardous waste storage areas, which discharge to the ground without a DEP permit or authorization. Any existing facility with such a drainage system shall be required to either seal the floor drain (in accordance with the state plumbing code, 248 CMR 2.00), connect the drain to a municipal sewer system (with all the appropriate permits and pre-treatment), or connect the drain to a holding tank meeting the requirements of all appropriate DEP regulations and policies; [New]
 - 17) Any use that will render impervious more than 15% of any lot, or 2500 square feet, whichever is greater, unless a special permit has been granted."; [Revised]
8. By revising and adding to those uses permitted in Zone II by special permit, subsection 5.c, so that subsection 5.c reads as follows:
- "c. The following uses and activities may be allowed by special permit within the Water Resource Protection Districts, Zone II, subject to the approval of the Special Permit Granting Authority under such conditions as they may require and also subject to subsection 5.b:

- 1) **Enlargement or alteration of pre-existing, non-conforming uses to the Water Resource Protection District; [New]**
- 2) **The application of pesticides, including herbicides, insecticides, fungicides, and rodenticides, for nondomestic or nonagricultural uses in accordance with state and federal standards. If applicable, the applicant shall provide documentation of compliance with a Yearly Operating Plan (YOP) for vegetation management operations under 333 CMR 11.00 or a Department of Food and Agriculture approved Pesticide Management Plan or Integrated Pest Management (IPM) program under 333 CMR 12.00; [Revised]**
- 3) **The application of fertilizers for nondomestic or nonagricultural uses. Such applications shall be made in a manner so as to minimize adverse impacts on groundwater due to nutrient transport, deposition, and sedimentation; [New]**
- 4) **Those activities that involve the handling of toxic or hazardous materials in quantities greater than those associated with normal household use, permitted in the underlying zoning (except as prohibited under subsection b.). Such activities shall require a special permit to prevent contamination of groundwater; [New]**
- 5) **The construction of dams or other water control devices, ponds, pools or other changes in water bodies or courses, created for swimming, fishing, or other recreational uses, agricultural uses, or drainage improvements, provided such activities do not adversely affect water quality or quantity; [New]**
- 6) **Those business, industrial, research and institutional activities permitted in the underlying district with a site plan review to prevent any adverse impact on the Water Resource Protection Districts and the interests to be protected thereunder; [No change]**
- 7) **Storage of animal manure, only when such storage is covered and contained within a structure demonstrated to prevent the generation and escape of contaminated runoff and leachate; [New]**
- 8) **Storage of liquid hazardous materials which are in a freestanding container within a building or above ground with secondary containment adequate to contain a spill the size of the container's total storage capacity, or 100% of the total volume of liquid permitted to be stored, whichever is greater; [New]**
- 9) **Storage of commercial fertilizers, as defined in M.G.L., Chapter 128, Section 64, within a structure demonstrated to prevent the generation and escape of contaminated runoff and leachate; [New]**
- 10) **Storage of road salt or deicing chemicals unless such storage, including loading areas, is within a structure demonstrated to prevent the generation and escape of contaminated runoff and leachate; [New]**
- 11) **Any use that will render impervious more than 15%, but less than 25%, of any lot, or 2500 square feet, whichever is greater. A system for groundwater recharge must be provided which does not degrade groundwater quality. For nonresidential uses, recharge shall be by storm water infiltration basins or similar system covered with natural vegetation, and dry wells may be considered only where other methods are infeasible. For all nonresidential uses, all such basins and wells shall be preceded by forebays, or oil, grease, and sediment traps or other best management practices to facilitate removal of contamination. Any and all recharge areas shall be permanently maintained in full working order by the owner." ; [New]**

9. By deleting section 5.d.7), (Zone III Permitted Uses), in its entirety, and adding new subsections 5.d.7) and 5.d.8), as follows:

- "7) Maintenance, repair and enlargement of any existing structure, provided no more than fifteen percent (15%) of a building lot is rendered impervious; and
- 8) Construction, maintenance, repair and enlargement of drinking water supply facilities, such as, but not limited to, wells, pipelines, aqueducts and tunnels, but excluding underground storage tanks related to such facilities which are categorically not permitted.";

10. By revising and adding to those uses prohibited in Zone III, subsection 5.e, so that subsection 5.e reads as follows:

"e. The following uses are specifically prohibited within Water Resource Protection Districts, Zone III:

- 1) Solid waste disposal facilities, including, without limitation, landfills and junk and salvage yards that require a site assignment from the Board of Health under Massachusetts General Laws, Chapter 111, Section 150A (the landfill assignment law) and regulations adopted by the Department of Environmental Protection, 310 CMR 19.00; [No change]
- 2) Storage of liquid petroleum products, except the following: (a) normal household use, outdoor maintenance, and heating of a structure; (b) waste oil retention facilities required by statute, rule, or regulation; (c) emergency generators required by statute, rule, or regulation; (d) treatment works approved under 314 CMR 5.00 for treatment of ground or surface waters; except that the replacement of existing tanks or systems for the keeping, dispensing or storage of gasoline consistent with state and local requirements shall be permitted; [Revised]
- 3) Facilities that manufacture, generate, treat, store, or dispose of toxic or hazardous wastes, except by the following: (a) very small quantity generators as defined under 310 CMR 30.00; (b) household hazardous waste collection centers and events under 310 CMR 30.390; (c) waste oil retention facilities required by Massachusetts General Laws, Chapter 21, s.52A; (d) water remediation treatment works approved under 314 CMR 5.00; [Revised]
- 4) Industrial and commercial uses which discharge process wastewater on-site; [Revised]
- 5) Individual on-site domestic sewage disposal systems (designed in compliance with Title V of the State Environmental Code) serving one- or two-family residences or business, industrial, research or institutional uses, which discharge more than 660 gallons per day per 40,000 square feet of lot area. The replacement or repair of an existing system that will not result in an increase in design capacity above the previously approved design is not prohibited hereunder. In cluster subdivisions the total sewage flow allowed shall be calculated based on the number of percable lots in the entire parcel. On lots legally in existence as of the effective date of this bylaw which contain less than 40,000 square feet of lot area, the discharge rate of any individual sewage disposal system shall be permitted up to a maximum limit of 440 gallons per day; [Revised]
- 6) Boat or motor vehicle service or repair shops, car washes, heliports, electronic manufacturing, metal plating, commercial or bacteriological laboratories, establishments conducting dry-cleaning activities on the premises, and print and photo processing operations; [Revised]

- 7) Mining of land, except as incidental to a permitted use; [No change]
 - 8) Automobile graveyards and junkyards as defined in Massachusetts General Laws, Chapter 140B, S.I.; [New]
 - 9) Permanent removal, or regrading of the existing soil cover, except for excavations for building foundations, roads or utility works, resulting in a finished grade at a level less than eight (8) feet above the historical high groundwater (average for the preceding five (5) years), as determined from the monitoring wells of, and the historical water table fluctuation data compiled by the United States Geological Survey (USGS), and Board of Health data and monitoring wells, whichever is higher. Said average shall be adjusted in accordance with accepted monitoring and measurement principles to reflect drought. Earth removal or earth moving shall be subject to the provisions of subsection 5.g (Earth Removal or Earth Moving Procedures and Conditions); [Revised]
 - 10) The use of septic system cleaners which contain toxic or hazardous materials; [New]
 - 11) Landfilling of sludge or septage as defined in 310 CMR 32.05; [New]
 - 12) Storage of sludge and septage, unless such storage is in compliance with 310 CMR 32.30 and 310 CMR 32.31; [New]
 - 13) Treatment works that are subject to 314 CMR 5.00 including privately owned sewage treatment facilities, except the following: (a) the replacement or repair of an existing treatment works that will not result in a design capacity greater than the design capacity of the existing treatment works; (b) the replacement of existing subsurface sewage disposal system(s) with wastewater treatment works that will not result in a design capacity greater than the design capacity of the existing system(s); (c) treatment works approved by the Massachusetts Department of Environmental Protection designed for the treatment of contaminated groundwater; [New]
 - 14) Storage of uncovered animal manure; [New] and
 - 15) Any use that will render impervious more than 15% of any lot, unless a special permit has been granted." ; [New]
11. By revising and adding to those uses allowed in Zone III by special permit, subsection 5.f, so that subsection 5.f reads as follows:
- "f. The following uses may be allowed by special permit within Water Resource Protection Districts, Zone III, subject to the approval of the Special Permit Granting Authority under such conditions as they may require and also subject to subsection 5.e:
- 1) Enlargement or alteration of pre-existing, non-conforming uses that do not conform to the Water Resource Protection Districts; [New]
 - 2) The application of pesticides, including herbicides, insecticides, fungicides, and rodenticides, for nondomestic or nonagricultural uses in accordance with state and federal standards. If applicable, the applicant shall provide documentation of compliance with a Yearly Operating Plan (YOP) for vegetation management operations under 333 CMR 11.00 or a Department of Food and Agriculture approved Pesticide Management Plan or Integrated Pest Management (IPM) program under 333 CMR 12.00; [Revised]

- 3) The application of fertilizers for nondomestic or nonagricultural uses. Such applications shall be made in a manner so as to minimize adverse impacts on ground water due to nutrient transport, deposition, and sedimentation; [New]
- 4) Those activities that involve the handling of toxic or hazardous materials in quantities greater than those associated with normal household use, permitted in the underlying zoning district (except as prohibited under subsection b.); [New]
- 5) The construction of dams or other water control devices, ponds, pools or other changes in water bodies or courses, created for swimming, fishing, or other recreational uses, agricultural uses, or drainage improvements, provided such activities do not adversely affect water quality or quantity; [Revised]
- 6) Any use that will render impervious more than 15%, but less than 25%, of any lot, or 2500 square feet, whichever is greater. A system for groundwater recharge must be provided which does not degrade groundwater quality. For nonresidential uses, recharge shall be by storm water infiltration basins or similar system covered with natural vegetation, and dry wells may be considered only where other methods are infeasible. For all nonresidential uses, all such basins and wells shall be preceded by forebays, or oil, grease, and sediment traps or other best management practices to facilitate removal of contamination. Any and all recharge areas shall be permanently maintained in full working order by the owner; [New]
- 7) Storage of uncovered manure, provided that such storage will not adversely affect the quantity or quality of water available in the Water Resource Protection Districts; [Revised]
- 8) Storage of road salt or other deicing chemicals in quantities greater than for normal individual household use; [No change]
- 9) Dumping of snow containing road salt or other deicing chemicals which is brought into any Zone II or Zone III from outside that particular aquifer district; [Revised]
- 10) Those business, industrial, research and institutional activities permitted in the underlying district with site plan review to prevent any adverse impact on the Water Resource Protection Districts and the interests to be protected thereunder; [No change]
- 11) Storage of liquid hazardous materials which are in a freestanding container within a building or above ground with secondary containment adequate to contain a spill the size of the container's total storage capacity, or 100% of the total volume of liquid permitted to be stored, whichever is greater; [New]
- 12) Storage of commercial fertilizers as defined in MGL, Chapter 128, Section 64, within a structure demonstrated to prevent the generation and escape of contaminated runoff and leachate; [New]
- 13) The replacement or repair of an existing sewage disposal system (designed in compliance with Title V of the State Environmental Code) that will result in an increase in design capacity above 660 gallons per day per 40,000 square feet.; [New]

12. By adding a new subsection 5.g, as follows:

"g. Earth Removal or Earth Moving Procedures and Conditions:

- 1) **Plan Requirements** - No special permit involving excavation shall be issued or renewed under this Section III.G until the applicant has submitted to the Special Permit Granting Authority a plan showing existing grades in the area from which material is to be removed, together with a plan showing the grades as they will be at the conclusion of the operation;
 - 2) **Groundwater Monitoring** - The grading plans must indicate maximum groundwater elevation throughout the entire area proposed to be excavated. Maximum groundwater elevation shall be determined by means of monitoring wells, test pits and soil borings during the months of March, April or May. Such tests shall be conducted by a Massachusetts Registered Professional Engineer at the expense of the applicant and shall be observed by a representative of the Special Permit Granting Authority or its designee. Test results shall be submitted to the Special Permit Granting Authority;
 - 3) **Grading and Slopes** - The plan showing the grades at the conclusion of the operation shall show no grades in excess of one foot of vertical rise in two feet of horizontal distance; 4:1 slopes are preferred;
 - 4) **Permit Conditions** - Special permits granted under this Section III.G involving excavation must be made subject to the following conditions, said conditions to be written in the permit and made a part thereof:
 - a) That proper and reasonable surface drainage of the land affected by earth removal operations be assured during and after the removal operation and further, that the quantity of runoff after removal operations are complete shall not exceed the quantity of runoff that left the site before excavation;
 - b) That areas that have been compacted by heavy machinery shall be scarified to a depth of at least 3 feet before topsoil is replaced;
 - c) That at the conclusion of the excavation operations, or of any substantial portion thereof, the whole area where excavation has taken place be covered with not less than eight inches of top soil and seeded with a suitable cover crop, except where ledge rock is exposed, and that all large stones and boulders which protrude above the finished grade are to be removed or buried;
 - d) That activities ancillary to the excavation, including, but not limited to, equipment and vehicle maintenance and storage of lubricants, fuels, solvents, and other chemicals associated with earth removal operations will be prohibited in Zone II;
 - e) That the applicant post a bond with the Treasurer of the Town in an amount determined by the Special Permit Granting Authority as sufficient to guarantee conformity with the provisions or conditions of the permit, the amount of the bond to be not less than \$5,000 per acre of land from which earth is to be removed.";
13. By adding the following paragraphs to subsection 6.d (Special Permit Application Contents) after paragraph 1), and renumbering the existing paragraphs accordingly:
- "2) The application shall contain a complete list of chemicals, pesticides, herbicides, fertilizers, fuels and other potentially hazardous materials to be used or stored on the premises in quantities greater than those associated with normal household use;
 - 3) For those activities using or storing such hazardous materials, a hazardous materials management plan shall be prepared and filed with the Town's Hazardous Materials

Coordinator, Fire Chief, and Board of Health. The plan shall include: (a) provisions to protect against the discharge of hazardous materials or wastes to the environment due to spillage, accidental damage, corrosion, leakage, or vandalism, including spill containment and clean-up procedures; (b) provisions for indoor, secured storage of hazardous materials and wastes with impervious floor surfaces; (c) evidence of compliance with the Massachusetts Hazardous Waste Regulations, 310 CMR 30.00, including an EPA identification number from the Massachusetts Department of Environmental Protection;

- 4) The application shall include proposed locations for groundwater monitoring wells adequate to enable timely detection of potential contamination so as to prevent or minimize damage and remediation costs. The Special Permit Granting Authority may require periodic testing by the owner of the property and full disclosure of the test results from the laboratory directly to the appropriate Town boards and Sudbury Water District. The Special Permit Granting Authority may also impose requirements for reporting threats of contamination to appropriate Town agencies and the Water District;"

14. By revising subsection 4 (2nd paragraph), subsection 6.c.1) and 6.c.2), and subsection 6.d.6), as renumbered, by inserting the words, "or other such consultant" after the words "Massachusetts engineer"; and by inserting the words "or wastewater or toxic and hazardous waste" after the word "hydrogeology" wherever appearing therein;

15. By revising paragraph 6 in subsection 6.d (Special Permit Application Contents), as renumbered, by inserting the following after the sentence beginning with "At a minimum..." :

"...and shall quantify the incremental effect of the proposed use upon surface and groundwater quality and quantity under the full range of potential wastewater discharge rates and groundwater flow and conditions, including the potential range of water supply withdrawal conditions and well pumping rates and durations.";

16. By inserting the following new paragraph 1) in subsection 6.f (Special Permit Approval Criteria), renumbering the existing paragraphs accordingly and adding language to paragraph 4), as renumbered, so that it reads as follows:

"1) Will in no way during construction or any time thereafter, adversely affect the existing or potential quality or quantity of water that is available in the Water Resource Protection District;"

- 4) Is appropriate to the natural topography, soils and other characteristics of the site to be developed, and is designed to avoid substantial disturbance of the soils, topography, drainage, vegetation, and other water related natural characteristics of the site to be developed;"

17. By adding a new subsection 8, as follows, and renumbering the following subsection accordingly:

"8. Violations and Enforcement

- a. Written notice of any violation of this section shall be given by the Building Inspector to the responsible person as soon as possible after detection of a violation or a continuing violation. Notice to the assessed owner of the property shall be deemed notice to the responsible person. Such notice shall specify the requirement or restriction violated and the nature of the violation, and may also identify the actions necessary to remove or remedy the violations and preventive measures for avoiding future violations and a schedule of compliance. A copy of such notice shall be submitted to the Planning Board, Board of Health, Conservation Commission, Town Engineer and Sudbury Water District. The cost of containment, clean-up, or other action of compliance shall be borne by the owner and operator of the premises.

- b. The owner and operator of any property for which a special permit has been issued hereunder shall notify the Building Inspector and the Board of Health of any known violation of the terms and conditions of such special permit. Such notification shall be given immediately (within 48 hours) after knowledge thereof, in person or by telephone, and shall be followed within two (2) weeks by written notice specifying the details of the violation. The owner and operator shall take all appropriate remedial action to cure such violation. Failure of the owner and operator to report a violation in a timely manner, or failure to take appropriate remedial action, or failure to otherwise comply with the terms and conditions of a special permit, or the requirements of the Board of Health or the Building Inspector, shall be sufficient grounds for revocation of the special permit.";

or act on anything relative thereto.

Submitted by the Sudbury Planning Board.

(Two-thirds vote required)

PLANNING BOARD REPORT: The purpose of this article is to bring the existing Water Resource Protection District bylaw into conformance with the most recent Department of Environmental Protection (DEP) regulations for the protection of drinking water (310 CMR 22.21), and closely follows the state model bylaw developed by a committee, including the Department of Environmental Protection, Massachusetts Area Planning Council and the Water Supply Citizens Advisory Committee, under the direction of the Massachusetts Water Resource Authority.

The model bylaw responds to requests that local bylaws allow more flexibility while providing the required protection for water supply areas. Recent studies at the state and regional level have indicated the need to revise the uses authorized in Water Resource Protection Districts in order to further reduce the potential threats to groundwater quality.

Sudbury adopted its current Water Resource Protection Districts bylaw by a vote of Town Meeting in 1988. While the scope of the 1988 bylaw would remain relatively unchanged, the proposed use regulations in Zones II and III would be made more effective.

The Planning Board and the Sudbury Water District had placed this revised Water Resource Protection article on the warrant for consideration by the Town Meeting voters in 1992 and 1993. Both last year and the prior year the proponents had recommended, and the Town Meeting had concurred, that the article be referred back to the proponents so that the results of a proposed nitrogen loading study could be incorporated into the article. This has now been done. This year the Town Meeting should take action on the article in order to comply with the DEP requirements for water supply protection - particularly for wells opened last year and others proposed for future years.

Adequate protection of Sudbury's drinking water supply is one of the more urgent issues facing the Town, in light of present development pressures and the past development practices in and around our well fields. This article is intended to prevent further contamination of Sudbury's sources of water supply and thereby to reduce the costs to Sudbury taxpayers for water supply and wastewater cleanup and treatment operations.

FINANCE COMMITTEE REPORT: The Finance Committee takes no position on this article.

TOWN COUNSEL OPINION: See opinion at the end of this Warrant.

ARTICLE 50. PURCHASE VOTING EQUIPMENT

To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$42,200, or any other sum, to be expended under the direction of the Town Clerk, for the purchase of an optical scan voting system, and voting booths to be used therewith; and to determine whether said sum shall be raised by borrowing or otherwise; or to act on anything relative thereto.

Submitted by the Board of Selectmen.

(Two-thirds vote required, if borrowed)

BOARD OF SELECTMEN REPORT: For many years voter turnout at State Elections has represented 85-89% of the Town's total electorate. Presently, there are over 10,000 registered voters, 89% of whom voted at the recent Presidential Election. The present number of voters makes clear the need for elections to be held in more than one location, and by precincts, as they are in most other communities. No longer is a single school a viable location for State or Presidential Elections, as it presents a serious space problem as well as a safety issue for the voters and the school children.

The current voting system (Automatic Voting Machines) is extremely slow and unreliable. Despite regular preventative maintenance, the machines continue to break down. The AVMs were purchased over 24 years ago, refurbished, not new. There remains one reliable vendor who services these machines and provides supplies, and he is located in New York. Maintenance and parts are very costly and locating technicians to program the machines has become another serious problem. Physical size of the machines and storage requirements are presently a problem; the proposed new units are compact. The present system limits the number who can vote at one time to 23 persons, whereas the new system does not limit how many can vote at one time, because additional booths can be purchased as the population increases.

The proposed Optech Voting System will be suitable for separate location precinct voting and will provide voters with an easy-to-use voter actuated ballot tabulating system. The scanner counts each vote, sorts the information in the memory pack, updates, totals and directs the ballot to the proper ballot box in less than one second. At the close of the polls, an alpha-numeric printout is produced with office titles, candidates' names and their respective vote totals, along with precinct totals in a matter of minutes. Candidates' names, issues and write-in positions are clearly printed on the ballots. A person votes by drawing/extending an arrow pointing to his/her choice and inserting the ballot in the Optech III Unit. The system is efficient, fast, easy to use, easy to service, reliable and proven.

We seek your support in providing a reliable and efficient voting system. New voting equipment and precinct voting have been a priority of the Selectmen and Town Clerk for several years. Requests for funding have been put off far too long and the subject is too important to ignore any longer. The law requires the Town to have a voting system which is reliable, efficient and accurate, and with the present system we can no longer meet these requirements. Further report will be made at Town Meeting.

FINANCE COMMITTEE REPORT: The Finance Committee recommends disapproval of this article.

ARTICLE 51. Withdrawn.**ARTICLE 52. LSRHS - REMODELING ROGERS THEATER**

To see if the Town will vote to approve the amount of the \$1,950,000 debt authorized on March 8, 1994, by the Lincoln-Sudbury Regional School District School Committee for the purpose of financing costs of reconstructing, equipping, remodeling and making extraordinary repairs to the regional high school, including costs incidental and related thereto; or act on anything relative thereto.

Submitted by the Lincoln-Sudbury Regional High School Committee.

(Two-thirds vote required)

LSRHS COMMITTEE REPORT: In the spring of 1991, Earl R. Flansburgh & Associates, Inc. was selected to undertake a feasibility study which included the performing arts area of Lincoln-Sudbury Regional High School. The purpose of this study was to make recommendations to address both programmatic and physical deficiencies associated with each of these areas. The architect provided us with plans for renovating each of these spaces, which would provide a 300-seat theater and address structural and safety concerns within those areas. After discussions with the Finance Committees of both Lincoln and Sudbury, and assessing which proposal more closely met the programmatic needs of the school, the School Committee has voted to move forward with the reconstruction of the Rogers Theater. As a result, the Lincoln-Sudbury Regional School Committee is requesting authorization to borrow \$1,950,000 for this project.

**ARTICLE 53. AMEND ZONING BYLAW, ARTICLE IX.III.A.1.b -
CUSTOMARY HOME OCCUPATION**

To see if the Town will vote to amend Article IX of the Town of Sudbury Zoning Bylaw as follows:

Section b: Delete Section III.A.1.b entirely and replace with:

"b. Registered Home Business, provided that it:

- (1) is conducted solely within a dwelling and solely by the person(s) occupying the dwelling as a primary residence;
- (2) is clearly incidental and secondary to the use of the premises for residential purposes;
- (3) does not produce offensive noise, vibration, smoke, dust, odors, heat, lighting, electrical interference, radioactive emission or environmental pollution;
- (4) does not utilize exterior storage of material or equipment (including the parking of commercial vehicles);
- (5) does not exhibit any exterior indication of its presence or any variation from residential appearance;
- (6) does not produce more than one more customer vehicle round trip per day to the occupation site;
- (7) is registered with the Zoning Enforcement Agent.";

Add a new section, following Section b, as follows:

"c. Special Permit Home Business, provided that:

- (1) it fully complies with Section IX, III,A,1,b,(2),(3) and (4) above;
- (2) it is conducted within a dwelling, or within a building accessory to a dwelling, solely by the person(s) occupying the dwelling as a primary residence and, in addition to the residents of the premises, by not more than one additional employee;
- (3) it does not exhibit any exterior indication of its presence, or any variation from residential appearance, except for a sign or name plate compliant with Section IX,V,D,6,a;

- (4) a permit for such use is granted by the Board of Appeals, subject to conditions including, but not limited to, restriction of hours of operation, maximum floor area, off-street parking, and maximum number of daily customer vehicle trips.”;

And to have the Town Clerk renumber the current sections c, d and e where necessary; or act on anything relative thereto.

Submitted by the Board of Appeals.

(Two-thirds vote required)

Current Bylaw:

b. *Customary home occupation, or a light industrial activity, conducted in a dwelling or building accessory thereto by a person living and maintaining a home on the premises provided that:*

- (1) *such use is clearly incidental and secondary to the use of the premises for residential purposes.*
- (2) *not more than one person other than residents of the premises is regularly employed thereon in connection with such use.*
- (3) *no offensive noise, vibration, smoke, dust, odors, heat or glare is produced.*
- (4) *there is no exterior display and no exterior sign pertaining to such use, except for a name plate, not exceeding two square feet in area, indicating the occupation. The Board of Appeals may, if circumstances warrant, allow deviation from the provisions of this paragraph (4).*
- (5) *there is no exterior storage of material or equipment (including the parking of commercial vehicles) and no other exterior indication of such use or variation from the residential character of the premises.*
- (6) *a permit for such use is granted by the Board of Appeals, subject to all requirements as to set backs, off-street parking and all requirements and restrictions pertaining to a business area.*

BOARD OF APPEALS REPORT: Currently, the Zoning Bylaw gives each resident the right to operate a small business, (called a "customary home occupation") from his or her home, provided that a Special Permit is granted by the Board of Appeals. Under the current bylaw, no distinction is made between home businesses which could affect adjoining property and those which show no outward sign of their presence. This article divides home businesses into two categories called Registered Home Businesses and Special Permit Home Businesses. The article provides a more convenient method of approval for the more innocuous Registered Home Businesses, while retaining the existing strict conditions of the Special Permit process for more intensive Special Permit Home Businesses. *No home business prohibited by the present law, will be permitted by this article, and conversely, no home business permitted by the present law will be prohibited by this article. In addition, property owners will retain their right to appeal all decisions rendered by the Zoning Enforcement Agent under the provisions of this article.*

PLANNING BOARD REPORT: The Planning Board supports this article, which will expedite the permitting of low impact home businesses. Streamlined administrative processes increase the effectiveness of local government, allowing more time to work on the critical issues facing the Town. This article is similar in nature to the article presented by the Zoning Board of Appeals at the 1993 Town Meeting, which streamlined the special permit process for non-conforming residential structures.

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

FINANCE COMMITTEE REPORT: The Finance Committee takes no position on this article.

TOWN COUNSEL OPINION: See opinion at the end of this Warrant.

**ARTICLE 54. AMEND ZONING BYLAW, ARTICLE IX.II.C -
DELETE BUSINESS DISTRICT 10**

To see if the Town will vote to amend Section IX, II, C of the Sudbury Zoning Bylaw by deleting Business District #10 in its entirety; or act on anything relative thereto.

Submitted by Sudbury Planning Board.

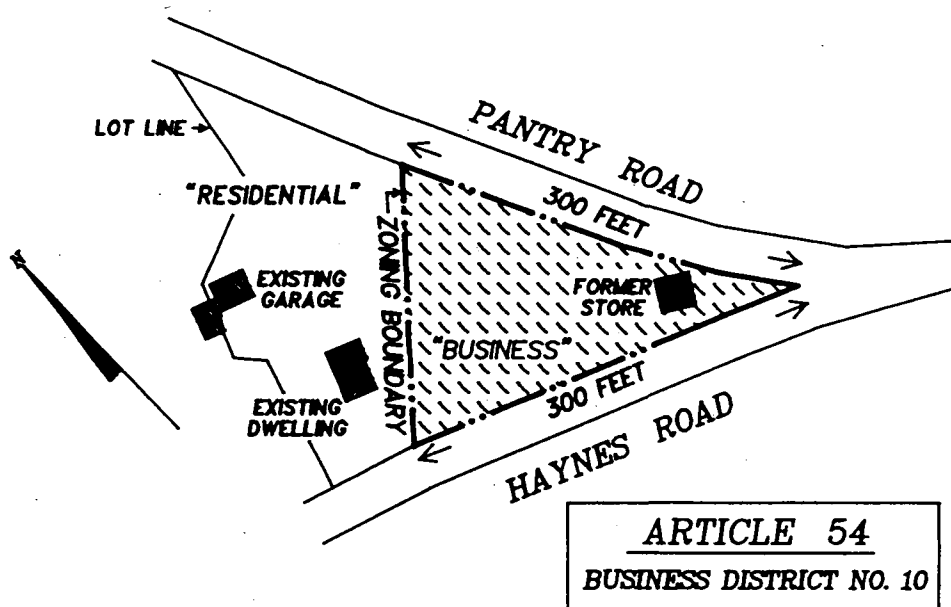
(Two-thirds vote required)

PLANNING BOARD REPORT: This article proposes the rezoning of Business District #10, located at the intersection of Haynes and Pantry Roads. Adoption of this amendment would cause the property to revert to residential zoning. Although historically this site operated as a general store, environmental and traffic safety issues must be considered for present-day development proposals. The Planning Board supports this article due the inappropriateness of this site as a business property.

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

FINANCE COMMITTEE REPORT: The Finance Committee takes no position on this article.

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



**ARTICLE 55. AMEND ZONING BYLAW, ARTICLE IX.II.C -
DELETE BUSINESS DISTRICT 9**

To see if the Town will vote to amend Section IX, II, C of the Sudbury Zoning Bylaw by deleting Business District #9 in its entirety; or act on anything relative thereto.

Submitted by Sudbury Planning Board.

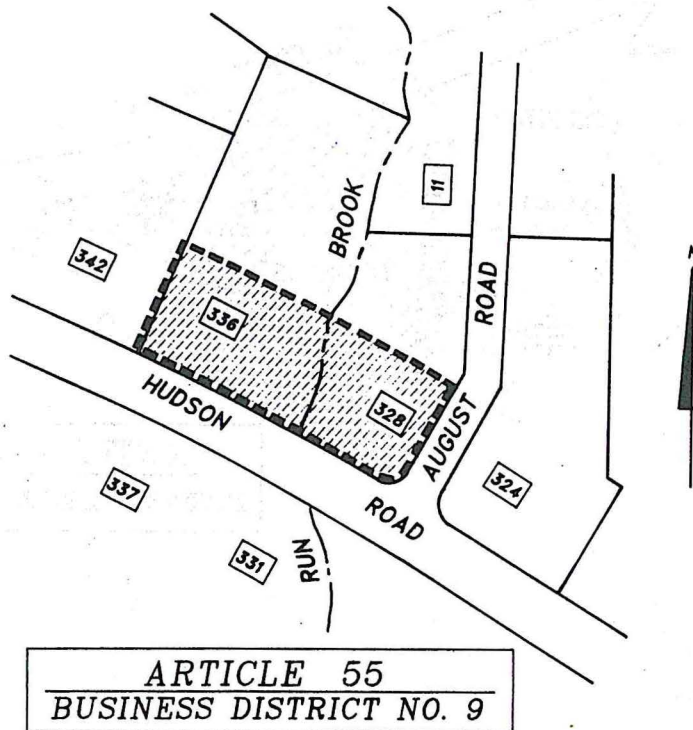
(Two-thirds vote required)

PLANNING BOARD REPORT: This article proposes the rezoning of Business District #9, located at the intersection of August and Hudson Roads. Adoption of this amendment would cause the property to revert to residential zoning. Although this site has operated as a general store in the past, this use has been discontinued for many years. The Planning Board has reviewed these "spot" business zones throughout Town, and the Town Meeting history of these parcels, concluding that the general trend of Town Meeting has been to phase out these spot districts in favor of concentrated development along the Route 20 corridor. The Planning Board supports this article due to the inappropriateness of this site as a modern business property.

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

FINANCE COMMITTEE REPORT: The Finance Committee takes no position on this article.

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



**ARTICLE 56. AMEND ZONING BYLAW, ARTICLE IX.III.D -
ADD RESIDENTIAL USES TO RESEARCH DISTRICT**

To see if the Town will vote to amend Article IX, Section III.D, Permitted Uses in Research Districts, by adding the following new permitted use:

"h. all uses permitted in Single Residence Districts "A", subject to the intensity regulations applicable to the Single Residence Districts "A".";

or act on anything relative thereto.

Submitted by Petition.

(Two-thirds vote required)

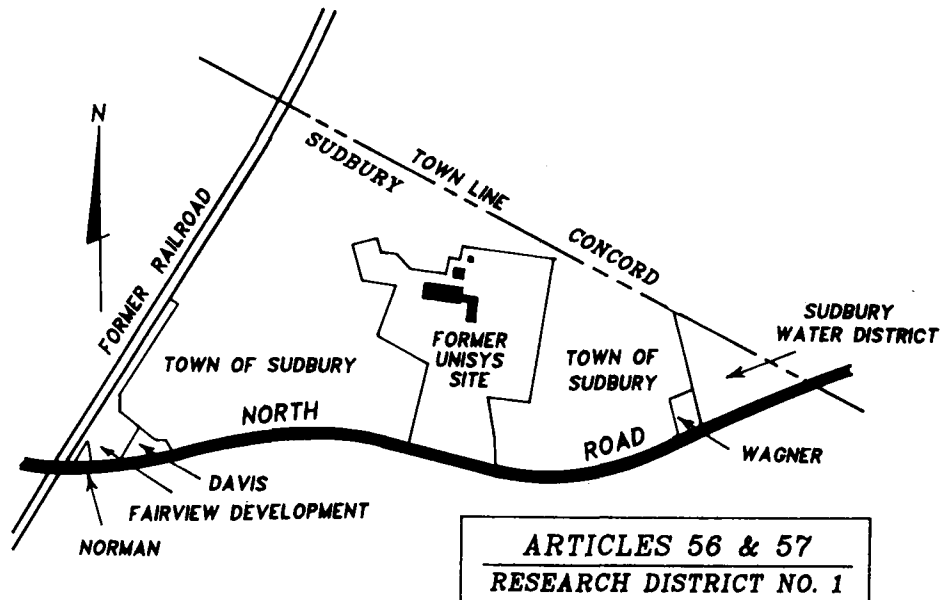
PETITIONERS REPORT: The Town of Sudbury and Cummings Properties of Woburn are the only two significant landowners of the real estate located in the Research District. The Cummings parcel consists of the former Unisys/Sperry office building adjacent to Route 117, together with 25 acres of land surrounding that building. Cummings purchased its parcel in July, 1992, from the Trust for Public Land, and is offering to sell or lease the property (including the existing office building).

The uses permitted in a Research District currently do not include the construction of single-family residences. By amending the bylaw to permit residential use (Res. "A"), housing can be built in the Research District, including any housing the Town of Sudbury may desire to construct in the future on its portion of the Research District property.

Should the "Unisys" property go to an educational or non-profit organization as permitted by right, the Town would no longer collect property taxes on it. Allowing residential development on the "Unisys" property would provide for the opportunity to replace lost tax base in the event that the building becomes non-taxable.

PLANNING BOARD REPORT: The Planning Board will report at Town Meeting on this article.

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



**ARTICLE 57. AMEND ZONING BYLAW, ARTICLE IX.III.D -
PERMITTED USES IN RESEARCH DISTRICT**

To see if the Town will vote to amend Article IX, Section III.D (Permitted uses in Research Districts), by deleting the permitted use (a) and substituting the following:

"a. Research, development or engineering work on lots of 20 acres or more in size.";

and by adding the following new uses:

"h. nursing homes.

i. residential care facilities which provide assisted and/or independent living to persons 55 years or older in one or more buildings.

j. accessory uses to those permitted in the district, including but not limited to: centers providing services incidental to the primary use on a daily basis, outpatient medical services, day care centers and social service offices; provided that these accessory uses are limited to no more than 20% of the total floor area of the entire site and are directly related to the primary use on the site.

k. Notwithstanding any other provision of this Bylaw, the height limitation for uses permitted in sections h. and i. above shall be 45 feet without limitation as to the number of stories.";

or act on anything relative thereto.

Submitted by the Planning Board.

(Two-thirds vote required)

Current Bylaw:

D. RESEARCH DISTRICT

The following uses only shall be permitted in Research Districts:

a. *Research, development or engineering work.*

b. *Manufacture, assembly, treatment, inspection and test incidental to research, development or engineering work.*

c. *Uses, whether or not on the same parcel as activities permitted as a matter of right, accessory to activities permitted as a matter of right, which activities are necessary in connection with scientific research or scientific development or related production, may be permitted upon the issuance of a special permit provided the granting authority finds that the proposed accessory use does not substantially derogate from the public good.*

d. *Agriculture, conservation and recreation.*

e. *Business and professional including medical offices.*

f. *Accessory uses including cafeterias, fitness centers, day-care centers and other facilities primarily serving employees working within the District.*

g. *The provisions of Section III,G,5(b) and (e), and any other provisions of the Zoning Bylaw relating to the storage or use of toxic or hazardous materials or chemicals shall not be interpreted or applied to prohibit in the Research District very small quantity generators as defined under 310 CMR 30.00 (or users who, though, not generators, would nevertheless qualify as very small quantity generators if such users were generators) or water remediation treatment works approved under 314 CMR 5.00,*

provided that any associated storage and use of toxic or hazardous materials or chemicals is in the course of a lawful business conducted in compliance with applicable federal and state laws concerning such storage and use including without limitation applicable regulations of the Massachusetts Department of Environmental Protection relating to the protection of public water supply wells and well fields.

PLANNING BOARD REPORT: This article permits a broader range of uses in Research Districts, focusing mainly on elderly care facilities. There appears to be need and a desire for congregate care facilities in Town, and passage of this article will allow this and similar uses in the Research District. The article also limits mixed use development on large tracts in the Research District by placing a minimum lot size of 20 acres on parcels desiring to initiate research, development and engineering uses.

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

FINANCE COMMITTEE REPORT: The Finance Committee takes no position on this article.

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

ARTICLE 58. AMEND ZONING BYLAW, ARTICLE IX - RESERVATION OF LOTS

To see if the Town will vote to amend the Sudbury Zoning Bylaw by adding a new Article to be numbered by the Town Clerk, as follows:

"RESERVATION OF LOTS

1. Purpose

To provide, as a matter of public policy, and within the subdivision process, a means to address the affordable housing needs of the Town and to encourage housing for persons of all income levels in the Town of Sudbury, particularly, and to the extent permitted by law, for Town employees, residents of the Town and their children. This bylaw is specifically intended to carry out the statutory objectives set forth in Chapter 808 of the Acts and Resolves of 1975.

2. Required Reservation of Land

In all new conventional residential subdivisions, the Planning Board shall require as a condition of approval that a minimum amount of land be reserved by the developer for purchase by the Town or its designee for housing purposes, except as provided in Section 4. The following standards shall apply:

- a. **Minimum tract size:** The requirement for reservation of land shall apply to all tracts containing at least five (5) times the area required for a single family house lot in the underlying zone.
- b. **Minimum area to be reserved:** At least ten (10) percent of the tract shall be reserved for housing purposes.
- c. **Location of lots:** The Planning Board shall designate on the plan the specific portion of the tract to be reserved. Such land may be in one or more locations within the subdivision as the Board may determine.
- d. **Period of reservation:** The land shall be reserved for a period of three (3) years from the date of Planning Board endorsement of the definitive subdivision plan.

If the Town, or its designee, fails to purchase the reserved land within the reservation period, the land will be released automatically from reserve status and the developer shall be allowed to develop the land and sell the lots.

- e. **Just compensation:** The Town or its designee shall pay just compensation for that portion of the reserved land which the Town or its designee elects to purchase.
- f. **Maximum number of units of reserved land:** No more than one (1) housing unit shall be built for every 20,000 square feet of land purchased or acquired by the Town or its designee under this Bylaw. Duplexes shall be permitted on any lot developed by the Town or its designee for affordable housing purposes.
- g. **Applicability:** The reservation shall be effective for the owner, developer, and any successors in interest, whether through purchase, default, bankruptcy, or other acquisition.

3. Exemptions

- a. The requirement established herein for reservation of land shall not apply to residential cluster subdivisions or incentive developments.
- b. The requirement for reservation of land shall not apply to a subdivision tract created from a larger tract which was subject to reservation of land for housing purposes.
- c. Where the reservation of at least ten (10) percent of the area of the subdivision tract results in reducing the number of lots which could otherwise be obtained by more than twenty (20) percent, the Planning Board may reserve a lesser amount of land, but in no event less than one half (.5) acre, unless the reservation of one half (.5) acre of the buildable land results in reducing the number of lots which could otherwise be obtained by more than twenty (20) percent, in which case the requirement for reservation of land shall not apply.
- d. If the Planning Board determines that the reservation of at least ten (10) percent of the tract results in a subdivision layout which is deleterious to the Town, the Board may reserve a lesser amount of land.

4. Options in Lieu of Reservation

Notwithstanding provisions in Section 2 and 3 above, the Planning Board may, at its discretion, and at any time during the reservation period, release a developer from the requirements for the reservation of land provided that the Selectmen have agreed to accept, at no cost to the Town, for affordable housing purposes adequate alternative contributions of land, housing, or money to the Town or its designee.

In releasing the developer from the reservation requirement, the Planning Board shall find that the alternative proposal adequately addresses the purposes of the bylaw while being sufficiently advantageous to the Town to warrant departure from the reservation requirement.

5. Rules and Regulations

The Planning Board shall adopt, and from time to time amend, Rules and Regulations consistent with the provisions of this bylaw, Chapter 40A of the General Laws and other applicable provisions of the General Laws, and shall file a copy of said Rules and Regulations with the Town Clerk.";

or act on anything relative thereto.

Submitted by the Inclusionary Zoning Study Committee.

(Two-thirds vote required)

INCLUSIONARY ZONING STUDY COMMITTEE REPORT: This article is presented in a continuing effort to increase the availability of housing in Sudbury for low and moderate income people and families. The basic provision of the article requires residential developers of five lots or more, to reserve 10% of the area being developed for Town purchase for housing purposes. Builders of incentive (if approved at this Town Meeting) and cluster developments are exempt. The reservation lasts for three years, after which the restriction is automatically lifted and the developer may build on the land in the normal manner. If the developer wishes to remove the restriction prior to the three-year limit, a cash buyout can be negotiated. The resulting monies will be used by Sudbury for housing purposes.

FINANCE COMMITTEE REPORT: The Finance Committee takes no position on this article.

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

**ARTICLE 59. AMEND ZONING BYLAW ARTICLE IX.IV.E -
INCENTIVE DEVELOPMENT**

To see if the Town will vote to amend the Sudbury Zoning Bylaw, Article IX, Section IV, entitled: "Intensity Regulations", by adding a new Section E entitled: "Incentive Development", to read as follows:

- "E. INCENTIVE DEVELOPMENT** - The Planning Board shall grant a Special Permit for an Incentive Development in Single Residence "A", Single Residence "C" and the Wayside Inn Historic Preservation Residential Zone Districts for single family detached dwellings and accessory structures, provided the applicant for said Special Permit has complied with all of the provisions of this section:
1. **Purpose** - The purposes of the Special Permit for an Incentive Development are to:
 - a. Encourage more affordable and diverse housing types;
 - b. Provide housing opportunities to Sudbury residents, employees and low/moderate income persons within the town borders.
 2. **Rules and Regulations** - The Planning Board shall adopt, and from time to time amend, Rules and Regulations consistent with the provisions of this section of the bylaw, Chapter 40A of the General Laws and other applicable provisions of the General Laws, and shall file a copy of said Rules and Regulations with the Town Clerk.
 3. **Definition/Applicability** - An Incentive Development means the development of residentially zoned property, or a set of contiguous properties in common ownership, in a residential zone, into more than five (5) building lots, and for which the developer obtains an increase in the allowed density of development, in return for providing a percentage of affordable housing in the development. The increased density shall be in the form of modified dimensional requirements and additional building lots, as hereinafter set forth. The number of additional lots permitted and the number of affordable lots required is detailed in the following chart.

<u># Lots Under Conventional Development Plan</u>	<u># Additional Lots (Market Rate)</u>	<u># Affordable Units Required</u>	<u>Total # of Lots</u>
6	1	1	8
7	1	1	9
8	1	1	10
9	1	2	12
10	1	2	13
11	1	2	14
12	1	2	16
13	1	3	17
14	1	3	18
15	1	3	19
16	2	3	21
17	2	3	22
18	2	3	23
19	2	4	25
20	2	4	26
21	2	4	27
22	2	4	29
23	2	5	30
24	2	5	31
25	2	5	32

For developments larger than 25 lots, the density increase and number of affordable units required shall be calculated as follows:

Number of conventional lots x .30 = number of additional lots permitted (round number as described below).

Number of conventional lots + number of additional lots = maximum number of lots in Incentive Development.

Maximum number of lots permitted in Incentive Development x .15 = number of affordable units (round number as described below).

Number of additional lots permitted - number of affordable units = number of additional market rate lots.

Fractions of less than one-half (1/2) of a dwelling shall be rounded downward, and fractions one-half (1/2) or more shall be rounded upward in determining the number of dwellings subject to affordability limitations.

4. Affordability Provisions -

a. Definitions

- (1) "Affordable" shall mean having a purchase price within the capability of persons of low or moderate income under then prevailing mortgage underwriting guidelines, assuming a down payment of not more than five percent (5%), as set forth in the then current income guidelines of the Local Initiative Program issued by the Massachusetts Executive Office of Communities and Development.
- (2) "Low Income" means up to fifty percent (50%) of the median income of the Boston Standard Metropolitan Statistical Area (SMSA).
- (3) "Moderate Income" means fifty-one to eighty percent (51% - 80%) of the median income of the Boston SMSA.

b. Development Guidelines

- (1) Affordable units shall be made available for sale to eligible persons of either low income or moderate income, or a combination of both. To the extent legally permissible, purchase prices for affordable units shall be permanently restricted, by way of deed restrictions, covenants or other appropriate mechanisms, so as to ensure long term affordability.
- (2) Affordable units shall be located within the development and dispersed throughout the development, and shall be compatible with and generally comparable to the development's market-rate units in terms of location, quality and character, external appearance and lot size.
- (3) In those instances where at least two (2) affordable units are required, a duplex structure [two (2) dwelling units per lot] shall be permitted. The lot and dwelling unit density of the development shall not be increased on account of the utilization of duplex structures. The appearance of such duplex(es) shall be similar to a single family dwelling and only one main entrance shall face the street.
- (4) As a condition of the special permit, the Planning Board may require the developer to grant the Town of Sudbury, or its designee, an option to purchase one (1) or more of the affordable units in the development, at a price equal to that for which the unit would otherwise be eligible for sale to persons of low income or moderate income.

5. Dimensional Requirements

- a. The minimum area and frontage of building lots in an Incentive Development shall be as follows:

Single Residence "A" = 20,000 sq. ft. lot area/90 feet frontage

Single Residence "C" = 30,000 sq. ft. lot area/105 feet frontage

Wayside Inn Historic Preservation Residential Zone = 2 acres lot area/105 feet frontage

- b. Any lot in an Incentive Development which falls partially or entirely within any Water Resource Protection District Zone II must comply with the full lot area requirement of the underlying zone.

6. Procedures

- a. The Planning Board shall be the Special Permit Granting Authority for Incentive Developments.
- b. Prior to filing an application, the applicant shall meet with the Planning Board for an informal discussion to discuss the proposal and to determine whether the development meets the requirements of this Subsection E.
- c. Applicants for an Incentive Development Special Permit shall file with the Planning Board no less than three (3) copies of the following:
 - (1) A preliminary subdivision plan showing the development of the property under the applicable provisions of the Zoning Bylaw without regard to this subsection. Such plan shall conform to the provisions described in Section IV,B of the

Planning Board's Rules and Regulations Governing the Subdivision of Land for a Preliminary Subdivision Plan. Such plan shall be accompanied by a report from the Board of Health stating which lots on said plan contain soil conditions suitable for sub-surface sewage disposal in accordance with the rules and regulations of the Town of Sudbury and applicable laws and regulations of the Commonwealth of Massachusetts. The plan shall also delineate the official wetland area boundaries, as accepted by the Sudbury Conservation Commission, within the development and abutting properties.

- (2) An "Incentive Development Site Plan" showing, at a minimum, all of the information required for a definitive subdivision plan, as specified in the Planning Board's Subdivision Rules and Regulations Governing the Subdivision of Land, and including the proposed location of affordable units.
 - (3) Any additional information determined necessary by the Planning Board to make the determinations and assessments cited in paragraphs 3 and 4 above.
- d. In order to facilitate the creation of affordable housing units in Sudbury which will count toward the ten percent (10%) statutory goal (Massachusetts General Laws Chapter 40B, Section 20), all applicants for a special permit shall be furnished with copies of the regulations and guidelines of the Massachusetts Executive Office of Communities and Development for approval of the development's affordable units as affordable housing units for purposes of the statutory goal. Such regulations and guidelines shall include those of the local Initiative Program and any other program designed to promote the creation of certifiable affordable housing units. After issuance of a Special Permit for an Incentive Development in which the affordable units are to be occupied and operated in accordance with any of such programs, the Board of Selectmen shall make application to the Executive Office of Communities and Development for certification of the units as affordable housing units includable in the Town's inventory of low and moderate income housing for the purposes of Chapter 40B of the Massachusetts General Laws. Such application may, at the discretion of the Board of Selectmen, be made prior to actual issuance of the Special Permit.
- e. All deed restrictions, covenants, and other documents necessary to ensure compliance with this subsection shall be executed and approved by the Planning Board prior to, and as a condition of, (i) release of any lots from the covenant required under section IV,C of the Planning Board's Rules and Regulations Governing the Subdivision of Land, or (ii) the issuance of a building permit for any lot, whichever first arises.
- f. No certificate of occupancy shall be issued for any market-rate units in an Incentive Development until all of the required affordable units have obtained a certificate of occupancy or unless bonding or other arrangements have been made to ensure the provision of such units;
7. Decision - The Planning Board shall approve a special permit for an Incentive Development provided that the applicant has complied with all of the provisions of this section of the bylaw.

The granting of an Incentive Development Special Permit shall in no case be construed as an approval under the Subdivision Control Law.

At the request of the applicant and subsequent to granting of a Special Permit, the Planning Board may permit, without initiating a new Special Permit proceeding, the relocation of lot lines within the development. Any change in any other conditions stated in the original Special Permit shall require written approval of the Planning Board. The Planning Board may

require a new Special Permit if it finds that the proposed changes substantially deviate from the conditions upon which the original Special Permit application was based.

8. Severability - The invalidity of any portion or provision of this Subsection E, Incentive Development, shall not invalidate any other portion or provision thereof, nor shall it invalidate any special permit previously issued thereunder.
9. Nothing in this Subsection E of the bylaw shall be construed so as to require any person owning land subdividable into five or more lots, to submit the same to the provisions of this subsection.";

Submitted by the Inclusionary Zoning Study Committee.

(Two-thirds vote required)

INCLUSIONARY ZONING STUDY COMMITTEE REPORT: This bylaw is submitted as a "win-win" method of developing privately built, affordable housing for purchase in Sudbury. Depending on the size of a development over five (5) units, a developer will be granted an extra market rate lot, or lots, in return for building specified affordable housing within the new development. Unlike the bylaw proposed last year, this bylaw does not allow a cash buyout. Developers who choose not to develop under this bylaw, or cluster development, will be subject to reservation of lots for housing purposes (Article 58).

PLANNING BOARD REPORT: The Planning Board will report at Town Meeting on this article.

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

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

ARTICLE 60. STABILIZATION FUND ADDITION

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

Submitted by the Board of Selectmen.

(Majority vote required)

BOARD OF SELECTMEN REPORT: This article will allow setting aside any available funds in the Stabilization Fund for future use. A report and recommendation will be made at Town Meeting.

ARTICLE 61. CURTIS SCHOOL ROOF

To see what sum the Town will vote to raise and appropriate, or appropriate from available funds, to be expended under the direction of the Permanent Building Committee, for the purpose of performing extraordinary repairs and maintenance, and/or replacing four (4) sections of roof at the Curtis Middle School, including engaging a qualified firm to investigate the condition of said roof with recommendations for its maintenance, repair and replacement, and including engineering and architectural services and preparation of plans, specifications and bidding documents and supervision of work, and to include all bond and note issue expense, and to determine whether said sum shall be raised by borrowing or otherwise; or act on anything relative thereto.

Submitted by the Sudbury School Committee.

(Two-thirds vote required, if borrowed)

SCHOOL COMMITTEE REPORT: In 1980, a planned maintenance program was developed by the Permanent Building Committee for the repair, or replacement, of the roofs on the school buildings. The first phases of the roof replacement program were completed at the Noyes School and on part of the Curtis Middle School in the early 1980s. Last year, the Haynes School roof project was completed. At

this time, there are four sections at the Curtis School that must be completed. The Permanent Building Committee and the School Committee strongly urge the voters to approve this long overdue project. Renovation to this roof has been postponed for several years, while emergency repairs have been done by the Maintenance Department. It is no longer possible to function with patching.

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

ARTICLE 62. NIXON SCHOOL ADDITION AND REPAIR

To see what sum the Town will vote to raise and appropriate, or appropriate from available funds, to be expended under the direction of the Permanent Building Committee, for the purpose of construction of additional space at the Nixon School including remodeling, reconstruction and making extraordinary repairs and purchasing additional equipment and furnishings, and for the purpose of obtaining engineering and architectural services, including preparation of plans, specifications, bidding documents and supervision of work, and all expenses connected therewith including bond and note issue expense, and to determine whether said sum shall be raised by borrowing or otherwise; or act on anything relative thereto.

Submitted by the Sudbury School Committee.

(Two-thirds vote required, if borrowed)

SCHOOL COMMITTEE REPORT: The Sudbury School Committee withdrew from consideration a request for construction funds at the 1989 Annual Town Meeting. Later at the Special Town Meeting in October 1989, an appropriation to renovate the Nixon and Noyes Schools was approved. This appropriation did not, however, have any effect on the increase of students moving into the Sudbury K-8 school system and the demand on space in the buildings. School space issues are now more critical than ever as we face a projected enrollment of 2,195 in the fall of 1994. This enrollment projection is 450 students higher than our enrollment was in 1989 and, except for adding a couple of portable classrooms this year, we have not added any classrooms. The School Committee has conducted comprehensive Town-wide space studies that include needs for classroom space, special subjects space, special needs space and administrative space. Boundary lines have been drafted for any number of possible school configurations, and the staff and faculty are prepared for the opening of Nixon this fall with temporary space, and for the fall of 1995 with permanent space. The School Committee will be demonstrating all the School Department needs at the Town Meeting. We urge you to approve the expenditure for funds for this addition to the Nixon School.

ARTICLE 63. FLYNN BUILDING RENOVATION

To see what sum the Town will vote to raise and appropriate, or appropriate from available funds, to be expended under the direction of the Permanent Building Committee for the purpose of reconstruction, remodeling, or making extraordinary repairs to the Flynn Building, including purchasing additional equipment and furnishings, and for the purpose of obtaining engineering and architectural services, including preparation of plans, specifications, bidding documents and supervision of work, and all expenses connected therewith including storage, moving, and bond and note issue expense, and to determine whether said sum shall be raised by borrowing or otherwise; or act on anything relative thereto.

Submitted by Petition.

(Two-thirds vote required, if borrowed)

PETITIONERS REPORT: At the 1993 Annual Town Meeting, \$16,000 was appropriated for engineering and architectural services to prepare preliminary designs and cost estimates for the relocation and centralization of town offices in the Flynn Building. Work on this project is being done in tandem with the Long Range Planning Committee, the Building Inspector, and the Permanent Building Committee.

Prior to Town Meeting's approval of the planning funds, a special committee appointed by the Selectmen met for a year and studied alternative sites for centralization of town administrative space. It was the overwhelming recommendation of this committee to proceed in this direction. Due to workload difficulties

in the Building Department, the planning aspect got a late start, but an architect was retained in December of 1993, and we expect a report and cost estimates in mid-March, some time after the Warrant has gone to print.

In preparation for the upcoming Town Meeting, in conjunction with the Finance Committee, discussions have been held concerning the possibility of having one large bond sale, including schools and town projects, of which this would be one major cost item. At time of the printing of the Warrant, the consensus seems to be for the large bond sale, because of three major factors: 1) To continue to delay these major projects will only cost the Town more in the future - it is not a question of, do they have to be done, but when will they be done. 2) The timing for a bond sale is good because of low interest rates. 3) There is a strong feeling by both the Finance Committee and Board of Selectmen that the infrastructure of the Town needs desperate attention and a large bond sale appears to be the most prudent way to proceed, at this time.

**ARTICLE 64. WALKWAYS: OLD LANCASTER ROAD,
MOSSMAN ROAD, FAIRBANK ROAD**

To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$189,000, or any other sum, to be expended under the direction of the Highway Surveyor, for the construction of approximately 6,500 feet of walkways along the following roads:

1. Old Lancaster Road from Peakham Road to Hudson Road;
2. Mossman Road from Farm Lane to Marlboro Road; and
3. Fairbank Road from Phillips Road to Maynard Road;

and to determine whether said sum shall be raised by borrowing or otherwise; or act on anything relative thereto.

Submitted by Sudbury Planning Board.

(Two-thirds vote required)

PLANNING BOARD REPORT: The Board will report at Town Meeting on this article.

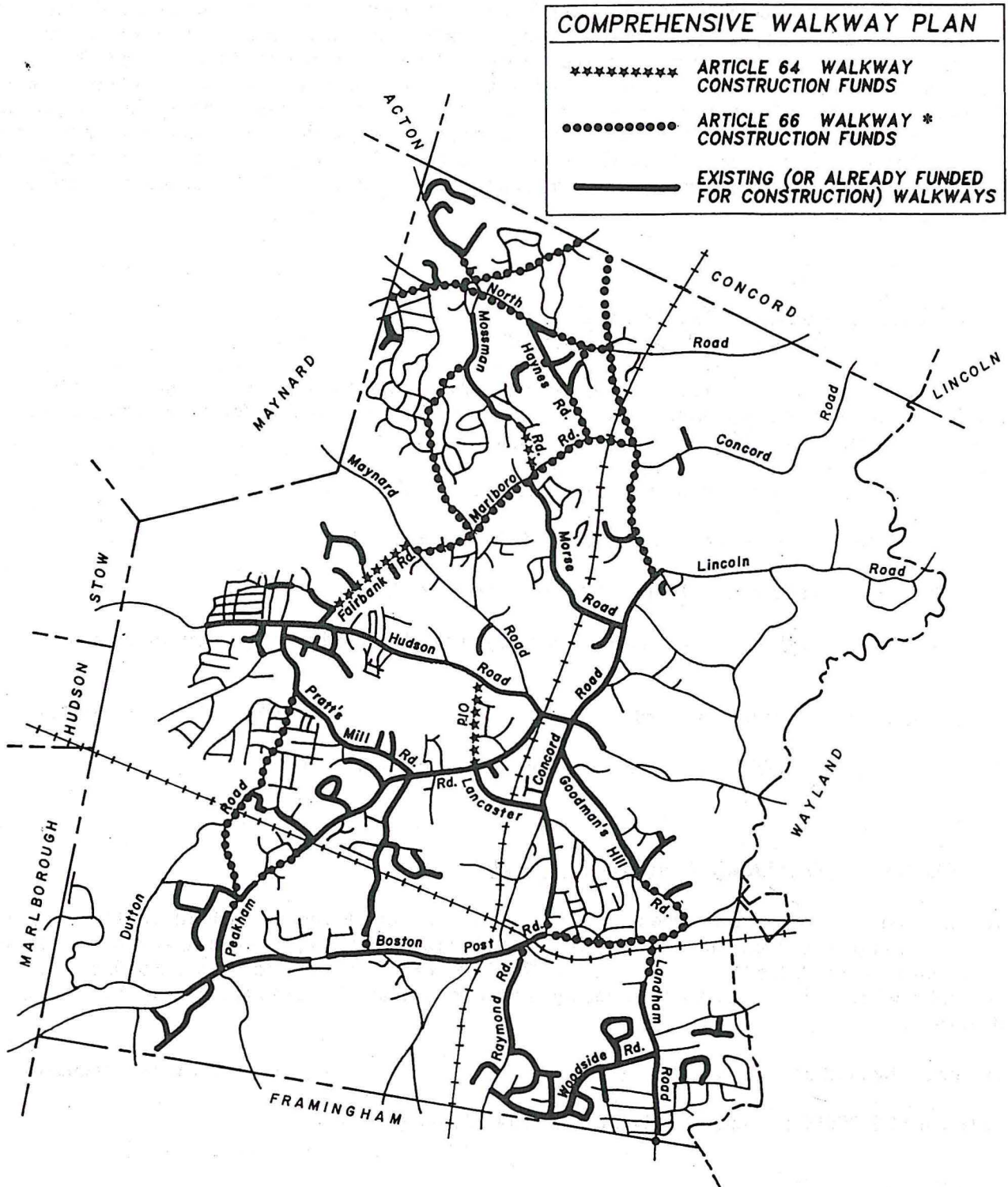
ARTICLE 65. OLD LANCASTER ROAD WALKWAY

To see if the Town will vote to raise and appropriate, or appropriate from available funds, \$64,300, or any other sum, to be expended under the direction of the Highway Surveyor, for construction of a walkway (approximately 3,000 feet) along Old Lancaster Road, from Peakham Road to Hudson Road; and to determine whether said sum shall be raised by borrowing or otherwise; or to act on anything relative thereto.

Submitted by Petition.

(Two-thirds vote required)

PETITIONERS REPORT: Report will be made at Town Meeting.



* Article 66 also contains construction funds for Old Lancaster Road and Mossman Road, as shown under Article 64.

ARTICLE 66. COMPREHENSIVE WALKWAY PROGRAM

To see if the Town will vote to authorize the design, easement acquisition and construction of walkways along major thoroughfares throughout Sudbury, authorize the expenditure of \$1,250,000, and authorize bonding of this expenditure over five (5) years with the debt service paid out of the annual budget beginning in FY 1996; this program to consist of approximately 15 miles of new walkways as shown on the attached map; or act on anything relative thereto.

Submitted by Petition.

(Two-thirds vote required)

PETITIONERS REPORT: Sudbury's Selectmen recently petitioned the legislature to allow five-year bonding of paved walkway investments, to enable a comprehensive program to be developed. This legislation was passed and signed into law on January 10, 1994.

With interest rates at record lows and oil prices weak, Sudbury should seize the opportunity this new legislation provides, to complete the walkway program begun decades ago. The combination of low interest rates, low oil prices and moderate construction costs means that a comprehensive program to complete the walkways now will cost far less than a piecemeal program with increasing construction costs each year. Debt service will be paid out of the annual town operating budget, so that **TAXES WILL NOT RISE AS A RESULT OF PASSAGE OF THIS MEASURE.** Instead, passage will insure that meaningful capital improvements which benefit a wide range of Sudbury's taxpayers will have priority in future spending plans. Incorporated into future annual budgets will be the debt servicing costs, which in the first year will approximate \$55 of the average Sudbury taxpayer's tax payment, a small price to pay for quickly completing this comprehensive walkway program.

Traffic growth throughout Sudbury has increased to a point where pedestrians can no longer walk safely along the sides of major through roads. The lack of walkways is also a health/quality of life issue where the lack of convenient walkways limits walking or jogging. Additionally, completion of this program should allow more students to safely walk to school, thereby saving bussing costs and fees. When this program is completed, walkways will have been installed on virtually all of Sudbury's through roads, which will benefit citizens throughout Sudbury.

ARTICLE 67. RENOVATE & OPEN LORING SCHOOL

To see if the Town will vote to raise and appropriate an investment of up to \$2,500,000 to design and renovate the Loring School and \$475,000 for furnishings, equipment and books, for use by the Sudbury School Committee to meet enrollment increases, such sum to be raised by borrowing and to include the design, construction, furnishing, equipment and debt issuance costs; with the cost of debt service to be paid out of the annual operating budget; or act on anything relative thereto.

Submitted by Petition.

(Two-thirds vote required, if borrowed)

PETITIONERS REPORT: The Permanent Building Committee has estimated that the Loring School, which is identical in construction to the Nixon School, can be successfully renovated for an investment of \$2.5 Million. They further estimate a \$125 per square foot cost for new construction, which means that replacing the approximately 40,000 square foot Loring School with new facilities, would cost approximately \$5 Million. A Loring School renovation would add capacity for approximately 225 to 250 elementary students, and would bring the Loring School to the same condition of the Nixon School, successfully renovated several years ago. The \$475,000 investment for furnishing, equipment and books is also comparable to Nixon.

The Loring School is required to meet the rapid growth in Sudbury's elementary school enrollment, which is growing at the rate of 120 students per year. In FY95, Sudbury's 1,531 K-5 students will be distributed as follows: Noyes 703, Haynes 372, Nixon (and their 5th grade enrollment temporarily at Curtis) 456. When Nixon is expanded as planned by the School Committee, its capacity will be

approximately 450 students, the number assigned in FY95 by using temporary classrooms. Further capacity therefore will soon be required, which we believe is best met by a renovated Loring School.

There appear to be compelling advantages to moderate size, less than 400 student, K-5 grade schools which served Sudbury so effectively in the past, rather than large mega-complexes of 700 students. For example, a K-5 grade school of 333 students is the size school appropriate for a single Principal as established in the Massachusetts Education Reform Law "Foundation (minimum) Budget" Guidelines. A renovated Loring School, with a capacity of 225 to 250 students (2 years' growth in student enrollment) could be subsequently expanded to approximately 350 students with the addition of six classrooms. On the other hand, abandoning the Loring School and adding these same 350 students, half at Haynes and half at an expanded Nixon, would create complexes of 700+ students, far more than desirable. What this means is that as Sudbury's school enrollment expands, the Loring School will soon be required if a high quality program is to be maintained.

Town Meeting passage of this Article will authorize renovation and furnishing of the Loring School and insure that the schools are not forced to utilize expensive temporary space to meet enrollment increases. The annual cost to Sudbury's taxpayers, assuming 60% State construction cost reimbursement and a ten-year bond at five percent (5%) interest, is approximately \$120,000, the cost to rent 3.5 temporary classrooms. Town Meeting passage will also enable construction to begin when required irrespective of what might occur in the debt exemption vote at the polls, so as to avoid the expensive use of temporary classrooms.

ARTICLE 68. DEBT EXEMPTION FOR LORING SCHOOL RENOVATION

To see if the Town will vote to place before the voters at a Town election a debt exemption proposition to have the debt service for the renovation and furnishing of the Loring School exempt from the limitations of Proposition 2 1/2; or act on anything relative thereto.

Submitted by Petition.

PETITIONERS REPORT: This article will determine if the cost of servicing the debt for the renovation and furnishing of the Loring School shall be exempt from the tax limitations of Proposition 2 1/2.

ARTICLE 69. AMEND BYLAWS, ARTICLE IV.A - ESTABLISH EDUCATION RESOURCE UTILIZATION COMMITTEE

To see if the Town will vote to amend the Sudbury Bylaws by adding a new Article IV.A. Education Resource Utilization Committee, as follows:

- "1. The Education Resource Utilization Committee shall consist of the Sudbury School Committee, the Sudbury residents on the LSRHS Committee and the Minuteman Tech Committee, the Finance Committee Liaison to each of these school committees, Sudbury's Executive Secretary or Town Manager. Non-resident members of the LSRHS Committee may be non-voting associate members of this committee.
2. The Committee shall be responsible for recommending to the Finance Committee and to Town Meeting, the allocation of school funding between the various systems to insure that Sudbury's limited resources are fairly and effectively allocated to the appropriate system. Such recommendation shall include a written recommendation included in the Annual Town Meeting Warrant. In addition, the committee shall encourage resource sharing between the various school systems, so as to reduce cost and improve utilization of school resources and

shall conduct studies and make recommendations on issues such as consolidation of administrative functions, consolidation of maintenance and custodial management and staff, sharing of facilities, and coordination of collective bargaining strategies, etc.”;

or act on anything relative thereto.

Submitted by Petition.

(Majority vote required)

PETITIONERS REPORT: Sudbury needs to establish a mechanism where the separate school committees are required to meet and work towards improving the use of Sudbury's scarce educational resources.

Under Sudbury's present system, each system is run totally independently with virtually no interaction or sharing of resources. This has meant the establishment of duplicate administrative structures, a high school operating in a building which has fewer than half the number of students it can accommodate, leading to inefficient space utilization, as classrooms are used for student lounges and teacher offices, and other excess space rented for nominal rents to the Carroll School and a local preschool, while at the same time Sudbury's taxpayers are being asked to fund an expansion to ease overcrowding in the K-8 system.

Sudbury's present system means a resource allocation system which has chronically under-funded the K-8 system, resulting in large class sizes and declining MEAP test scores, while the high school budget has been able to accommodate reduced teaching loads recently negotiated into their teachers' contract. One measure of this funding disparity is that the K-8 system's per student comparable operating budget is only 51% of LSRHS, compared to 69% in Concord, where their K-8 School Committee also are members of the CCRHS Committee. Another example is in the recently established "Foundation (minimum) Budgets" of the recently enacted Massachusetts Education Reform Act, where minimum per pupil operating expenditures for K-5 are 93% and for grades 6-8 are 97% of those in grades 9-12 compared to Sudbury's allocation of only 51%. What this means is that Sudbury's K-8 system is operating at approximately the mandatory minimum level, whereas grades 9-12 are funded at nearly twice the rate of the minimum. In other words, Sudbury's system does not fairly or effectively allocate scarce educational resources.

In past years, efforts were initiated to better integrate the K-8 and LSRHS systems and share resources, but these were vetoed by Lincoln voters. This measure is designed to accomplish similar goals and also be capable of being implemented totally by Sudbury's voters.

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

ARTICLE 70. AMEND BYLAWS, ARTICLE XX.3.E -
PROHIBITION AND REGULATION OF OVERHEAD UTILITIES - WAIVER

To see if the Town will vote to amend Section 3.E of Article XX, Prohibition and Regulation of Overhead Utilities, of the Town of Sudbury Bylaws, by deleting therefrom the words, "for a period not to exceed 90 days"; or act on anything relative thereto.

Submitted by Petition.

(Majority vote required)

PETITIONERS REPORT: This article will allow the Selectmen to grant a waiver from this bylaw in cases of hardship and unusual circumstances. Incorporating the proposed amendment, Part E of Section 3 would then read: "The Board of Selectmen may grant special permission, in cases of emergency or unusual circumstances, to a Utility or person to erect, construct, install, maintain, use or operate, poles and overhead wires and associated structures, notwithstanding the provisions of this Bylaw."
[See Article 26 for a copy of the entire *current* bylaw.]

TOWN COUNSEL OPINION: See opinion at the end of this Warrant.

BOARD OF SELECTMEN POSITIONS: Where positions are not given, the Board has not developed a position by the time of printing of the Warrant and report will be made at Town Meeting.

FINANCE COMMITTEE REPORTS: Where no Finance Committee Report has been provided for individual articles, the Committee will make its report at Town Meeting.

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 1994 Annual Town Meeting are properly moved, seconded and adopted by a majority vote in favor of the motion, the proposed changes will become valid amendments to the Sudbury Bylaws:

Article 3	Amend Article XI	Personnel Classification and Salary Plan
Article 4	Amend Article XI.7(3)	Personnel Administration Plan - Vacation Policy
Article 5	Amend Article XI.7(2)	Personnel Administration Plan - Sick Leave Bank
Article 26	Amend Article XX	Prohibition and Regulation of Overhead Utilities - Rules and Regulations
Article 28	Amend Bylaws	Establish Wetlands Bylaw
Article 69	Amend Article IV.A	Education Resource Utilization Committee
Article 70	Amend Article XX.3.E	Prohibition and Regulation of Overhead Utilities - Waiver

It is the opinion of Town Counsel that, if the Zoning Bylaw changes set forth in the following articles in the Warrant for the 1994 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:

Article 33	Amend Article IX	Create Village Business District
Article 45	Amend Article IX	Planning Board Associate for Special Permits
Article 46	Amend Article IX.I.C	Definitions
Article 47	Amend Article IX.III.B.2.b	Delete Drive-through Restaurants
Article 48	Amend Article IX.I.I	Revise Water Resource Protection Districts Map
Article 49	Amend Article IX.III.G	Water Resource Protection Districts
Article 53	Amend Article IX.III.A.1.b	Customary Home Occupation
Article 54	Amend Article IX.II.C	Delete Business District 10
Article 55	Amend Article IX.II.C	Delete Business District 9
Article 56	Amend Article IX.III.D	Add Residential Uses to Research District
Article 57	Amend Article IX.III.D	Permitted Uses in Research District
Article 58	Amend Article IX	Reservation of Lots
Article 59	Amend Article IX.IV.E	Incentive Development

And you are required to served this Warrant by posting an attested copy thereof at the Town Hall at least seven days before the time appointed for such meeting.

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

Given under our hands this 28th day of February, 1994.

SELECTMEN OF SUDBURY:

Judith A. Cope

Lawrence L. Blacker

John C. Drobinski

QUESTIONNAIRE ON TOWN WARRANT

How are we doing? We value your opinion. Please take a minute to give us your comments, criticism and suggestions.

Part I - Selectmen's Warrant

Was it clear? Yes ____ No ____ Comments _____

Was it detailed enough? _____

Is there any additional information you'd like us to include? _____

Is there too much information in any area? _____

Other comments/criticism/suggestions: _____

Part II - Financial Section of Warrant

Was it clear? Yes ____ No ____ Comments _____

Was it detailed enough? _____

Is there any additional information you'd like us to include? _____

Is there too much information in any area? _____

What did you like best? _____

What did you like least? _____

Other comments/criticism/suggestions _____

Have we improved the format since last year? Yes ____ No ____

*Please drop in box at lobby of Town Meeting or mail to
Selectmen's Office, Town Hall, Sudbury, MA 01776*

NAME (optional) _____

PART II

FINANCIAL SECTION
Prepared by the Finance Committee

TABLE OF CONTENTS

	<u>Page</u>
1994 FINANCE COMMITTEE REPORT	96
 BUDGET	
Summary Page	101
Line Item Detail	102
Finance Committee Budget Reports	119
 CAPITAL SPENDING	
Long Range Planning Committee Report	126
FY95 Capital Items	127
Impact of Articles on Tax Bill	128
Permanent Debt Issued - Principal & Interest Schedule	129
Five Year Debt Service Projections	130
 APPENDICES	
I. Budget Terms and Definitions	131
II. Sudbury Public Schools' Budget: Additional Detail	132
III. Lincoln-Sudbury Regional High School Budget: Additional Detail	134
IV. Minuteman Regional Vocational High School Budget: Additional Detail	137
V. Salary Increases: FY91 through FY94	138
VI. Budgetary Statistics by Department	139
VII. Employee Headcount: S.P.S., LSRHS, and Town	141
VIII. Management Compensation: S.P.S., LSRHS, and Town	142
IX. Report From the Finance Director	143
X. Reserve Fund Transfers to Date	144

1994 FINANCE COMMITTEE REPORT

OVERVIEW

After four difficult years (1990-1993) of budget cutting, FY94 saw modest restoration of town and school budgets. The Finance Committee's recommendation for the FY95 budget continues that restoration process with significant additional funding for the Sudbury Public Schools to cope with expanding enrollments and to enable the opening of Nixon School, and important but more modest increases for a number of Town departments as well as Lincoln-Sudbury Regional High School. In addition, the Finance Committee is contemplating a recommendation for a significant bond issue, perhaps in the range of \$5 to \$8 million to finance a number of infrastructure improvements to the Town's physical facilities and a much needed expansion of the Nixon School. Unfortunately, all the details of this issue were not fully worked out and a decision could not be made before this Warrant was printed.

FINANCIAL CONDITION

Sudbury's financial situation on an operating basis has improved and stabilized over the past year as the local economic recovery has continued and several management actions have taken hold. This reversal in fortune can be attributed to several developments. First, the economic recovery and lower interest rates have accelerated building activity and have added significantly to Town revenues. Second, changes to employee health plans are expected to stabilize these costs after several years of unmanageable increases. Third, state aid to Sudbury is no longer shrinking and modest increases are expected in FY95. Fortunately inflation remains low. While the U.S. CPI increased by 2.7 percent in 1993, the Boston area CPI increased by only 1.1% which made our expenditure dollars go further.

Sudbury's overall financial position is currently sound. Quarterly tax billing, cash management efforts, and tax collection activity have eliminated the need for short term borrowing. Tax delinquencies of all types however are running at an historically high 8 to 9 percent at fiscal year end, well above other area towns, and are of some concern but should subside as the economy strengthens and the miscues of refinancings are eliminated. Currently the Town's credit rating is "Aa" or simply "Double A." The desirable "Triple A" rating is a possibility and the Treasurer is currently working with the rating agencies to improve our position. The Fincom is fully supporting this effort with qualitative recommendations for sound financial management. Specifically, Tax Title efforts are being aggressively funded, Free Cash has not been recertified at mid-year, capital budget planning is being improved, and the move to a Town Manager form of government has been unanimously supported by the Fincom.

REVENUE OUTLOOK

The starting point for planning the FY95 budget process was to consider the revenue available to the Town. The tax levy continues to be the primary source of revenue representing 79 percent of total revenue. Overall, the tax levy will increase by about 4.0 percent as a result of this budget. The three components of this change for FY95 are the 2.5% increase yielding \$578,000, new construction worth \$493,000 or up 2.0%, and Prop 2 1/2 exemptions (basically debt service) down 0.4% or \$85,000.

REVENUE SUMMARY (000's)

	<u>FY1994</u>	<u>FY1995</u>	<u>Difference</u>	<u>% Change</u>
Property Tax Revenue	\$24,430	\$25,418	\$988	4.0%
Net State Aid	\$2,462	\$2,759	\$297	12.1%
Local Receipts	\$2,170	\$2,181	\$11	0.5%

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #		Expend. FY 92*	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec. FY95
800	510	BOARD OF HEALTH					
-100		Director's Salary	47,280	50,136	52,319	53,187	53,187
-110		Salaries	0	34,447	37,234	38,695	39,082
-130		Clerical	28,176	29,878	31,075	31,075	31,386
		Total Personal Services	75,456	114,461	120,628	122,957	123,655
-210		General Expense	1,337	1,014	1,700	1,700	1,700
-215		Animal/ Rabies Control	0	619	0	6,690	6,690
-255		Contracted Services	1,380	1,500	2,100	2,100	2,100
-310		Maintenance	15	0	0	400	400
-321		Lab Expense	80	60	500	500	500
-510		Equipment	0	0	0	0	0
-612		SVNA	34,834	35,000	36,400	37,492	36,400
-614		Community Outreach Prog	43,577	2,325	3,020	3,110	3,110
-712		Mosquito Control	21,400	21,500	24,040	26,200	24,200
-910		Mental Health	5,829	11,123	11,400	15,200	15,200
-140		Animal Inspector	1,595	1,550	1,759	2,200	2,200
		Total Expenses	110,047	74,691	80,919	95,592	92,500
-901		Capital Items	0	0	0	0	0
		Total Capital Spending	0	0	0	0	0
800	510	TOTAL	185,503	189,152	201,547	218,549	216,155
900	543	VETERANS					
-100		Agent's Salary	3,613	3,831	3,983	25,617	4,023
		Total Personal Services	3,613	3,831	3,983	25,617	4,023
-210		General Expense	0	433	600	1,050	800
-410		In-State Travel	0	317	0	200	200
-613		Veteran's Benefits	9,985	16,054	13,068	16,000	6,500
-614		Veteran's Graves	0	0	0	300	300
		Total Expenses	9,985	16,804	13,668	17,550	7,800
900	543	TOTAL	13,598	20,635	17,651	43,167	11,823

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #		Expend. FY 92 *	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec FY95
701	621	POOL ENTERPRISE FUND					
-100		Director's Salary	18,039	15,036	9,277	9,275	9,368
-110		Professional Salaries	146,387	132,329	54,792	56,984	57,553
-120		Overtime	1,102	0	3,880	1,750	1,750
-130		Clerical	23,089	25,205	19,342	20,155	20,357
-140		WSI/Lifeguards			26,830	26,253	26,253
-145		Fee for Service			40,325	39,221	39,221
-155		Receptionists			8,630	9,369	9,369
-160		Babysitters			7,112	9,067	9,067
		Total Personal Services	188,617	172,570	170,188	172,074	172,938
-210		General Expense	21,798	17,655	22,000	18,500	18,500
-310		Maintenance	71,471	83,205	72,365	71,000	71,000
-410		Travel	296	236	300	260	260
-510		Equipment	525	0	1,000	2,500	2,500
-610		Programs	14,173	14,169	17,000	17,150	17,150
		Total Expenses	108,263	115,265	112,665	109,410	109,410
-500		Capital Fund	0	0	8,083	0	0
-666		Previous yrs' deficit(s)		0	0	0	0
		Total Capital Spending	0	0	8,083	0	0
		Total Direct Costs (Appropriated)	296,880	287,835	290,936	281,484	282,348
		INDIRECT COSTS: (Not Appropriated)					
		Insurance & Benefits	29,580	36,988	33,495	32,572	32,572
		Custodian	7,948	8,765	9,469	9,840	9,938
		Total Indirect Costs	37,528	45,753	42,964	42,412	42,510
701	621	TOTAL	334,408	333,588	333,900	323,896	324,858
		POOL ENTERPRISE RECEIPT:	289,529	300,469	333,900	323,896	324,858
710	542	YOUTH COMMISSION					
		Total Personal Services	0	0	0	0	0
-210		General Expense	100	15	100	100	100
-611		Community Programming	1,027	795	1,500	1,500	1,500
		Total Expenses	1,127	810	1,600	1,600	1,600
710	542	Total	1,127	810	1,600	1,600	1,600
		TOTAL 700 BUDGET	469,911	434,394	463,524	500,259	472,271

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #		Expend. FY 92*	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec FY95
600	610	GOODNOW LIBRARY					
-100		Director's Salary	44,601	47,620	50,952	51,970	51,970
-110		Salaries	219,246	226,548	243,008	266,224	255,012
-120		Overtime	3,157	3,522	4,051	6,369	6,433
-150		Custodial	12,556	13,637	13,977	13,985	14,125
-151		Sick Buy Back	648	708	1,548	1,612	1,628
		Total Personal Services	280,208	292,035	313,536	340,160	329,168
-210		General Expense	5,238	5,420	5,320	5,390	5,390
-310		Maintenance	14,800	14,855	14,800	14,800	16,800
-410		Travel	157	150	250	250	250
-520		Books	49,674	35,469	52,810	73,810	63,910
-616		Automation	19,377	17,200	18,300	19,110	19,110
		Total Expenses	89,246	73,094	91,480	113,360	105,460
-901		Capital Items	0	0	0	0	0
		Total Capital Spending	0	0	0	0	0
600	610	Total	369,454	365,129	405,016	453,520	434,628
		Offset: Dog Licenses	2,000	7,750	6,454	6,454	6,454
		Net Budget	367,454	357,379	398,562	447,066	428,174
700	620	PARK AND RECREATION					0
-100		Supervisors' Salaries	55,513	48,174	73,734	73,736	74,049
-110		Salaries	78,715	70,725	76,164	76,164	76,926
-120		Overtime	65	0	0	200	200
-130		Clerical	2,908	2,961	5,290	6,275	6,338
-151		Sick Leave Buyback	902	939	1,010	1,010	1,020
		Total Personal Services	138,103	122,799	156,198	157,385	158,533
-210		General Expense	3,230	1,310	1,000	1,000	1,000
-310		Maintenance	24,345	18,852	11,000	11,000	11,000
-410		Travel	560	0	0	0	0
-510		Equipment	1,000	0	0	0	0
-623		Teen Center	3,835	1,839	1,840	1,840	1,840
-710		Uniforms	831	949	950	950	950
		Total Expenses	33,801	22,950	14,790	14,790	14,790
-901		Capital Items	0	0	0	45,000	15,000
		Total Capital Spending	0	0	0	45,000	15,000
700	620	Total	171,904	145,749	170,988	217,175	188,323

**TOWN OF SUDBURY
FY95 BUDGET**

Old Line #	New Line #		Expend. FY 92 *	Expend. FY 93 **	Approp. FY 94	Dept Request FY 95	Fin Com Rec. FY95
564	137	ASSESSORS					
-100		Assessor/Appraiser's Salary	46,912	48,771	51,988	52,243	52,243
-130		Clerical	68,381	69,820	72,727	72,727	73,454
-151		Sick Buy Back	476	0	494	494	499
		Total Personal Services	115,769	118,591	125,209	125,464	126,196
-210		General Expense	6,344	4,801	8,885	8,520	8,520
-255		Contracted Services	3,467	485	21,125	36,100	36,100
-310		Maintenance	351	48	350	60	60
-410		Travel	1,032	807	0	0	0
-510		Equipment	1,410	0	0	0	0
-710		Uniforms	0	0	0	0	0
-810		Tuition	811	1,300	1,250	1,000	1,000
		Total Expenses	13,415	7,441	31,610	45,680	45,680
-901		Capital Items	0	0	0	0	0
		Total Capital Spending	0	0	0	0	0
564	137	Total	129,184	128,032	156,819	171,144	171,876
568	131	FINANCE COMMITTEE					
-130		Personal Services	6,148	6,216	6,722	9,639	8,080
-210		Expenses (Gen. Exp.)	291	258	260	290	290
568	131	Total	6,439	6,474	6,982	9,929	8,370
		TOTAL 560 BUDGET	435,673	437,657	526,417	563,753	556,322

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #		Expend. FY 92*	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec. FY95
560		FINANCE					
561	132	FINANCE DIRECTOR/ ACCOUNTING					
-100		Dir.Financa/Town Acct.	59,561	63,581	66,138	66,138	66,138
-110		Salaries	49,736	49,278	48,688	50,595	51,101
-120		Overtime	0	0	0	0	0
-151		Sick Buyback	2,743	5,152	0	0	0
		Total Personal Services	112,040	118,011	114,826	116,733	117,239
-210		General Expense	3,057	2,069	2,575	3,544	2,575
-220		Computer	9,018	9,471	7,700	8,540	7,700
-255		Contracted Services	9,500	0	15,000	15,000	15,000
-310		Maintenance	152	0	0	0	0
-410		Travel	173	452	390	390	390
		Total Expenses	21,900	11,992	25,665	27,474	25,665
-901		Capital Items	0	0	18,800	0	0
		Total Capital Spending	0	0	18,800	0	0
561	132	Total	133,940	130,003	159,291	144,207	142,904
563	138	TREASURER/COLLECTOR					
-100		Collec/Treas. Salary	38,668	43,597	46,701	48,102	48,102
-120		Overtime	2,000	1,817	2,000	0	0
-130		Clerical	70,994	74,945	88,224	99,862	100,861
		Total Personal Services	111,662	120,359	136,925	147,964	148,963
-210		General Expense	12,720	13,311	14,000	22,874	21,474
-310		Maintenance	48	95	100	7,870	7,870
-410		Travel	1,610	1,233	1,300	1,300	1,300
-510		Equipment	2,773	4,125	1,000	3,400	2,000
-521		Service Bureau	34,337	22,747	40,000	21,990	21,990
-610		Tax Title Expense	2,960	13,278	10,000	26,075	26,075
		Total Expenses	54,448	54,789	66,400	83,509	80,709
-901		Capital Items	0	0	0	7,000	3,500
		Total Capital Spending	0	0	0	7,000	3,500
563	138	Total	166,110	175,148	203,325	238,473	233,172

**TOWN OF SUDBURY
FY95 BUDGET**

Old Line #	New Line #		Expend. FY 92 *	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec. FY95
515	650	HISTORICAL COMMISSION					
-210		Expenses (Gen. Exp.)	1,649	1,618	1,600	1,800	1,800
515	650	Total	1,649	1,618	1,600	1,800	1,800
516	670	CABLE TV COMMISSION					
		Expenses (Gen. Exp.)	0	355	800	800	800
	670	Total	0	355	800	800	800
517	174	DESIGN REVIEW BOARD					
-130		Personal Services (Cler)	1,039	1,486	1,830	1,464	1,479
-210		Expenses (Gen. Exp.)	16	179	200	150	150
517	174	Total	1,055	1,665	2,030	1,614	1,629
518	541	COUNCIL ON AGING					
-100		Director's Salary	22,778	21,734	32,867	31,333	31,646
-110		Van Driver	16,013	17,299	18,496	18,496	18,681
-120		Outreach Worker	9,224	10,130	10,959	11,064	11,175
		Total Personal Services	48,015	49,163	62,322	60,893	61,502
-210		General Expense	1,421	0	3,000	5,580	4,000
-255		Contracted Services	0	0	0	6,000	3,000
-310		Maintenance	1,241	1,501	1,501	1,500	1,500
		Total Expenses	2,662	1,501	4,501	13,080	8,500
-901		Capital Items	0	0	0	0	0
		Total Capital Spending	0	0	0	0	0
518	541	Total	50,677	50,664	66,823	73,973	70,002
		TOTAL 500 BUDGET	804,618	763,173	850,773	941,939	897,403
		Offsets				10,000	0
		Net 500 Budget	804,618	763,173	850,773	931,939	897,403

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #		Expend. FY 92	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec FY95
509	114	MODERATOR					
-100		Personal Services (Sal.)	0	0	0	0	0
-210		Expenses (Gen. Exp.)	0	0	0	0	0
509	114	Total	0	0	0	0	0
510	158	PERMANENT BLDG. COM.					
-130		Personal Services (Cler)	652	0	500	500	500
-210		Expenses (Gen. Exp.)	0	0	0	0	0
510	158	Total	652	0	500	500	500
511	152	PERSONNEL BOARD					
-130		Personal Services (Cler)	3,341	4,205	4,308	4,498	4,543
-210		General Expense	293	155	285	285	285
-511		Employ. Recognition Prog.	0	180	200	200	200
		Total Expenses	293	335	485	485	485
511	152	Total	3,634	4,540	4,793	4,983	5,028
512	172	PLANNING BOARD					
-100		Town Planner	19,062	26,511	33,758	34,768	34,768
-130		Clerical	20,510	10,143	15,853	16,273	16,436
-140		Extra Hire				3,700	3,131
		Total Personal Services	39,572	36,654	49,611	54,741	54,335
-210		General Expense	2,623	996	1,600	1,600	1,600
-255		Contracted Services	0	0	0	2,500	0
-410		Travel	252	0	0	0	0
-510		Equipment	0	1,009	0	0	0
		Total Expenses	2,875	2,005	1,600	4,100	1,600
-901		Capital Items	0	0	0	25,000	0
		Total Capital Spending	0	0	0	25,000	0
512	172	Total	42,447	38,659	51,211	83,841	55,935
513	159	COM. FOR PRESERV./MANAGEMENT DOCS					
-210		Expenses (Gen. Exp.)	1,578	1,600	1,600	1,600	1,600
513	159	Total	1,578	1,600	1,600	1,600	1,600
514	651	HISTORIC DIST. COM.					
-130		Personal Services (Cler)	75	75	80	80	80
-210		Expenses (Gen. Exp.)	75	59	85	85	85
514	651	Total	150	134	165	165	165

**TOWN OF SUDBURY
FY95 BUDGET**

Old Line #	New Line #		Expend. FY 92 *	Expend. FY 93**	Approp FY 94	Dept Request FY 95	Fin Com Rec FY95
503	151	LAW					
-100		Retainer	27,560	27,560	28,662	28,662	28,949
-130		Clerical	0	24,349	26,611	27,656	27,933
-151		Sick Buyback	0	0	0	0	0
		Total Personal Services	27,560	51,909	55,273	56,318	56,882
-210		General Expense	1,791	3,334	5,050	5,050	5,050
-256		Legal Expense	88,696	52,280	61,184	61,184	61,184
-510		Equipment	0	0	150	0	0
-610		Tax Title Legal Ex	0	0	0	10,000	10,000
		Total Expenses	90,487	55,614	66,384	76,234	76,234
-901		Capital Items	0	0	0	0	0
		Total Capital Spending	0	0	0	0	0
503	151	Total	118,047	107,523	121,657	132,552	133,116
506	161	TOWN CLERK & REGISTRARS					
-100		Town Clerk's Salary	40,882	42,517	45,085	45,085	45,536
-120		Overtime	972	2,074	1,000	2,500	2,525
-130		Clerical	75,023	76,246	83,482	85,601	84,586
-140		Registrars	642	650	650	650	650
		Total Personal Services	117,519	121,487	130,217	133,836	133,297
-210		General Expense	10,953	5,773	10,250	8,650	8,650
-220		Computer	1,904	3,456	300	3,271	2,800
-310		Maintenance	658	618	800	800	800
-410		Travel	584	658	450	650	650
-510		Equipment	0	450	0	0	0
-615		Elections	10,333	17,841	5,285	17,344	17,344
-810		Tuition	360	0	360	450	360
		Total Expenses	24,792	28,796	17,445	31,165	30,604
-901		Capital Items	0	0	0	0	0
		Total Capital Spending	0	0	0	0	0
506	161	Total	142,311	150,283	147,662	165,001	163,901

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #		Expend. FY 92*	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec. FY95
500	100	GENERAL GOVERNMENT					
501	122	SELECTMEN					
-100		Exec. Sec'y Salary	72,591	75,375	78,270	78,270	79,053
-110		Admin. Salaries	67,710	73,441	85,626	85,626	86,482
-120		Overtime	1,355	3,438	820	1,500	1,010
-130		Clerical	64,117	28,628	32,713	32,985	33,315
-151		Sick Leave Buyback	8,988	1,961	2,038	2,038	2,058
		Total Personal Services	214,761	182,843	199,467	200,419	201,918
-210		General Expense	7,509	6,332	7,300	7,000	7,000
-310		Maintenance	1,216	971	450	700	450
-410		Travel	49	501	2,400	2,700	2,700
-420		Out of State Travel	0	0	0	2,000	2,000
-510		Equipment	0	448	0	0	0
-811		Surveys & Studies	0	3,836	13,836	4,684	4,684
		Total Expenses	8,774	12,088	23,986	17,084	16,834
-901		Capital Items	0	0	0	0	0
		Total Capital Spending	0	0	0	0	0
501	122	Total	223,535	194,931	223,453	217,503	218,752
502	410	ENGINEERING DEPT.					
-100		Engineer's Salary	56,943	60,739	64,059	64,059	64,059
-110		Salaries	134,682	115,723	123,213	125,461	125,461
-120		Overtime	0	142	0	0	0
-130		Clerical	16,787	17,808	18,500	25,817	18,685
-140		Summer Help	0	0	11,000	10,396	10,396
-151		Sick Buyback	1,182	1,207	1,907	1,874	1,874
		Total Personal Services	209,594	195,619	218,679	227,607	220,475
-210		General Expense	6,632	6,019	5,900	6,000	6,000
-310		Maintenance	827	2,088	2,000	2,500	2,500
-410		Travel	30	75	100	100	100
-710		Uniforms	1,800	1,400	1,800	1,400	1,400
		Total Expenses	9,289	9,582	9,800	10,000	10,000
-901		Capital Items	0	6,000	0	20,000	13,700
		Total Capital Spending	0	6,000	0	20,000	13,700
502	410	Total Appropriation	218,883	211,201	228,479	257,607	244,175
		Lndfill Ent.Fund Revenue	35,334	31,767	34,032	36,038	35,753
		Offset: ATM 87/19				10,000	0
		Net Budget	218,883	211,201	228,479	247,607	244,175

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #		Expend. FY 92*	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec FY95
460	430	LANDFILL ENT. FUND					
-100		Surveyor's Salary	5,563	5,899	6,135	6,135	6,196
-105		Asst. Surveyor's Sal.	2,605	0	0	0	0
-106		Operations Asst. Sal.	7,946	5,328	5,775	5,948	5,948
-110		Salaries	128,437	130,586	95,563	91,768	91,768
-120		Overtime	3,731	3,187	6,761	6,779	6,779
-130		Clerical	24,296	24,470	27,003	24,445	24,690
-151		Sick Buyback	0	3,280	837	861	861
-152		Highway Surveyor Sick Buyback			0	141	142
		Total Personal Services	172,578	172,750	142,074	136,077	136,384
-210		General Expense	4,193	4,809	8,000	9,000	9,000
-310		Maintenance	79,700	39,333	84,865	99,074	99,074
-389		Hazardous Waste	13,867	35,916	22,000	25,000	25,000
-470		Resource Recovery	27,365	13,395	18,015	18,252	18,252
-811		Zone II Study	0	0	1,000	1,000	1,000
		Total Expenses	125,125	93,453	133,880	152,326	152,326
-500		Capital Fund	644	0	27,350	61,084	61,062
-901		Capital Items	0	8,526	30,000	9,000	9,000
		Total Capital Spending	644	8,526	57,350	70,084	70,062
		Total 460 Direct Costs (Appropriated)	298,347	274,729	333,304	358,487	358,772
		INDIRECT COSTS: (Not Appropriated)					
		Engineering Dept. Service	35,334	31,767	34,032	36,038	35,753
		Benefits/Insurance	38,604	38,579	39,475	39,475	39,475
		Total Indirect Costs	73,938	70,346	73,507	75,513	75,228
460	430	Total	372,285	345,075	406,811	434,000	434,000
		LANDFILL RECEIPTS	372,285	328,515	406,811	434,000	434,000
		RETAIN. EARNINGS USED		16,560			
		TOTAL 400 BUDGET	1,515,867	1,610,924	1,674,756	1,858,707	1,698,396
		Offsets	35,317	11,700	37,400	21,543	21,543
		NET 400 BUDGET	1,480,550	1,599,224	1,637,356	1,837,164	1,676,853

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #		Expend. FY 92*	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec FY95
400	400	PUBLIC WORKS					
410	420	HIGHWAY DEPT					
-100		Surveyor's Salary	50,069	53,093	55,216	55,216	55,768
-105		Asst. Surveyor's Sal.	40,808	46,037	47,878	47,878	47,878
-106		Operations Asst. Sal.	24,310	30,209	32,724	33,706	33,706
-110		Salaries	415,363	410,948	431,540	430,709	424,611
-120		Overtime	17,142	13,048	16,116	12,330	12,330
-130		Clerical	13,631	15,684	15,040	13,321	13,454
-140		Tree Warden	1,072	1,136	1,181	1,181	1,193
-141		Summer Temp Labor	0	0	0	0	0
-151		Sick Buyback	2,295	6,255	2,534	2,690	2,690
-152		Hwy Surveyor Sick Buyback	1,151	1,221	0	494	499
		Total Personal Services	565,841	577,630	602,229	597,525	592,129
-002		Police detail	7,607	12,320	0	14,157	0
-210		General Expense	4,587	3,355	5,000	5,000	5,000
-218		Roadwork	189,722	198,855	232,870	263,183	239,370
-310		Bldg. Maintenance	9,637	7,243	6,770	14,000	11,770
-311		Trees	13,295	9,974	14,000	17,910	17,910
-334		Utilities	17,450	20,295	17,000	18,500	18,500
-410		Travel	196	150	100	100	100
-420		Out of State Travel	0	0	0	600	600
-451		Cemeteries	7,903	11,902	18,575	22,750	22,750
-510		Equipment	2,340	6,413	0	0	0
-511		Vehicle Maintenance	111,299	61,282	90,201	80,201	80,201
-700		Street Lighting	62,656	69,140	65,500	70,000	70,000
-710		Uniforms	9,712	9,576	10,750	10,750	10,750
-810		Tuition	0	0	0	3,000	3,000
-818		Gasoline	45,000	73,379	77,000	79,000	77,000
		Total Expenses	481,404	483,884	537,766	599,151	556,951
-901		Capital Items	70,000	0	65,000	165,000	52,000
		Total Capital Spending	70,000	0	65,000	165,000	52,000
-121		Snow & Ice Overtime	35,273	112,874	41,703	42,027	42,027
-255		Snow & Ice Contractors	2,134	41,551	24,786	25,000	25,000
-301		Snow & Ice Materials	62,868	120,255	69,968	71,517	71,517
		Total Snow and Ice	100,275	274,680	136,457	138,544	138,544
410	420	Total	1,217,520	1,336,194	1,341,452	1,500,220	1,339,624
		Offset: Cemetery Revenue	28,000	11,700	14,000	17,625	17,625
		Offset: ATM82/14, STM86/6	7,317	0	0	0	0
		Offset: ATM 90/24	0	0	23,400	3,918	3,918
		NET 410 BUDGET	1,182,203	1,324,494	1,304,052	1,478,677	1,318,081

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #		Expend. FY 92*	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec FY95
-901		Capital Items	0	0	0	0	0
		Total Capital Spending	0	0	0	0	0
340	251	Total Appropriation	297,823	306,752	327,755	349,204	342,286
		Pool Ent.Fund Revenue	7,948	8,765	9,469	9,840	9,938
350	292	DOG OFFICER					
-100		Dog Officer's Salary	19,268	18,913	0	21,304	21,517
-140		Extra Hire	500	499	500	0	0
		Total Personal Services	19,768	19,412	500	21,304	21,517
-210		General Expense	1,153	1,287	1,089	1,100	1,100
-255		Contracted Services	0	0	18,913	500	500
-310		Vehicle Maintenance	0	0	0	500	500
		Total Expenses	1,153	1,287	20,002	2,100	2,100
		Total Capital Spending	0	0	0	0	0
350	292	Total	20,921	20,699	20,502	23,404	23,617
360	171	CONSERVATION					
-100		Conservation Coordinator	19,405	20,544	30,495	30,495	30,800
-130		Clerical	3,973	4,227	2,800	4,593	2,939
-195		Wetland Protection Act	4,125	4,125	4,125	4,125	4,125
		Total Personal Services	27,503	28,896	37,420	39,213	37,864
-210		General Expense	1,715	1,627	1,243	1,243	1,243
-220		Computer	0	0	0	0	0
-310		Maintenance	1,080	0	1,244	7,500	4,000
-410		Travel	156	277	200	250	250
		Total Expenses	2,951	1,904	2,687	8,993	5,493
-900		Conservation Fund	0	0	0	0	0
		Total Capital Spending	0	0	0	0	0
360	171	Total	30,454	30,800	40,107	48,206	43,357
		Offset:Wetland Protect. Funds	4,125	4,125	4,125	4,125	4,125
		Net Budget	26,329	26,675	35,982	44,081	39,232
370	173	BOARD OF APPEALS					
-130		Personal Services (Cler)	8,786	10,722	11,000	10,246	10,348
-210		Expenses (Gen. Exp.)	542	316	800	800	800
-901		Total Capital Spending	0	0	0	0	0
370	173	Total	9,328	11,038	11,800	11,046	11,148
		TOTAL 300 BUDGET	3,114,439	3,142,953	3,383,816	3,515,534	3,317,104
		Offsets	29,125	54,125	97,625	34,125	34,125
		NET 300 BUDGET	3,085,314	3,088,828	3,286,191	3,481,409	3,282,979

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #		Expend. FY 92 *	Expend. FY 93 **	Approp. FY 94	Dept Request FY 95	Fin Com. Rec. FY95
320	210	POLICE DEPT					
-100		Chief's Salary	72,295	76,729	79,733	79,733	80,530
-101		Chief's Extra Pay	5,931	3,231			
-105		Lieutenant's Sal.	65,745	69,721	72,510	72,510	72,510
-107		Lieut. Extra Pay	4,185	4,179			
-110		Salaries	918,099	926,504	987,452	997,614	962,612
-120		Overtime	115,415	96,323	102,647	127,647	102,647
-130		Clerical	48,279	51,198	53,238	53,388	53,922
-151		Sick Buyback	1,891	1,773	2,754	1,911	1,911
-151		Retirement Sick Buyback	0	15,853			
		Total Personal Services	1,231,840	1,245,511	1,298,334	1,332,803	1,274,132
-210		General Expense	28,491	33,816	28,058	28,058	28,058
-310		Maintenance	18,335	25,409	26,215	26,215	26,215
-410		Travel	1,141	2,513	2,000	2,000	2,000
-420		Travel, Out of State	1,000	1,000	1,000	1,000	1,000
-510		Equipment	24,916	6,981	10,000	10,000	10,000
-710		Uniforms	14,280	14,512	15,600	15,600	15,600
-810		Tuition	3,400	6,271	3,400	3,400	3,400
		Total Expenses	91,563	90,502	86,273	86,273	86,273
-901		Capital Items	65,490	15,000	50,000	75,000	60,000
		Total Capital Spending	65,490	15,000	50,000	75,000	60,000
320	210	Total	1,388,893	1,351,013	1,434,607	1,494,076	1,420,405
340	251	BUILDING DEPT.					
-100		Inspector's Salary	45,988	48,769	50,720	50,720	50,720
-110		Supv. of Town Bldgs.	32,722	35,802	38,287	38,287	38,287
-120		Overtime	1,067	51	1,500	2,500	2,500
-130		Clerical	23,845	25,369	30,776	30,776	31,084
-140		Deputy Inspector	1,663	3,291	4,640	4,640	4,640
-150		Custodial	47,102	51,719	54,722	77,351	78,125
-151		Sick Buyback	0	0	0	0	0
-160		Plumbing Inspector	9,586	10,355	8,500	8,500	8,500
-170		Retainer: Plumbing	2,300	2,300	2,300	2,300	2,300
-180		Sealer of Weights	1,500	925	1,650	1,650	1,650
-190		Wiring Inspector	10,440	10,640	10,440	10,440	10,440
		Total Personal Services	176,213	189,221	203,535	227,164	228,246
-210		General Expense	1,146	1,151	1,200	1,640	1,640
-255		Contracted Services	8,745	8,343	8,000	8,000	0
-310		Vehicle Maintenance	730	449	1,500	1,000	1,000
-320		Town Bldg. Maint.	110,033	103,265	113,320	111,000	111,000
-410		Travel, In State	196	0	0	0	0
-510		Equipment	560	4,000	0	0	0
-710		Uniforms	200	323	200	400	400
		Total Expenses	121,610	117,531	124,220	122,040	114,040

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #		Expend. FY 92 *	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec FY95
300	200	PROTECTION					
310	220	FIRE DEPT					
-100		Chiefs Salary	61,817	65,552	68,173	68,173	68,855
-101		Chiefs Extra Pay	1,196	1,507			
-110		Salaries	1,057,368	1,098,526	1,145,165	1,143,217	1,130,719
-120		Overtime	118,377	131,927	119,095	197,925	129,095
-130		Clerical	19,116	20,225	20,983	26,104	21,193
-140		Dispatchers	27,077	13,724	0	0	0
-151		Sick Buyback	6,024	6,203	6,839	6,839	6,839
		Total Personal Services	1,290,975	1,337,664	1,360,255	1,442,258	1,356,701
-210		General Expense	13,964	13,395	13,230	13,680	13,680
-255		Contracted Services			3,500	5,000	5,000
-310		Maintenance	31,480	46,815	52,850	56,350	56,350
-410		Travel, In State	175	59	0	200	200
-420		Travel, Out of State	500	500	500	650	650
-510		Equipment	8,452	8,455	12,500	14,250	12,500
-620		Alarm Maint.	867	431	1,000	1,000	1,000
-710		Uniforms	15,618	14,820	17,410	17,410	17,410
-810		Tuition	4,989	512	2,800	2,800	2,800
		Total Expenses	76,045	84,987	103,790	111,340	109,590
-901		Capital Items	0	0	85,000	36,000	10,000
		Total Capital Spending	0	0	85,000	36,000	10,000
310	220	Total	1,367,020	1,422,651	1,549,045	1,589,598	1,476,291
		Offset: Ambulance Fund	25,000	50,000	93,500	30,000	30,000
		Net Budget	1,342,020	1,372,651	1,455,545	1,559,598	1,446,291

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #		Expend. FY 92	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec. FY95
100	300	EDUCATION					
		SUDBURY PUBLIC SCHOOLS					
		Salaries	7,332,115	7,152,325	8,136,344	9,013,781	8,809,281
		Expenses	1,578,688	1,607,466	1,935,091	2,096,444	2,081,444
		Equipment	60,545	52,382	67,000	684,795	426,095
		Roof Repairs			142,000		
		Subtot Sudbury Pub.Scls	8,971,348	8,812,173	10,280,435	11,795,020	11,316,820
		Offsets, including METCO	100,492	237,328	259,594	238,233	238,233
110		Net Sudbury Public Scls	8,870,856	8,574,845	10,020,841	11,556,787	11,078,587
		Insurance/Benefit Costs	1,145,521	1,239,265	1,331,294	1,496,532	1,458,921
		True Cost S.P.S.	10,116,869	10,051,438	11,611,729	13,291,552	12,775,741
NOTE: Includes \$229,242 carried forward from FY93 to FY94 and expended.							
Includes \$325,489 carried forward from FY92 to FY93 and expended.							
130		L-S REGIONAL H.S. Sudbury Assessment	6,367,491	6,539,191	6,942,562	7,482,884	7,341,877
140		MINUTEMAN VOC. H.S. Sudbury Assessment	357,370	381,446	300,448	313,488	313,488
		TOTAL 100 BUDGET	15,595,717	15,495,482	17,263,851	19,353,159	18,733,952
		Offsets:Free Cash	0	0	0	0	0
		NET 100 BUDGET	15,595,717	15,495,482	17,263,851	19,353,159	18,733,952
							0
200	710	DEBT SERVICE					
-201		Temp. Loan Int.	1,809	21,189	20,000	8,000	8,000
-203		Other Bond Int.	195,081	348,287	366,017	338,603	338,603
-205		Other Bond Princ.	275,000	675,000	765,000	765,000	765,000
-440		Interest Refund	2,151	948	0	0	0
-711		Bond & Note Expense	1,439	584	5,000	3,000	3,000
200	710	TOTAL DEBT SERVICE	475,480	1,046,008	1,156,017	1,114,603	1,114,603
*#		(Fairbank/COA: P & I)	140,240	134,480	128,720	122,960	122,960
*#		(Nixon/Noyes: P & I)	248,900	733,400	575,400	556,000	556,000
*#		(Fire Station: P & I)	132,960	129,120	225,280	215,040	215,040
*#		(Melone & Unisys: P & I)	0	52,649	216,733	209,603	209,603
		Nixon-Noyes Recap Sheet				26,000	26,000
		Offsets, Carry forwards, etc.	52,019	26,362	15,116	200,222	200,222
		TOTAL Princ & Int (Exempted)	470,081	1,023,287	1,131,017	929,381	929,381
*#		Project costs provided for information only and do not necessarily add to the Total Debt Service, due to Carry Forwards, Town Meeting Article appropriations, etc.					

**TOWN OF SUDBURY
FY95 BUDGET**

Old Line #	New Line #	Expend. FY 92*	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec FY95
Sudbury Pub. Schls. (Gross)		8,971,348	8,812,173	10,280,435	11,795,020	11,316,820
Sudbury Pub. Schls: Offsets		100,492	237,328	259,594	238,233	238,233
SUDBURY PUB. SCHLS. (Net)		8,870,856	8,574,845	10,020,841	11,556,787	11,078,587
L.S.R.H.S.(Assessment)		6,367,491	6,539,191	6,942,562	7,482,884	7,341,877
M.R.V.T.H.S.(Assessment)		357,370	381,446	300,448	313,488	313,488
TOTAL SCHOOLS		15,595,717	15,495,482	17,263,851	19,353,159	18,733,952
200: Debt Service		475,480	1,046,008	1,156,017	1,114,603	1,114,603
300: Protection		3,114,439	3,142,953	3,383,816	3,515,534	3,317,104
400: Highway/Landfill		1,515,867	1,610,924	1,674,756	1,858,707	1,698,396
500: General Govt.		804,618	763,173	850,773	941,939	897,403
560: Finance		435,673	437,657	526,417	563,753	556,322
600: Library		369,454	365,129	405,016	453,520	434,628
700: Recreation		469,911	434,394	463,524	500,259	472,271
800: Health		185,503	189,152	201,547	218,549	216,155
900: Veterans		13,598	20,635	17,651	43,167	11,823
950: Unclassified/Transfer Acct.		2,840,318	3,065,033	3,383,413	3,538,348	3,498,258
TOTAL TOWN (inc. Unclassif.)		10,224,861	11,075,057	12,062,930	12,748,379	12,216,963
TOTAL OPERATING BUDGET		25,820,578	26,570,539	29,326,781	32,101,538	30,950,915
STM Articles:		1,050,000	0	0	0	0
ATM Articles:		1,437,780	2,492,637	566,893	9,738,713	6,813,213
Borrowing		2,050,000	2,134,424	0	0	6,488,000
TOTAL ARTICLES		437,780	358,213	566,893	9,738,713	325,213
TOTAL APPROPRIATIONS		26,258,358	26,928,752	29,893,674	41,840,251	31,276,128
Cherry Sheet Chgs.& Underest.		347,160	360,050	370,222	370,222	370,222
Cherry Sheet Offsets		217,547	217,587	264,744	264,744	264,744
Recap, Snow&Ice & Oth. chgs		70,727	47,015	166,305	164,000	152,000
Abatements & Exemptions		394,184	350,979	298,387	350,000	350,000
TOTAL CHARGES		1,029,618	975,631	1,099,658	1,148,966	1,136,966
TOTAL TO BE RAISED		27,287,976	27,904,383	30,993,332	42,989,217	32,413,094
Cherry Sh.Receipts & Overest.		2,173,992	2,093,538	2,462,417	2,759,360	2,759,360
Local Receipts		2,069,951	2,122,577	2,170,161	2,065,161	2,180,660
Enterprise Fund Receipts		661,814	645,544	740,711	757,896	758,858
Free Cash applied		300,527	399,536	482,894	443,000	443,000
Dog Licenses (& St Aid)		2,000	7,750	6,454	6,454	6,454
Wetlands Protection Fund		4,125	4,125	4,125	4,125	4,125
Abatement Surplus		175,000	0	179,383	400,000	400,000
Cemetery Fund		28,000	11,700	14,000	17,625	17,625
Stabilization Fund		180,000	0	0	72,000	72,000
Transfer from ATM 1987/14		30,000	0	0	0	0
Transf:ATM 82/14,STM 86/6		7,317	0	0	0	0
Transfer from ATM 8/14				8,532	0	0
Transf from ATM 90/24				140,000	3,918	3,918
Transf from Conservation Wetlands Map Art.					10,000	0
Transport. Bond Offset		0	319,713	319,713	319,713	319,713
Offset: Revolving Funds		0	0	0	1,400	0
Ambulance Fund		25,000	50,000	93,500	30,000	30,000
TOTAL RECEIPTS&REVENUE		5,657,726	5,654,483	6,621,890	6,890,652	6,995,713
REQUIRED TAX LEVY		21,630,250	22,249,900	24,371,442	36,098,565	25,417,381
Previous Limit +2.5%		20,695,073	21,710,546	22,610,635	23,712,938	23,712,938
New Construction		170,948	348,612	523,939	493,000	493,000
Prop 2 1/2 Override		315,000	0	0		
LEVY LIMIT		21,181,021	22,059,158	23,134,574	24,205,938	24,205,938
Prop 2 1/2 Exemptions		682,036	1,185,553	1,296,109	1,212,321	1,212,321
APPLICABLE LEVY LIMIT		21,863,057	23,244,711	24,430,683	25,418,259	25,418,259
UNDER LEVY LIMIT		232,807	994,811	59,241	0	878
OVER LEVY LIMIT		0	0	0	10,680,306	0

We must acknowledge the spirit of cooperation and the remarkably professional attitude of the departments and various committees we worked with over the past couple of months. Sudbury is fortunate to have such a dedicated and capable workforce of both professionals and volunteers. We must especially thank Terri Ackerman, the Town's Budget Officer, for her many valuable contributions including getting the numbers right and making sure everything was completed within the schedule.

Respectfully submitted,

**Michael T. Fitzgerald
Karen Anderson Palmer, Vice Chair
David Asheim**

**Barbara W. Pryor
Joseph M. Proud
John J. Ryan, Jr.**

**Roy T. Sanford
Steven D. Stolle
Steven Wishner**

THE EDUCATION REFORM ACT

Aside from the educational aspects of the Massachusetts Education Reform Act of 1993, the statute contains a number of school financing requirements. The law is quite complex and many problems still need to be worked out. Briefly, all three school systems, the Sudbury Public Schools, Lincoln-Sudbury Regional, and Minuteman Vocational Technical, are approximately in the same position with respect to financing requirements. Each system is above the state defined minimum "Foundation Budget" but below the budget level determined by the Town's perceived ability to pay known as the "Standard of Effort." This position requires that (a) all Education Reform aid coming to the Town be appropriated to the schools and (b) that the Town must increase its contribution to the schools each year by at least the "Municipal Growth Factor" or the rate of growth in Town revenues. In FY95, total additional state aid to Sudbury (SPS or LSRHS) under the Education Reform Act is expected to be \$457,000 or \$66,000 more than in FY94.

In the fall of 1993, shortly after the Act was passed by the legislature, the State Department of Education and the Sudbury Public School Committee believed that the Town's minimum contribution was less than the prescribed amount and that we may be in violation of the law. After substantial review of this complex legislation, the School Committee and the Finance Committee could not make a precise determination as to the proper level of funding. As a compromise, the Fincom transferred \$30,381 to the school budget, an amount which satisfied all state and local officials.

Based on the Town's desire for strong school systems, this law should have minimal effect on the allocation of resources in Sudbury, but could create some minor problems in lean years. The recommended FY95 budget is in full compliance with the Education Reform Act.

BOND ISSUE

As noted earlier, the FY95 budget recommendation and other recent budgets provide very little funding for improving the Town's infrastructure or physical assets. Important, large capital projects which are listed as Articles in this Warrant, just cannot be funded as part of the budget under Proposition 2 1/2 without creating serious problems in virtually all of the school and town departments. Some of these projects will have to be funded at some point in time unless we are to abandon these assets altogether. Others portray either a very strong need or the possibility of cost savings/avoidance. These are all long term assets from which the Town will benefit for many years and are the types of assets that are generally funded by long term borrowing.

Currently Sudbury's net debt service (after state reimbursement) is a relatively low 3.0 percent of the operating budget and declining modestly as earlier debt is paid down. The economy is improving. Interest rates are lower than at any time in recent memory and the Town's credit rating is good and even improving. Generally, the Town would borrow to fund these types of projects over 10 years by asking both the Town Meeting and the voters at large to approve a debt exemption over Proposition 2 1/2, which would raise the money on the tax levy only for the period for which the debt is to be paid.

Although no formal position has been taken by the Finance Committee on either a bond issue or the specific projects to be included, there is a strong sense that now is a good time to move in this direction and to present the issue to Town Meeting if the details can be properly worked out. Rather than allow these projects to stand alone only to be pushed in competition with each other by narrow interest groups, the Finance Committee believes strongly that, since doing some set of these projects will bring many benefits to the community as a whole, a "bundled" approach, packaging all the items into a single large bond issue, will allow the "Sudbury Community" to take a community approach to the question. The Fincom apologizes for its inability to conclude its decision making in time to properly report in the Warrant but will report fully to the Town as soon as possible.

SUMMARY

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

As a result, the recommended budget does include currently scheduled step increases and longevity items but no union salary increase items. In the case of Lincoln-Sudbury Regional, any salary adjustments must be covered by the recommended assessment, a situation necessitated by the complications of the assessment process for the two towns. In addition, for FY95 the Personnel Board, in Article 3 of this Warrant, has recommended a one percent increase for non-union employees and elected officials totalling approximately \$17,900. The Fincom concurs with that position and has included this increase in the appropriate line items for Town Meeting approval.

BUDGET REVIEW

The FY95 budget recommendation, including articles, forecasts total spending to rise by approximately \$1.4 million or 4.6 percent over FY94. The operating budget portion of the budget rises by \$1.6 million or 5.5 percent as outlined in the following table.

SUMMARY OF RECOMMENDED APPROPRIATIONS (000'S)

	Appropriated FY94	Recommended FY95	Additional Dollars	% Increase
Sudbury Public Schools (Net)	\$10,021	\$11,079	\$1,058	10.6%
LSRHS Assessment	\$6,943	\$7,342	\$399	5.8%
Minuteman Regional	\$300	\$313	\$13	4.3%
100 Total Schools	\$17,264	\$18,734	\$1,470	8.5%
200 Debt Service	\$1,156	\$1,115	(\$41)	-3.6%
300 Protection	\$3,384	\$3,317	(\$67)	-2.0%
400 Highway/Landfill	\$1,675	\$1,698	\$24	1.4%
500 General Government	\$851	\$897	\$47	5.5%
560 Finance	\$526	\$556	\$30	5.7%
600 Library	\$405	\$435	\$30	7.3%
700 Recreation	\$464	\$472	\$9	1.9%
800 Health	\$202	\$216	\$15	7.2%
900 Unclassified	\$3,883	\$3,498	\$109	3.2%
TOTAL OPERATING BUDGET	\$29,327	\$30,951	\$1,624	5.5%

Each of the departmental budgets are described in more detail in a later section of the Warrant. It is clear that the schools, primarily due to the opening of Nixon School, are receiving the bulk of the increased spending in dollar terms, but other budgets are also expanding in similar percentage terms. Despite the reduction in Protection appropriations, the Town should actually receive greater service than in the current year. Personnel changes to lower steps and the new ambulance purchased last year account for \$125,000 in decreases versus FY94, meaning other increases in these departments total \$58,000.

Overall, the Finance Committee believes that its priorities and objectives, which are hopefully identical to those of the Town's citizens, have been met with the budget as recommended. However, one point of failure needs to be noted - nothing has been done to improve the Town's infrastructure except to add a custodian/maintenance person in the Building Department.

As noted earlier, Free Cash of \$443,000 is being utilized in the budget recommendation which leaves a balance of \$577 available for additional spending at the Annual Town Meeting. Free Cash was not recertified in mid-year to expand the funds available for this budget as it had been in earlier, more difficult periods. This is a more prudent approach. Free Cash will again be certified on July 1, 1994 and will be available for future Town Meetings.

New construction remains at a high level, up from \$171,000 in FY92 and \$348,000 in FY93 but down from \$524,000 in FY94. These revenues are welcome but it is important to recognize the hidden costs of growth which are showing up in virtually all budgets, especially the K-8 school system.

State aid, or the Cherry Sheet as it is known, is up significantly in FY95. The major component of this increase is the state reimbursement for the Nixon/Noyes renovations of several years ago. The initial payment of \$200,222 will be received in August 1994 and will be a direct reduction to the exempted debt portion of the tax levy. As noted above, debt exemptions are down \$85,000 which otherwise would have increased by \$117,000 as a result of increases associated with the new bonding for the boiler replacement at LSRHS.

Local receipts which include motor vehicle excise, department fee revenues, penalties and interest are difficult to predict accurately but are essentially level funded as recommended by the Board of Assessors and the Town Accountant.

Other sources of funds include Free Cash, Abatement Surplus, and the Stabilization Fund. The budget recommendation includes Free Cash utilization of \$443,000 and Abatement Surplus of \$400,000 as determined by the Board of Assessors. The Fincom is also recommending use of \$72,000 from the Stabilization Fund which will require a two-thirds vote of Town Meeting.

BUDGET PROCESS

The improving revenue picture led the Fincom to believe that budgets would not have to be cut and that building back some budgets would be possible in FY95. The Fincom's highest priority was to ensure the opening of the Nixon School because of both the critical need for space and to ensure continued state reimbursement (\$200,222 for twenty years) for a portion of the renovation expense. To not open Nixon would jeopardize some or all of this reimbursement stream and seriously impair the K-8 school system for years to come. It is an expensive undertaking as outlined in the detailed Warrant report, but it simply must be done. As a result, the reserves mentioned above needed to be spent rather than saved or built.

Secondary priorities were to improve the Town's infrastructure and to selectively build back department service levels where the available incremental spending would provide the most to benefit the Town.

The budget process as defined by the Finance Committee directed all departments to a starting point of "level staff/level expense" meaning that all departments are generally expected to be at least as well off as the current year. Still, all line items were closely scrutinized and reduced where possible. Where incremental spending was requested, we asked for specific benefits to be derived by the Town. Budget increases were recommended based on the priorities determined by the individual department heads and weighed in their overall importance by the Finance Committee. In the case of all departments, the recommended budget includes increases to fund at least one, and in some cases more, of each department's highest priority additions.

In all cases, departments did not receive their full requested budget increases. Throughout the process, and with the help of each department head, all requests were thoroughly and thoughtfully reduced to the items of most importance. In general, most of the recommended increases were considered either quite important to the department function or are productivity enhancements. The resulting budget was then the Fincom's recommendation as the best use of available funds.

Throughout the past year, the Fincom has worked with the Negotiating Advisory Committee (NAC) whose charter is to provide advice regarding union contract discussions. The position of both committees was to make no provision for salary increases in the recommended budget unless settlements were reached before Town Meeting. In that way, all of the various committees and Town Meeting would have the opportunity to be informed of the budget impact of proposed settlements before approving funding for any proposed new contract. Since no settlements have been reached, a Special Town Meeting will be needed to approve funding for any new contract.

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #		Expend. FY 92*	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin. Com. Rec. FY95
950		UNCLASSIFIED					
		EMPLOYEE BENEFITS					
-800		Health Insurance	1,483,774	1,605,536	1,693,000	1,827,163	1,807,142
		Town Share:	660,725	714,945	732,964	732,964	732,964
		Scl Share:	823,049	890,591	960,036	1,094,199	1,074,178
-801		Life Insurance	4,472	4,394	4,600	4,800	4,800
		Town Share:	1,991	1,957	2,048	2,137	2,137
		Scl Share:	2,481	2,437	2,552	2,663	2,663
-813		Retirement Fund	868,889	1,006,344	1,003,000	1,040,584	1,015,659
		Town Share:	686,509	795,112	792,470	798,736	782,934
		Scl Share:	182,380	211,232	210,530	241,848	232,725
-821		Worker's Compensation	156,525	115,778	190,000	188,178	186,957
		Town Share:	105,639	78,139	128,231	121,482	122,314
		Scl Share:	50,886	37,639	61,769	66,696	64,643
-822		FICA/Medicare	82,365	55,144	75,000	80,814	79,946
		Town Share:	36,677	24,556	33,397	33,398	33,398
		Scl Share:	45,688	30,588	41,603	47,416	46,548
-825		Unemploy. Compensation	1,000	70,000	30,000	10,000	0
		Town Share:	445	31,171	13,359	4,453	0
		Scl Share:	555	38,829	16,641	5,547	0
		Total Employee Benefits	2,597,025	2,857,196	2,995,600	3,151,539	3,094,504
		OPERATING EXPENSES					
-510		Equipment	1,430	0	0	0	0
-799		Audit	0	12,000	0	0	0
-803		Property/Liab. Insurance	169,722	117,171	160,000	160,000	160,000
		Town Share:	129,239	89,223	121,836	121,836	121,836
		Scl Share:	40,483	27,948	38,164	38,164	38,164
-804		Print Town Report	5,661	4,688	6,500	6,500	6,500
-805		Memorial Day	1,180	1,324	1,325	1,425	1,425
-814		Town Meetings	11,650	14,759	17,000	18,500	18,500
-815		Postage	29,993	29,963	30,000	34,000	34,000
-816		Telephone	20,551	24,270	29,000	21,000	21,000
-951		Copying	3,106	3,662	7,500	7,500	7,500
		Total Operating Expenses	243,293	207,837	251,325	248,925	248,925
950		TOTAL UNCLASSIFIED	2,840,318	3,065,033	3,246,925	3,400,464	3,343,429
		(Total Town Related)	1,694,796	1,825,768	1,915,631	1,903,931	1,884,508
		(Total School Related)	1,145,521	1,239,265	1,331,294	1,496,532	1,458,921
		Offset: Free Cash	132,947	361,536	373,714	443,000	443,000
		Offset: Abatement Surplus	175,000	0	179,383	400,000	400,000
		Offset: Stabilization Fund	0	0	0	72,000	72,000
		NET BUDGET	2,532,371	2,703,497	2,693,828	2,485,464	2,428,429
		Pool Ent. Fund Revenue	29,580	36,988	33,495	32,572	32,572
		Lndfill Ent. Fund Revenue	38,604	38,579	39,475	39,475	39,475

TOWN OF SUDBURY
FY95 BUDGET

Old Line #	New Line #	Expend. FY 92 *	Expend. FY 93**	Approp. FY 94	Dept Request FY 95	Fin Com Rec. FY95
970	TRANSFER ACCOUNTS ***					
-110	Salary Adjustment Acct.	0	0	0	0	0
-807	Reserve Fund	100,000	100,000	100,000	100,000	100,000
-970	Town Salary Contingency		34,941	36,488	37,885	54,829
-971	Scl Salary Contingency		0	0	0	0
970	TOTAL TRANSFER ACCTS	100,000	134,941	136,488	137,885	154,829
	Offset: Abatement Surplus	0	0	0	0	0
	Offset: Free Cash	0	0	0	0	0
	NET BUDGET	100,000	134,941	136,488	137,885	154,829
	TOT OPERATING BUDGET	25,820,578	26,570,539	29,326,781	32,101,538	30,950,915
	Total Offsets	241,442	73,575	320,862	544,122	534,122
	Free Cash Applied	132,947	361,536	373,714	443,000	443,000
	NET OPERATING BUDGET	25,446,189	26,135,428	28,632,205	31,114,416	29,973,793

* Includes Reserve Fund and Line Item transfers, as well as other financing uses.

** Does not include Reserve Fund and Line Item transfers for FY94 to date.

*** Transfer accounts are appropriated to the 970 account and then transferred to other line items as needed. Thus for FY92 and FY93 this account is not included in the Total Operating Budget.

FINANCE COMMITTEE BUDGET REPORTS

Please note that the Finance Committee concurs with the Personnel Board's decision to recommend a one percent salary increase for all non-union personnel in the Town departments. These increases are presented in the appropriate departmental line items for Town Meeting approval. In the absence of negotiated union settlements, no other salary line items have been adjusted. The individual reports that follow do not specifically note these increases.

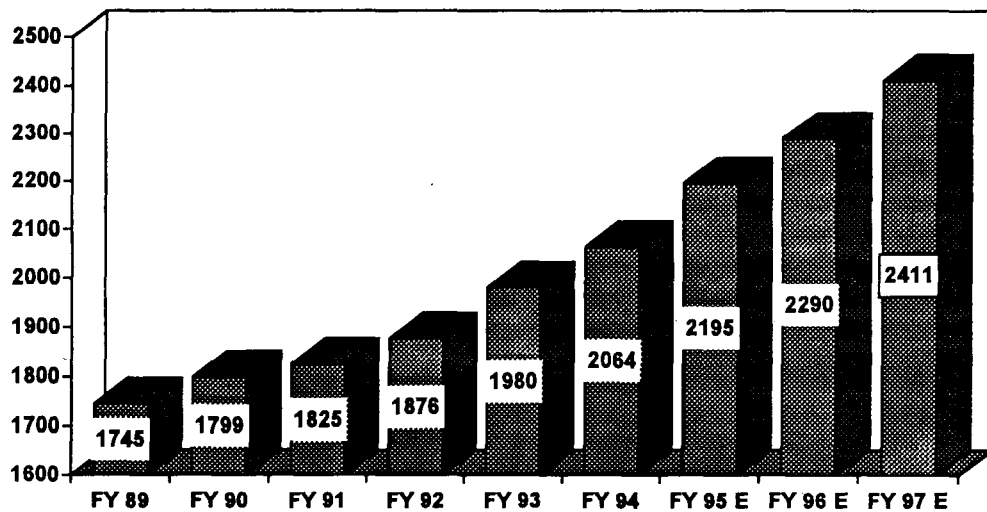
After two years of positive experience with the Salary Contingency line item in the 970 Transfer Account Budget, the Finance Committee is recommending increasing this item from two to three percent of the salary line items in the large departments: Police, Fire, Highway, and Library. Although essentially level staffing is recommended for each of these departmental budgets (Library has a minor increment), a comparison to FY94 would show a one percent decrease. Again, this change is not specifically noted in the following reports.

110 SUDBURY PUBLIC SCHOOLS K-8

Overview

Enrollment in the Sudbury Public Schools has increased by roughly 26% in the FY89-FY95 time frame. Most of that growth has occurred in grades K-5. Analysis of the existing Sudbury pre-school population and extension of current growth trends in the K-8 grades indicates that roughly 130 new students will enter Sudbury elementary and middle schools in FY95, 95 in FY96 and 120 in FY97.

K - 8 Student Enrollment



FY89-FY95 E Enrollment Growth = 25.8%

Noyes, Haynes, and the Curtis Middle School are severely crowded; there is insufficient space in those facilities to house the continued enrollment growth in FY95. Even with the addition of the Nixon School, more space is needed.

For FY95, SPS budget priorities are to:

- Open the Nixon School to provide the instructional space needed for FY 95 enrollment.
- Continue to reduce class size in all schools to meet established school committee guidelines.
- Secure funding to expand the Nixon School in FY95 to provide instructional space for the continuing growth in the K-8 population.

Budget Recommendation

The Finance Committee has recommended a Net SPS budget for FY95 in the amount of \$11,078,587. This recommendation represents a 10.6 % increase from the FY94 appropriation of \$10,020,841. It fully meets Sudbury's requirement for FY95 K-8 funding as set forth by the new State Education Reform Act.

The School Committee has indicated that the increased funding will be allocated as follows:

- Approximately \$190,000 to cover legally mandated expenses for increased costs of special education, and required step increases for personnel.
- Approximately \$600,000 to open and operate the Nixon School in September 1994. Of this amount, \$325,000 represents one time charges for rental of portable classroom space, and moving and set-up costs to prepare the building to open. Ongoing operating costs are roughly \$275,000.
- Approximately \$250,000 to service 130 new students in FY95 and to modestly reduce class sizes through the addition of 6.5 new classroom teachers and associated support personnel for specialist instruction (music, art, physical education, guidance, etc.)

Excluding the costs to open the Nixon School, the recommended increase to the SPS budget for additional teaching staff to address increased enrollment is \$250,000, or only a 2.5% increase over FY94.

Nixon School

Nixon School is expected to open within the FY95 operating budget in September 1994 as a K-4 elementary school housing approximately 380 students. Four kindergarten, four first grade, four second grade, three third grade and three fourth grade classes are planned. In order to provide 16 classroom spaces as well as space needed for normal programs such as gym, music, library, art, guidance and special education, the addition of four leased portable spaces is required and is included within this budget.

In order to meet enrollment needs in FY96-98, the School Committee has proposed that Nixon be expanded - roughly doubled - in time to open in September 1995 as a K-5 school, also housing the special education pre-school program for the Nixon district. Permanent Building Committee and Sudbury School Committee analyses indicate that it is more cost efficient to expand Nixon than to add permanent or temporary space to other Sudbury K-8 buildings. Also, expanding the size of the Nixon district will allow the School Committee to maximize the use of professional staff while minimizing incremental operating costs.

In order to fund the proposed Nixon Expansion, the Sudbury School Committee has requested a debt exemption under Article 62 in this warrant. A debt exemption allows the Town to raise the funds needed to pay the principle and interest on the bond by increasing taxes above the limits set by Proposition 2 1/2 only for the term of the bond.

State Reimbursement of School-Related Debt

In FY95, Sudbury will receive \$200,222 as its first reimbursement for the exempted debt used to fund the Nixon/Noyes Renovation.

The School Committee is applying for State reimbursement for the proposed Nixon Expansion, as it did with the Nixon/Noyes Renovation. If approved by the State this year, the reimbursement could be set at the 64% level, with repayment beginning no earlier than three years from now. Pending changes in State regulations indicate that the reimbursement level could be reduced if the project is delayed beyond FY95, when the current School Building Assistance Act expires.

130 LINCOLN-SADBURY REGIONAL SCHOOL DISTRICT

The FY95 Lincoln-Sudbury assessment rises by 5.8% and reflects a 4.9% budget increase over FY94. The budget is intended to cover an anticipated 3% increase in the student population, a \$141,890 increase in the special education budget, a \$129,600 increase in the debt service budget, a \$63,111 increase in insurance and benefits, and a \$35,800 increase in utilities and maintenance. Although, at the time of this writing, salary negotiations between the District and its teachers are not complete, the recommended budget is intended to cover any salary increases which may be negotiated. Not included within this budget is funding for a computer lab for the Foreign Language Department which had been requested by the District. Recommend approval of \$7,341,877.

140 MINUTEMAN REGIONAL VOCATIONAL TECHNICAL SCHOOL DISTRICT

The FY95 assessment is increased approximately 4% over FY94 and complies with the State Education Reform Law for minimum funding. Recommend approval of \$313,488.

200 DEBT SERVICE

Total debt service decreases by \$41,414 or 3.6 percent. Included in this reduction is an initial payment of \$200,222 from the State School Building Assistance Board as reimbursement for 1990 Nixon/Noyes renovations. This reimbursement is expected to continue for twenty years or may be changed to a higher annual amount over a ten year period once an audit is complete. The reimbursement is shown in the budget as an increase on the Cherry Sheet. Since the debt was exempted from Proposition 2 1/2, the tax levy (Exempted Debt) will, therefore, be \$200,222 lower than would otherwise be the case. The debt service schedule projects small but steady decreases over the next several years. Recommend approval of \$1,114,603.

310 FIRE DEPARTMENT

The major changes in the Fire Department budget are due to increases in overtime, maintenance, contracted services, and a capital item purchase. The increase of \$10,000 in the overtime line allows the North Sudbury Fire Station to remain open more hours. The additional \$3,500 in the maintenance line allows for needed repairs (materials only, fire department labor) to the kitchen and bathroom areas of the North Sudbury Fire station. An increase of \$1,500 in Contracted Services represents the change from a partial year to a full-year contract with an agent that handles the ambulance billing. The \$5,000 cost of this service is offset by the Ambulance Fund. Finally, \$10,000 is recommended for purchase of a used bucket truck to maintain fire alarm wires. Recommend approval of \$1,476,291.

320 POLICE DEPARTMENT

This department is level funded for next year in terms of hours and service. The Finance Committee recommends a new, updated computer system for better service and faster response time, as well as three new police cruisers for a total capital request of \$60,000. Recommend approval of \$1,420,405.

340 BUILDING DEPARTMENT

The Building Department's personnel services are recommended at an increase of \$23,629, reflecting the restoration of a full-time custodian and the addition of overtime hours. The additional custodian is needed in order to provide adequate coverage, appropriate care, and safe maintenance of the Town's many buildings. As a meaningful offset to the added cost of this restored position, a previously contracted-for cleaning service is being discontinued, saving the department \$8,000 annually, thus, the reduction in the department's other expenses in the coming year. Recommend approval of \$342,286.

350 DOG OFFICER

After continuing to explore ways to reduce costs and maintain this State mandated service, it has been determined that the approach taken in FY92, with a funded Dog Officer and a contract assistant, is the most effective organizational structure for this department. The slight increase in cost over FY94 of approximately \$3,000 is due to recategorization of the Dog Officer on the Personnel Grid, and to provide for maintenance to the Dog Officer's vehicle. Recommend approval of \$23,617.

360 CONSERVATION COMMISSION

The recommended increase in this budget is to allow for maintenance to Town-owned conservation properties. Recommend approval of \$43,357.

370 BOARD OF APPEALS

As a result of the passage of Article 22 (dealing with a lower cost and less time consuming method for owners of non-conforming buildings to obtain a building permit for alterations) at last year's Annual Town meeting and the approval of that article by the Attorney General, the Board of Appeals is able to reduce the number of hours needed for clerical assistance. Recommend approval of \$11,148.

410 HIGHWAY DEPARTMENT

The Highway Department is responsible for road, walkway, and tree maintenance; drainage; snow and ice removal; and the operation and maintenance of Town cemeteries. In addition, it manages the operation of the Landfill and Resource Recovery Center within the Landfill Enterprise Fund. The recommended FY95 budget for personnel is essentially level funded from FY94. Recommended expense budget increases of approximately \$19,000 are primarily for signs and marking, tree work, and building maintenance. Budgeted capital items, including a truck and a chipper, total \$52,000 as compared to a budget of \$65,000 for the previous year. Recommend approval of \$1,339,624.

460 LANDFILL ENTERPRISE FUND

The Landfill Enterprise Fund projects an increase in receipts through FY95 as a result of increases in commercial permit fees and stickers. Expenses have been allocated for mailing out stickers for next year and for the purchase of cover material for side slopes of the landfill. Additional funding has also been provided to expand Hazardous Waste Day. Projected retained earnings through FY95 will accumulate to approximately \$127,000. Recommend approval of \$358,772.

501 SELECTMEN

The overall decrease is primarily due to surveys and studies which last year partially funded the Town's management studies. Staffing levels are the same as FY94. Out of state travel includes funds for the Executive Secretary and Budget & Personnel Officer to attend the International City Managers' Conference for only the second time in nine years. Recommend approval of \$218,752.

502 ENGINEERING

Other than capital items, the Engineering budget is recommended to be essentially level funded. The recommended capital budget includes funding for an engineering workstation, plotter, digitizer, and software. In addition, this equipment may be used as a first step in a phased implementation of GIS in future years. The proposed budget submitted by the Engineering Department included a capital request of \$20,000 for the partial funding of a Geographic Information System (GIS). GIS would integrate and use data from the Assessors, Engineering, Planning, Schools, Conservation, Building, Health, Highway, Police, Fire, and Town Clerk to produce base maps showing streets, lots, utilities, etc. This information will then be used by the various departments identified to better perform their respective services. Additional funding for GIS would come from other departments and articles. Information necessary for the system would also be supplied by Boston Edison at no cost. However, the Finance Committee feels that additional study, training, and groundwork is necessary before it can recommend implementation of GIS. Recommend approval of \$244,175.

503 LAW DEPARTMENT

Expenses in this department are being level funded. The Tax Title line item -610 has been added and funded at \$10,000 so that the department may proceed in securing tax titles on approximately 50 properties in Town that are three years or more delinquent in paying their taxes to the Town. These monies will be fully recoverable by the Town at the time the delinquent taxes are paid, and will allow the Town to begin taking those steps necessary to recover some of the \$1.7 million owed to the Town in delinquent taxes. Recommend approval of \$133,116.

506 TOWN CLERK AND REGISTRARS

The recommended changes in this budget are the clerical, overtime, election, computer, and general expense areas. The increase of \$1,104 in the clerical line reflects step increases and the restoration of the staffing cuts made in this department in FY93. The overtime and election increases of \$1,525 and \$12,059, respectively, are due to the jump from one to three in the number of elections from FY94 to FY95. These expenses change annually as the number of elections change. Other increases are in the computer area to fund a new computer, and in the travel area to allow for attendance at conferences and pay mileage at the current IRS rate. The decrease of \$1,600 in General Expenses is due to an earlier purchase of a computer program that reduced costs associated with the Town's census. Recommend approval of \$163,901.

510 PERMANENT BUILDING COMMITTEE

This budget has been recommended at the FY94 level at the request of the Permanent Building Committee. Recommend approval of \$500.

511 PERSONNEL BOARD

This budget is essentially level funded from FY94. Recommend approval of \$5,028.

512 PLANNING BOARD

This budget is essentially level funded, with the exception of a modest increase of \$3,100 to provide for contract staff to assist in addressing the backlog in administrative work brought on by the increase in residential construction. Recommend approval of \$55,935.

513 CPM DOCUMENTS

Formerly called Ancient Documents Committee, this department is level funded for FY95. Recommend approval of \$1,600.

514 HISTORIC DISTRICTS COMMISSION

This budget is level funded form FY94. Recommend approval of \$165.

515 HISTORICAL COMMISSION

This commission oversees the Hosmer House. Much of the support for Hosmer House is generated by cup plate sales and by numerous volunteers. The FY95 budget for the Town's contribution is increased to \$1,800 to help defray maintenance costs. Recommend approval of \$1,800.

516 CABLE TELEVISION

This budget is level funded from last year, with the money to be used for equipment for the coverage of public meetings at the Fairbank center. Recommend approval of \$800.

517 DESIGN REVIEW BOARD

This budget is down 20% from FY94 as requested by the department. Recommend approval of \$1,629.

518 COUNCIL ON AGING

The Council on Aging continues to offer an expanded and varied set of events and opportunities for Sudbury's Senior Citizens. Recognizing the need for expanded support, the Finance Committee recommends clerical and expense increases of \$4,000, an approximate 5% increase. Recommend approval of \$70,002.

561 ACCOUNTING DEPARTMENT

The department is level funded for personnel and expenses in FY95. A reduction of \$18,800 in capital items exists from FY94. Recommends approval of \$142,904.

563 TREASURER/COLLECTOR

The recommended increase of \$29,847 consists of \$26,075 for Tax Title Expense and \$3,500 in capital for a printer and office improvements. Otherwise, the department is essentially level funded. There was a shift in the categorization of expenditures in the General Expense, Maintenance, Equipment, and Service Bureau accounts. The total of these accounts declined by 3.1%. Last year's Tax Title expense was contracted service but, in FY95, these funds will be needed for filing fees. Tax title expenses are expected to be recovered as part of the collection process. Recommend approval of \$233,172.

564 ASSESSORS

The major recommended increase in this budget is due to the state law that requires properties be revalued every three years. To accommodate this requirement, the Contracted Services line in this budget is recommended to increase by \$14,975 to hire an outside contractor to handle the revaluation. Recommend approval of \$171,876.

568 FINANCE COMMITTEE

The recommendation reflects an increase from 10 to 12.4 hours per week in secretarial support both for the Fincom and the Budget & Personnel Officer. The increase will support the operations of the FinCom in producing the annual budget recommendation. Recommend approval of \$8,370.

600 GOODNOW LIBRARY

The recommended budget for FY95 provides modest staff increases to improve children and reference services and to provide additional hours for access to the Library. Personnel services have been increased by approximately \$16,000 and the book budget by \$11,000. Maintenance has been increased by \$2,000 to permit refurbishment of shelving in the children's room. Recommend approval of \$434,628.

700 PARK AND RECREATION DEPARTMENT

All personnel and expense items are essentially level funded from FY94. Recommended capital items include a replacement pick-up truck for the department. Recommend approval of \$188,323.

701 ATKINSON POOL

Many changes have occurred thus far in FY94, having a positive impact on the Pool Enterprise Fund. The addition of a new Park and Recreation Director, this past July, has already made a positive impact through new programs and more effective, professional management of the pool. Ten new programs have been added thus far, and more are planned. The Director and her staff are working to make Atkinson Pool a facility that is both more responsive to the community's needs and a place that is more enjoyable than ever before, in an effort to increase the revenues generated by this facility. At the same time, they are cutting costs wherever possible without adversely impacting services. In this manner, they are targeting fiscal management of the Pool to a self-sufficient level in FY94. Recommend approval of \$282,348.

710 YOUTH COMMISSION

This is level funded for next year. Recommend approval of \$1,600.

800 BOARD OF HEALTH

The budget recommended for the Board of Health reflects increases in the areas of rabies control, because of the need for raccoon rabies control and road-kill removal, and in mental health, because of the increase in the number of child and family referrals. There is currently a waiting list to provide counseling services to families with school age children. Recommend approval of \$216,155.

900 VETERANS

This department's recommended budget is reduced from FY94 by \$5,800 to reflect an expected reduction of claims for benefits. Recommend approval of \$11,823.

950 UNCLASSIFIED

The employee benefits lines increase by \$150,775 reflecting anticipated increase in personnel in Sudbury Public Schools. Estimated cost per person is level funded from FY94, reflecting negotiated changes in health programs offerings. Workers Compensation shows a slight decrease from FY94 as Sudbury initiates the self insurance program in FY95. Along with other small decreases, the net increase for employee benefits is \$98,905. Recommend approval of \$3,343,430.

970 TRANSFER ACCOUNTS

The Reserve Fund is level funded at \$100,000. In FY93, only \$49,481 was expended. In all probability, the FY94 fund will be fully expended including a transfer of \$30,381 to the Sudbury Public Schools which ensured that the Town was in compliance with the State Education Reform Act.

The Salary Contingency account is equal to 1.5 percent of the salaries of the four largest departments: Police, Fire, Highway, and Library. In each of these departments, the salaries shown in the warrant are 97 percent of the cost if all employees work the full year. Three percent of the full salary cost has been removed as an allowance for staff turnover, which results in lower salary levels and temporary vacancies. Half of this amount is used to fund other line items in the budget and the other half is in the salary contingency account to be used for salaries only if turnover and vacancies do not reduce salary costs by 3 percent. Two years of experience with this technique has given the Fincom the confidence to move to the 3 percent level. This is a standard municipal budget practice with some towns using a contingency as high as 5 percent. Recommend approval of \$154,829.

1994 LONG RANGE PLANNING COMMITTEE REPORT

This Long Range Planning Committee (LRPC) report summarizes the original six-year capital requests submitted to the LRPC by various Town departments, boards, commissions and committees.

Total request capital funding over the period ending with FY 2000 was nearly \$13.5 million. These requests did not include funds for the Nixon School enlargement, Flynn Building renovation, requests made directly to the Finance Committee, or petition articles.

These requests reflect the need to maintain the Town's capital assets. Only \$425,000 of the 6 year requests, or 3% of the total, is for new assets.

This report presents the original requests. Several have been reduced, postponed or withdrawn because funds are not available. Deferral of projects may result in further Town infrastructure deterioration. The LRPC continues to seek ways to fund our infrastructure maintenance needs in conjunction with Town departments and agencies.

Respectfully submitted,

L. William Katz, Chair
Richard S. Bryant

Kathleen C. Precourt
John W. Burns

SIX YEAR CAPITAL IMPROVEMENT PROGRAM
FISCAL YEARS 1995 THROUGH 2000

Town Agency	Requested FY 1995	1995 %	Requested FY '96-'00	'96-2000 %
Police	\$ 75,000	1.6	\$ 150,000	1.7
Fire	95,500	2.0	497,000	5.6
Sudbury Schools*	828,100	18.0	423,800	4.8
L/S Reg. HS	2,565,600	56.0	0	
Assessors	15,000	0.3	21,500	0.2
Accounting	18,000	0.4	0	
Selectmen**	297,400	6.5	720,000	8.2
Highway	306,000	6.7	2,759,000	31.2
Engineering	0		0	
Conservation Comm.	0		196,200	2.2
Building Department	37,000	0.8	38,000	0.4
Park & Rec.	130,000	2.8	118,000	1.3
Landfill	100,000	2.2	0	
Library	43,500	0.9	3,674,000	41.6
Planning Board	45,000	1.0	200,000	2.3
Treasurer	37,000	0.8	25,000	0.3
Health	0		15,000	0.2
Totals	\$4,593,100	100%	\$8,837,500	100%

*Does not include Nixon School expansion.

**Does not include Flynn Building renovation.

FY95 CAPITAL ITEMS

	Expend FY 93**	Approp FY 94	Dept Request FY 95	Fin Com Rec FY 95
CAPITAL ITEMS WITHIN BUDGETS				
S.P.S. Open Nixon School			124,395	124,395
LSRHS Rogers Theatre		(Sudbury Share)	127,020	0
Fire Vehicles			36,000	10,000
Police Vehicles, Computer			75,000	60,000
Hwy Vehicles			165,000	52,000
Lndfill Capital Expend./Capital Fund			70,084	70,062
Engin Capital Equipment: G.I.S.			20,000	13,700
Planning: Software for G.I.S.			25,000	0
Treas/Collector: Capital Equipment			7,000	3,500
Park & Rec: Capital Items			45,000	15,000
Pool Capital Fund			0	0
To Balance Operating Budget				
TOTAL from Budgets	81,908	493,233	694,499	348,657
ARTICLES				
			0	0
18. Demolish Loring Scl			250,000	0
19. Secure Loring Scl		(Not included in Total)	30,000	0
20. Repair Loring Scl			Cost Unknown	0
27. Transportation Bond Issue			319,713	319,713
34. Goodman's Hill/Concord Roads Intersection			10,000	Report at TM*
35. Town Building Repairs			63,000	Report at TM*
36. Access for Disabled			60,000	Report at TM*
38. Drainage			50,000	Report at TM*
39. Fairbank Pkg Lot			50,000	Report at TM*
40. Feeley Tennis Courts			85,000	Report at TM*
41. Library Archit. Services			35,000	Report at TM*
42. Library Children's Room			10,000	Report at TM*
43. Hwy- Archit. Services			18,000	Report at TM*
50. Purchase Voting Equipment			42,200	0
52. LSRHS: Rogers Theatre			1,950,000	Report at TM*
60. Stabiliz Fund Addition				Report at TM*
61. Curtis Roof			240,000	Report at TM*
62. Nixon Expansion			4,550,000	Report at TM*
63. Flynn Building Renovation			1,300,000	Report at TM*
64. Walkway Program			845,500	Report at TM*
65. Old Lancaster Walkway (Petition)		(Not included in Total)	64,300	Report at TM*
Prev. Yrs' Arts. (Net after Borrowing)	358,213	566,893	0	
TOTAL ARTICLES	358,213	566,893	9,878,413	319,713
TOTAL CAPITAL ITEMS	440,121	1,060,126	10,572,912	668,370

* Report at Town Meeting: There are 2 possible funding sources which the Finance Committee will consider in recommending funding for these articles: 1) Stabilization Fund, and 2) a major bond issue. Unfortunately, at the time of warrant printing, there was insufficient information for the Fin Com to make an official recommendation.

Impact of Town Meeting Spending Articles on your Fiscal 1995 Tax Bill

Fiscal 1994 Property Assessment

	\$100,000	\$150,000	\$200,000	\$250,000	\$300,000	\$350,000	\$400,000	\$450,000	\$500,000	\$550,000	\$600,000
Fiscal 1994 Taxes	\$1,615	\$2,423	\$3,230	\$4,038	\$4,845	\$5,653	\$6,460	\$7,268	\$8,075	\$8,883	\$9,690
Article 13 (Budget) (see note 1)	\$37.15	\$55.72	\$74.29	\$92.86	\$111.44	\$130.01	\$148.58	\$167.15	\$185.73	\$204.30	\$222.87
Add: Expenditures (see note 2)											
\$10,000	\$0.66	\$0.99	\$1.32	\$1.65	\$1.98	\$2.31	\$2.64	\$2.97	\$3.30	\$3.63	\$3.96
\$20,000	\$1.32	\$1.98	\$2.64	\$3.30	\$3.96	\$4.62	\$5.28	\$5.94	\$6.60	\$7.26	\$7.92
\$30,000	\$1.98	\$2.97	\$3.96	\$4.95	\$5.94	\$6.93	\$7.92	\$8.91	\$9.90	\$10.89	\$11.88
\$40,000	\$2.64	\$3.96	\$5.28	\$6.60	\$7.92	\$9.24	\$10.56	\$11.88	\$13.20	\$14.52	\$15.84
\$50,000	\$3.30	\$4.95	\$6.60	\$8.25	\$9.90	\$11.55	\$13.20	\$14.85	\$16.50	\$18.15	\$19.80
\$60,000	\$3.96	\$5.94	\$7.92	\$9.90	\$11.88	\$13.86	\$15.84	\$17.82	\$19.80	\$21.78	\$23.76
\$70,000	\$4.62	\$6.93	\$9.24	\$11.55	\$13.86	\$16.17	\$18.48	\$20.79	\$23.10	\$25.41	\$27.72
\$80,000	\$5.28	\$7.92	\$10.56	\$13.20	\$15.84	\$18.48	\$21.12	\$23.76	\$26.40	\$29.04	\$31.68
\$90,000	\$5.94	\$8.91	\$11.88	\$14.85	\$17.82	\$20.79	\$23.76	\$26.73	\$29.70	\$32.67	\$35.64
\$100,000	\$6.60	\$9.90	\$13.20	\$16.50	\$19.80	\$23.10	\$26.40	\$29.70	\$33.00	\$36.30	\$39.60
\$150,000	\$9.90	\$14.85	\$19.80	\$24.75	\$29.70	\$34.65	\$39.60	\$44.55	\$49.50	\$54.45	\$59.40
\$200,000	\$13.20	\$19.80	\$26.40	\$33.00	\$39.60	\$46.20	\$52.80	\$59.40	\$66.00	\$72.60	\$79.20
\$250,000	\$16.50	\$24.75	\$33.00	\$41.25	\$49.50	\$57.75	\$66.00	\$74.25	\$82.50	\$90.75	\$99.00
\$300,000	\$19.80	\$29.70	\$39.60	\$49.50	\$59.40	\$69.30	\$79.20	\$89.10	\$99.00	\$108.90	\$118.80
\$350,000	\$23.10	\$34.65	\$46.20	\$57.75	\$69.30	\$80.85	\$92.40	\$103.95	\$115.50	\$127.05	\$138.60
\$400,000	\$26.40	\$51.98	\$52.80	\$66.00	\$79.20	\$92.40	\$105.60	\$118.80	\$132.00	\$145.20	\$158.40

Note 1:

If the Budget article is approved by Town Meeting, the amount shown is the increase in taxes from fiscal 1994 to fiscal 1995.

Note 2:

The effect on tax bills for any other articles financed by the tax rate are shown under additional expenditures. For bonded articles which require a debt exemption, the amount shown will be spread over multiple years, in contrast to an override which is paid in a single year.

**TOWN OF SUDBURY
PERMANENT DEBT ISSUED
PRINCIPAL & INTEREST SCHEDULE**

RATE ISSUE DATE AMOUNT PURPOSE	FY91		FY92		FY93		TOTAL DEBT ISSUED (FY91-FY93)			
	PRINCIPAL	INTEREST	PRINCIPAL	INTEREST	PRINCIPAL	INTEREST	TOTAL PRINCIPAL	TOTAL INTEREST	BALANCE PRINCIPAL	BALANCE INTEREST
6.39%							8,335,000			
6/15/90							2,951,305			
2,450,000							11,286,305			
FIRE STATION							-293,719			
SENIOR CENTER							Melone -93,497			
SCHOOL PLANS							SBA -200,222			
SCHOOL ROOF							NET EXPENSE 10,992,586			
							Current Outstanding Balance 7,033,159			
FISCAL YEAR	PRINCIPAL	INTEREST	PRINCIPAL	INTEREST	PRINCIPAL	INTEREST	TOTAL PRINCIPAL	TOTAL INTEREST	BALANCE PRINCIPAL	BALANCE INTEREST
1991	275,000	156,663					275,000	156,663	2,175,000	652,800
1992	275,000	139,200		107,900			275,000	247,100	5,775,000	1,551,150
1993	275,000	121,600	400,000	200,400		52,649	675,000	374,649	7,110,000	2,172,894
1994	250,000	104,000	400,000	175,400	115,000	101,733	765,000	381,133	6,345,000	1,791,761
1995	250,000	88,000	400,000	156,000	115,000	94,603	765,000	338,603	5,580,000	1,453,159
1996	250,000	72,000	400,000	136,000	115,000	87,473	765,000	295,473	4,815,000	1,157,686
1997	250,000	56,000	400,000	115,300	115,000	81,608	765,000	252,908	4,050,000	904,779
1998	250,000	40,000	400,000	94,000	115,000	76,864	765,000	210,864	3,285,000	693,915
1999	250,000	24,000	400,000	72,200	115,000	71,833	765,000	168,033	2,520,000	525,883
2000	125,000	8,000	400,000	50,000	110,000	66,633	635,000	124,633	1,885,000	401,250
2001			350,000	28,825	110,000	61,380	460,000	90,205	1,425,000	311,045
2002			325,000	9,425	110,000	56,045	435,000	65,470	990,000	245,575
2003					110,000	50,600	110,000	50,600	880,000	194,975
2004					110,000	45,045	110,000	45,045	770,000	149,930
2005					110,000	39,380	110,000	39,380	660,000	110,550
2006					110,000	33,605	110,000	33,605	550,000	76,945
2007					110,000	27,665	110,000	27,665	440,000	49,280
2008					110,000	21,560	110,000	21,560	330,000	27,720
2009					110,000	15,400	110,000	15,400	220,000	12,320
2010					110,000	9,240	110,000	9,240	110,000	3,080
2011					110,000	3,080	110,000	3,080	0	0
TOTAL	2,450,000	809,463	3,875,000	1,145,450	2,010,000	996,393	8,335,000	2,951,305		

5 YEAR DEBT SERVICE PROJECTIONS

PROJ. #	DESCRIPTION	FY92	FY93	FY94	FY95	FY96	FY97	FY98
1	Fire Station - Construction (P)	60,000	60,000	160,000	160,000	160,000	160,000	160,000
	Exempt/6/15/90 (I)	72,960	69,120	65,280	55,040	44,800	34,560	24,320
2	Senior Center- Addition	59,000	59,000	59,000	59,000	59,000	59,000	59,000
	Exempt/6/15/90	35,264	31,488	27,712	23,936	20,160	16,384	12,608
3	Senior Center - Remodeling	13,000	13,000	13,000	13,000	13,000	13,000	13,000
	Exempt/6/15/90	6,208	5,376	4,544	3,712	2,880	2,048	1,216
4	Remodeling- Fairbank Roof	11,500	11,500	11,500	11,500	11,500	11,500	11,500
	Exempt/6/15/90	5,664	4,928	4,192	3,456	2,720	1,984	1,248
5	Asbestos Removal- Fairbank	6,500	6,500	6,500	6,500	6,500	6,500	6,500
	Exempt/6/15/90	3,104	2,688	2,272	1,856	1,440	1,024	608
6	Architectural Services- Nixon/Noyes	125,000	125,000					
	Exempt/6/15/90	16,000	8,000					
7	Remodeling- Nixon/Noyes		270,000	270,000	270,000	285,000	330,000	330,000
	Exempt/9/15/91	86,325	162,255	145,380	132,285	118,403	102,473	84,900
8	Asbestos Removal- Nixon/Noyes		70,000	70,000	70,000	70,000	70,000	70,000
	Exempt/9/15/91	15,208	27,720	23,345	19,950	16,450	12,828	9,100
9	Architectural Services- Nixon/Noyes		60,000	60,000	60,000	45,000		
	Exempt/9/15/91	6,368	10,425	6,675	3,765	1,148		
10	Unisys Purchase- 18 Years			55,000	55,000	60,000	60,000	60,000
	Exempt/7/23/92		26,406	51,108	47,698	44,133	41,073	38,598
11	Melone Purchase - 18 Years			60,000	60,000	55,000	55,000	55,000
	Exempt/7/23/92		26,243	50,625	46,905	43,340	40,535	38,266
TOTAL PRICIPAL (P)		275,000	675,000	765,000	765,000	765,000	765,000	765,000
TOTAL INTEREST (I)		247,100	374,649	381,133	338,603	295,473	252,908	210,864
TOTAL		522,100	1,049,649	1,146,133	1,103,603	1,060,473	1,017,908	975,864
% FY93 Oper. Budget (\$27,454,635)		1.99%	3.82%	4.17%	4.02%	3.86%	3.71%	3.55%
100% Tax Rate Impact		0.35	0.71	0.78	0.75	0.72	0.69	0.66
(per \$1000 value) net change			0.36	0.07	-0.03	-0.03	-0.03	-0.03
Impact per \$100,000 of borrowing costs on the tax rate.		0.07						

APPENDIX I

BUDGET TERMS AND DEFINITIONS

Free Cash: The unreserved fund balance (amount of money remaining) after deducting from surplus revenue all uncollected taxes from prior years. Free Cash is certified by the Director of Accounts; any or all of the certified amount may be used to defray Town expenses by a vote of the Town Meeting.

Abatements and Exemptions (previously called 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.

Abatement Surplus: Accumulation of the surplus amounts of Abatements and Exemptions set aside by the Assessors each year to cover abatements of (and exemptions from) real estate and personal property tax assessments. The accumulated amount for previous years no longer committed for abatements may be used by vote of the Town Meeting.

Reserve Fund: An amount appropriated by the Annual Town Meeting for emergency or unforeseen purposes. The Finance Committee, by state law, is the sole custodian of the Reserve Fund and approves transfers from the Fund into the operating budgets throughout the year if: (1) the need for funds is of an emergency and/or unforeseen nature, and (2) if, in the judgment of the Finance Committee, the Town Meeting would approve such an expenditure if such a meeting was held. The Reserve Fund is, therefore, a mechanism for avoiding the necessity of frequency Special Town Meetings.

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.

Enterprise Fund: A separate fund, set up to provide a specific town service, whereby the cost of providing the service is funded in total from user charges. An appropriation for an enterprise fund is funded in total from enterprise fund revenue unless otherwise noted. Enterprise fund revenue used to fund services provided by other town departments will be shown in the warrant after the appropriation total for the department. An enterprise fund is supposed to fully disclose all costs and all revenue sources needed to provide a service.

Funding Sources for Expenditures: Authorizations for the Town to expend monies are made in the form of a motion at Town Meeting. The wording of the motions will specify the funding source; that is, the place from where money is going to come or will be raised. When a motion reads, to appropriate a sum of money without a source being identified, that amount will be included in the tax calculation, whereby the total of all sums to be appropriated will be reduced by an estimate of local and state revenue. The balance needed will be provided by property taxes. When items in the warrant are offset or raised from available funds, those items will also appear as offsets in the determination of the tax rate.

Stabilization Fund: Similar to a "savings account", this account has been used to fund large capital projects such as fire trucks and school roofs. A recent amendment to state law allows the Stabilization Fund to be used for the operating budget, as well as capital purchases; however, the Finance Committee would generally be reluctant to recommend doing so. Placing money into this fund requires a majority vote of Town Meeting while withdrawing from the Stabilization Fund requires a 2/3 vote of Town meeting.

APPENDIX II

100 EDUCATION: 110 SUDBURY SCHOOLS

	FY93		FY94		FY95	
	Staff	Expended	Staff	Budget	Staff	Request
Section 1.0 Professional Staff	126.20	5,745,339	136.10	6,221,001	148.10	6,635,055
Section 2.0 Support Staff	56.47	1,782,461	60.89	1,915,343	69.20	2,174,226
Section 3.0 Supplies/Services/ Equipment		1,750,844		2,002,091		2,138,544
Haynes Roof Repairs		0		142,000		0
Extraordinary Equipment		0		0		368,995
Total Gross Budget	182.67	9,278,644	196.99	10,280,435	217.30	11,316,820
Offsets:						
State & Federal Grants		(100,492)		(163,594)		(132,233)
Instrumental Music Fee		(30,000)		(30,000)		(30,000)
Bus Fee		(50,000)		(60,000)		(60,000)
State Aid		(56,836)		0		0
Early Childhood Tuition		0		(6,000)		(16,000)
Total Net Budget		9,041,316		10,020,841		11,078,587
Cost of Benefits		1,239,265		1,331,294		1,458,921
Total Sudbury Public School Cost		10,517,909		11,611,729		12,775,741
Section 1.0 Professional Staff	126.20	5,745,339	136.10	6,221,001	148.10	6,635,055
1.10 Classroom Teachers	78.00	3,520,893	85.00	3,836,771	92.00	4,098,830
Elementary	46.00	2,012,361	49.50	2,161,958	60.00	2,504,025
Middle	32.00	1,508,532	34.00	1,610,777	30.00	1,516,020
Pre-School	0.00	0	1.50	64,036	2.00	78,785
1.20 Special Subject Teachers	22.40	1,008,031	23.50	1,087,388	25.75	1,152,730
Art	3.00	127,124	3.20	141,470	3.20	146,789
Computer	2.00	99,829	2.00	104,346	2.00	104,346
Foreign Language	1.80	82,127	1.80	86,498	1.80	86,900
Home Economics	1.00	42,156	1.00	45,386	1.00	45,386
Industrial Arts	0.80	38,721	1.00	50,591	1.00	50,591
Instrumental Music	2.00	83,615	2.00	88,970	2.00	91,019
Librarian	2.00	69,015	2.00	86,936	2.50	96,554
Music	2.80	130,543	3.00	146,568	3.00	146,568
Physical Education	6.00	286,500	6.50	286,032	6.50	286,584
Staff Development	1.00	48,401	1.00	50,591	1.00	50,591
New Required Special Subject		0		0	1.75	47,402
1.30 Remedial Teachers	25.80	1,216,415	27.60	1,296,842	30.35	1,383,495
Early Childhood	0.50	21,829	0.50	23,827	0.50	24,559
Guidance	6.30	290,203	6.30	304,782	6.30	310,184
Psychologist	1.00	46,640	1.00	50,772	1.00	52,189
Reading	1.00	48,401	1.00	50,591	1.00	50,591
SPED	14.30	689,212	15.50	714,134	15.50	706,182
Speech	2.70	120,130	3.30	152,736	3.30	156,301
New Required SPED		0		0	2.75	83,489
Section 2.0 Support Staff	56.47	1,782,461	60.89	1,915,343	69.20	2,174,226
2.10 Teacher Assistants	18.50	275,063	23.02	368,185	25.33	402,372
Computer	1.00	14,558	1.00	15,671	1.00	15,076
Genesis-Grade 1	4.00	50,453	5.16	76,168	4.83	64,480
Kindergarten	4.00	54,957	4.36	67,706	4.00	60,731
Library	4.00	69,294	4.00	73,125	4.50	78,691
Special Education	5.50	85,801	7.00	105,841	9.00	146,129
Pre-School		0	1.50	29,674	2.00	37,265
2.20 Clerical-Secretarial	15.80	394,069	15.70	414,868	17.20	449,856

2.22 Staff Development		0		0	1.00	35,000
2.25 Nurses	3.00	63,792	3.00	68,623	4.00	90,606
2.30 Custodial-Maintenance	11.17	366,052	11.17	381,485	12.67	425,773
2.40 Administrators	8.00	547,477	8.00	557,764	9.00	624,943
2.50 Contracted Services		115,185		124,418		145,673
Sub. Teachers						
Crossing Guards						
Lunchroom Aides						
Curriculum Workshops						
2.60 "A" Acct. Adjust. (ATM92)		20,823		0		0
Section 3.0 Supplies/Services/ Equipment		1,750,844		2,002,091		2,138,544
Haynes		20,340		22,444		27,034
Noyes		37,260		40,230		45,029
Curtis		57,785		61,478		54,810
Curriculum Department		72,000		79,200		81,575
SPED/PPS Department		190,840		207,310		227,316
SPED Out of District		492,000		540,000		558,000
Maintenance		156,550		168,600		197,508
Heat, Electric, Telephone		231,870		226,870		259,100
Central Office, School Committee		75,225		71,240		82,336
SC Legal Fees		14,000		15,400		16,000
Sys. Memberships		5,000		20,000		20,800
Nixon School		0		0		14,089
Transportation		345,899		424,599		498,047
Equipment		52,275		67,000		57,100
Portable Space		0		52,000		0
Music Room		0		5,720		0
STAFF/PUPIL SUMMARY						
Number of Pupils		1,980		2,064		2,195
Classroom Teachers	78.00		85.00		92.00	
Class Sessions	84.00		91.50		98.00	
Special Subj. & Remedial Tchrs.	48.20		51.10		56.10	
Total Professional Staff	126.20		136.10		148.10	
Support Staff	56.47		60.89		69.20	
Total Staff	182.67		196.99		217.30	
Class Size	23.57		22.80		22.40	

APPENDIX III

100 EDUCATION: 130 LINCOLN-SUDBURY REGIONAL HIGH SCHOOL

Administration:	FY '92 Budget	FY '93 Budget	FY '93 Expenditure	FY '94 Budget	FY '95 Budget	% Change
School Committee	47,000	57,000	50,896	58,000	58,000	
Administration	40,073	44,000	24,459	44,500	45,100	
Business Office	15,350	16,700	15,691	16,700	17,200	
Central Office	17,700	18,200	19,708	18,200	18,700	
Administration Total	120,123	135,900	110,755	137,400	139,000	1.2%
Instruction:	FY '92 Budget	FY '93 Budget	FY '93 Expenditure	FY '94 Budget	FY '95 Budget	% Change
Art	6,125	7,042	6,306	7,975	9,525	
Computer	37,600	36,990	43,891	41,100	47,700	
Drama	0	3,000	2,857	3,000	3,250	
English	16,720	16,155	12,792	16,955	20,100	
Foreign Language	9,600	9,382	10,235	11,110	22,220	
Health	0	0	0	0	4,000	
History	15,050	10,350	10,113	12,200	14,000	
Mathematics	9,450	9,945	9,993	11,860	15,250	
Music	20,000	10,337	10,508	22,920	23,440	
Physical Education	12,000	11,295	14,292	13,060	13,850	
Science	20,400	18,360	28,422	17,310	20,030	
Technology	8,800	7,020	5,470	10,950	12,000	
Career Center	4,175	4,050	3,163	4,200	4,700	
General Supplies	51,000	51,305	63,949	56,000	58,000	
Instruction Total	210,920	195,231	221,991	228,640	268,065	17.2%
Educational Support	FY '92 Budget	FY '93 Budget	FY '93 Expenditure	FY '94 Budget	FY '95 Budget	% Change
House Services	20,450	20,450	17,552	20,950	21,450	
Student Services	20,650	22,450	20,014	19,050	24,800	
Audio-Visual	15,650	18,750	23,987	24,250	30,850	
Library	14,950	15,250	15,259	17,750	24,150	
Student Activities	15,000	14,650	14,175	14,650	15,650	
Athletics	124,000	118,300	116,242	127,500	128,900	
Transportation	250,000	203,648	200,001	211,291	218,702	
Cafeteria Transfer	0	0	5,000	0	0	
Development	10,000	10,000	12,699	10,000	11,000	
Educational Support Tot	470,700	423,498	424,930	445,441	475,502	6.7%

Operations	FY '92 Budget	FY '93 Budget	FY '93 Expenditure	FY '94 Budget	FY '95 Budget	% Change
Custodial	37,250	35,250	23,605	36,500	36,000	
Grounds	28,700	30,700	25,992	30,700	31,700	
Maintenance	182,500	173,000	215,168	181,500	188,000	
Utilities	339,700	301,525	286,511	296,400	325,200	
Operations Total	588,150	540,475	551,276	545,100	580,900	6.6%
Special Education	FY '92 Budget	FY '93 Budget	FY '93 Expenditure	FY '94 Budget	FY '95 Budget	% Change
Local Services	60,500	64,355	65,307	69,850	78,675	
Transportation	137,667	123,046	100,005	98,000	85,000	
Out-of-District	696,692	686,796	511,307	610,378	756,443	
Special Ed Total	894,859	874,197	676,619	778,228	920,118	18.2%
Contingency	FY '92 Budget	FY '93 Budget	FY '93 Expenditure	FY '94 Budget	FY '95 Budget	% Change
Contingency	50,250	50,250	6,745	50,250	50,250	
Contingency Total	50,250	50,250	6,745	50,250	50,250	0.0%
Salaries & Other Compensation:	FY '92 Budget	FY '93 Budget	FY '93 Expenditure	FY '94 Budget	FY '95 Budget	% Change
Administration	446,991	460,403	460,400	476,981	496,588	
Administrative Support	95,899	98,776	95,128	106,707	111,457	
Professional Staff	3,712,604	3,920,701	3,912,985	4,328,606	4,369,902	
Course Reimbursement	19,000	19,000	15,399	19,000	19,000	
Curriculum Development	38,945	24,000	23,860	34,000	34,000	
Extra Services	40,500	42,065	38,581	43,000	44,000	
Educational Support	230,376	219,779	203,030	275,062	286,756	
Substitutes	50,000	55,000	47,659	60,000	60,000	
Clerical	359,435	376,379	370,523	412,348	419,354	
Blg./Grds/Maint.	443,880	456,112	457,780	475,061	473,682	
Coaches/Trainer	182,000	192,523	194,880	200,985	206,000	
Unemployment Compens	40,000	40,000	22,804	40,000	40,000	
Salaries Total	5,659,630	5,904,738	5,843,029	6,471,750	6,560,739	1.4%

Regional Fixed Costs	FY '92 Budget	FY '93 Budget	FY '93 Expenditure	FY '94 Budget	FY '95 Budget	% Change
Insurance	74,100	58,000	36,561	55,000	53,000	
Benefits	931,500	1,066,429	939,930	1,140,745	1,205,856	
Regional Fixed Costs To	1,005,600	1,124,429	976,491	1,195,745	1,258,856	5.3%
Debt/Stabilization	FY '92 Budget	FY '93 Budget	FY '93 Expenditure	FY '94 Budget	FY '95 Budget	% Change
Renovation Debt	172,875	163,725	163,725	154,575	0	
Boiler/Short Term	0	0	0	40,000	0	
Boiler et al Debt	0	0	0	0	324,175	
Stabilization	0	0	0	0	0	
Total Debt/Stabiliz.	172,875	163,725	163,725	194,575	324,175	66.6%
Other Equipment & Capital Projects	FY '92 Budget	FY '93 Budget	FY '93 Expenditure	FY '94 Budget	FY '95 Budget	% Change
SPED transport van	0	0	28,321	0	0	
Rogers Theater	0	0	0	0	0	
Computers	0	0	0	0	100,000	
Library Furniture 5-Year PI	0	0	0	0	11,000	
Capital Project Total	0	0	28,321	0	111,000	
TOTAL BUDGET	9,173,107	9,412,443	9,003,881	10,047,129	10,688,605	6.4%
Less Estimated Receipts:	(180,000)	(192,000)		(189,200)	(186,700)	
NET BUDGET	8,993,107	9,220,443	9,003,881	9,857,929	10,501,905	6.53%
STATE AID		(1,462,509.00)		(1,577,814.00)	(1,577,656.00)	
REAPPORTIONMENT ADJUSTMENT		(320,322.92)		(346,344.91)	(348,391.57)	
ASSESSMENT		7,437,611.08		7,933,770.09	8,575,857.43	

APPENDIX IV

**100 EDUCATION: 140 MINUTEMAN REGIONAL VOCATIONAL
TECHNICAL HIGH SCHOOL**

	AMOUNT FY94	PROPOSED FY95	DIFFERENCE
Program Area			
Construction	82,965	92,130	9,165
Commercial	155,412	181,057	25,645
Technology	85,736	121,360	35,624
Auto/Metals	57,262	49,097	-8,165
Academic	179,585	210,232	30,647
Instructional Sub-total	560,960	653,876	92,916
Support			
Library	22,600	25,100	2,500
Audio-Visual	6,625	6,625	0
Television	400	400	0
Microcomputer Service	26,650	29,950	3,300
Special Education	10,200	10,200	0
Psychological Service	4,300	4,300	0
Guidance Service	9,625	12,325	2,700
Health Service	11,368	12,169	801
Principal's Office	77,500	84,200	6,700
Transportation	635,040	651,924	16,884
Vocation Coordination	7,650	7,650	0
Computer Service, Mini	37,806	38,251	445
Dean's Office	3,015	3,900	885
District Programs	49,900	53,020	3,120
Superintendent's Office	4,650	4,650	0
Planning Office	51,260	51,260	0
Business Office	15,950	14,650	-1,300
Risk Insurance	121,500	130,850	9,350
Employee Benefits	1,134,477	1,200,683	66,206
Medicare	35,000	47,000	12,000
Business Sub-totals	1,306,927	1,393,183	86,256
Maintenance	796,400	808,180	11,780
Debt Management	0	0	0
Equipment/Capital	281,240	328,953	47,713
Food Service	1,100	5,000	3,900
Support Sub-total	3,344,256	3,531,240	186,984
Salaries	6,483,915	7,013,398	529,483
TOTAL	10,389,131	11,198,514	809,383

ESTIMATED ASSESSMENT

313,488

<u>Students (24.0)</u>	Day Share	+	Flex Share	+	Afternoon Share	=	313,488
4.9945	<u>Operating \$</u>		<u>of Pupils (0)</u>		<u>of Pupils (12)</u>		
	311,395		0		2,093		

APPENDIX V

**TABLE OF SALARY INCREASES
FY91 THROUGH FY94**

BARGAINING UNIT	EFFECTIVE DATE	% INCREASE ⁽³⁾ RATE	ANNUALIZED COMPOUNDED RATE	4-YEAR TOTAL INCREASE	APPROXIMATE ANNUAL COST ⁽¹⁾
LSRHS	7/1/90	1.0			\$55,000
	7/1/91	8.0			440,000
	7/1/92	3.5			190,000
	7/1/93	3.5			193,000
			4.0	16.8	
K-8	9/1/90	0.0			0
	2/1/91	4.0			280,000 ⁽¹⁾
	9/1/91	3.0			210,000
	2/1/92	3.0			210,000 ⁽¹⁾
	9/1/92	2.0			140,000
	2/1/93	2.0			140,000 ⁽¹⁾
	9/1/93	3.5			245,000
	2/1/94	0.0			0
			4.4	18.8	
*TOWN	7/1/90	0.0			0
	1/1/91	2.0			100,000 ⁽¹⁾
	7/1/91	3.0			150,000
	1/1/92	4.0			200,000 ⁽¹⁾
	7/1/92	4.0 ⁽²⁾			200,000
	1/1/93	0.0 ⁽²⁾			0
	7/1/93	4.0			200,000
	1/1/94	0.0			0
			4.3	18.2	

*TOWN includes Fire, Police, Supervisory, Highway, Engineering⁽²⁾, Town Non-Union

(1) Annual cost. For effective dates halfway through the fiscal year, amount required was half the figure shown during that fiscal year and the full amount for subsequent fiscal years.

(2) For FY93, Engineering union settled for 0% effective 7/1/92 and 4% effective 1/1/93.

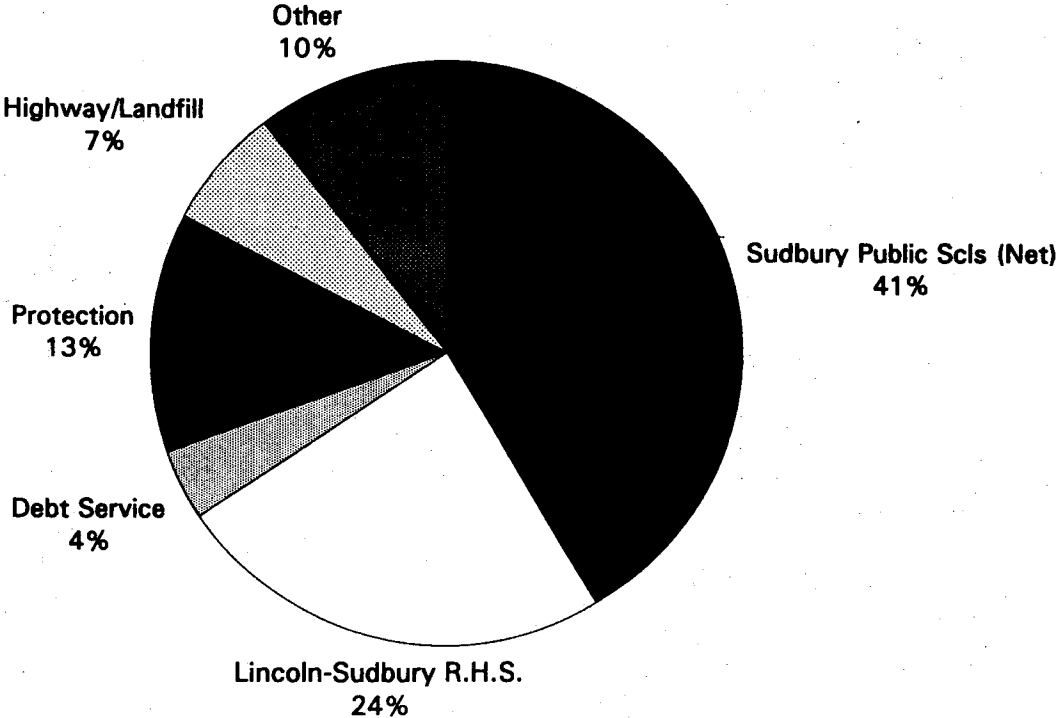
(3) Excludes step and longevity changes and sick leave buyback.

APPENDIX VI.

BUDGETARY STATISTICS BY DEPARTMENT

	Expend. FY93	Approp. FY94	Fin. Com. Rec. FY95	% Change 94 to 95	Employee Benefits	Total FY95 Spending	% of 95 Budget
Sudbury Public Scs (Net) (Non-Override)	\$8,574,845	\$10,020,841	\$11,078,587	10.56%	\$1,459,754	\$12,538,341	40.51%
Lincoln-Sudbury R.H.S. (Sudbury Share: 87.28% of total)	\$6,539,191	\$6,942,562	\$7,341,876	5.75%	\$1,042,059 (Included)	\$7,341,876	23.72%
Debt Service	\$1,046,008	\$1,156,017	\$1,114,603	-3.58%	N/A	\$1,114,603	3.60%
Protection	\$3,142,953	\$3,383,816	\$3,317,103	-1.97%	\$714,230	\$4,031,333	13.02%
Highway/Landfill	\$1,610,924	\$1,674,756	\$1,698,397	1.41%	\$365,695	\$2,064,092	6.67%
General Government	\$763,173	\$850,773	\$897,401	5.48%	\$193,226	\$1,090,627	3.52%
Finance	\$437,657	\$526,417	\$556,322	5.68%	\$119,786	\$676,108	2.18%
Library	\$365,129	\$405,016	\$434,628	7.31%	\$93,583	\$528,211	1.71%
Recreation	\$434,394	\$463,524	\$472,271	1.89%	\$101,688	\$573,959	1.85%
Health	\$189,152	\$201,547	\$216,155	7.25%	\$46,542	\$262,697	0.85%
Minuteman H.S. and Misc.	\$609,918	\$705,912	\$729,065	3.28%	N/A	\$729,065	2.36%
Employee Benefits	\$2,857,196	\$2,995,600	\$3,094,505	3.30%			
TOTAL	\$26,570,540	\$29,326,781	\$30,950,912	5.54%	\$3,094,505	\$30,950,912	100%

FY95 Recommended Spending



APPENDIX VII.						
EMPLOYEE HEADCOUNT						
(Full Time Equivalents)						
			Approp.	Fin. Com.	% Change	% of Total
			FY94	Rec. FY95	94 to 95	FTE's
Sudbury Public Scs (Net)			196.99	219.30	11.33%	42.98%
Lincoln-Sudbury R.H.S.			125.71	125.41	-0.24%	24.58%
(Sudbury Share of total:)			(87.52%)	(87.28%)		
Protection			73.80	74.80	1.36%	14.66%
Highway/Landfill			23.60	23.60	0.00%	4.63%
General Government			23.50	23.74	1.00%	4.65%
Finance			11.00	11.07	0.62%	2.17%
Library			10.70	11.20	4.67%	2.20%
Recreation			17.80	17.80	0.00%	3.49%
Health/Veterans			3.29	3.29	0.00%	0.64%
TOTAL			486.39	510.20	4.90%	100.00%

APPENDIX VIII

MANAGEMENT COMPENSATION

FY94

TOWN

Police Chief	\$ 79,733
Executive Secretary	78,270
Police Lieutenant	72,510
Fire Chief	68,173
Dir. of Finance/Town Accountant	66,138
Town Engineer	64,059
Highway Surveyor	61,351
Health Director	52,319

SUDBURY PUBLIC SCHOOLS

Superintendent	\$ 80,916
Principal, Curtis	74,461
Director of Admn. Services	71,900
Director, Special Ed. & Pupil Personnel	71,900
Principal, Haynes	69,534
Principal, Noyes	69,534
Assistant Principal, Curtis	not filled(LOA)*
Assistant Principal, Noyes	55,763

LINCOLN-SUDBURY REGIONAL HIGH SCHOOL

Superintendent/Principal	\$ 92,455
Housemasters (3)	66,039
Director of Student Services	66,039
Athletic Director	66,039
Business Manager/Treasurer	53,882

*Leave of absence - two head teachers are temporarily sharing the job and receiving an additional \$5,000 stipend each.

APPENDIX IX

1994 REPORT FROM THE DIRECTOR OF FINANCE

Every resident of the Town should support the proposal to adopt a Town Manager Form of Government. A Town Manager, along with a more efficient organization of Town departments, will be very attractive to highly qualified professionals. The Town will save a substantial sum of money by reorganizing. Over time, a number of positions and operations will be eliminated or absorbed. All positions will be appointed. The Chief Administrative Officer ("CAO") will report to the elected Selectmen (Executive Officers) and will be responsible for all departments except the schools. The open Town Meeting (legislative body) will remain the same. We need centralized financial, budgeting, personnel, and purchasing operations which should include the schools. Maintenance operations should also be centralized.

This form of local government is used almost exclusively in the rest of the country. The future of the Town is best protected under a Town Manager structure.

The next step is a Town Office facility. Most of the Town Offices should be in one place. This will also produce savings. It will also mean more productivity from department heads and staff. It will mean more sharing of equipment and personnel.

The Town has an opportunity to greatly improve itself by reorganizing. I recommend the Town should do it.

Respectfully submitted,

James Vanar
Director of Finance/Town Accountant

APPENDIX X

RESERVE FUND TRANSFERS TO DATE

Balance as of	7/1/93 :	100,000.00
---------------	----------	------------

Previous Meetings: Requests Approved

Animal Control	10/28/93	5,400.00
Haynes Meadow septic	11/18/93	4,200.00
K-8 Scl: Ed. Reform	12/07/93	30,381.00
FinCom General Expense	12/07/93	249.18

Current Balance:		59,769.82
------------------	--	-----------

RESERVE FUND LEDGER: FY92-FY93

Balance as of	7/1/92 :	100,000.00
---------------	----------	------------

Requests Approved

900-100	Vets Tech Corr	9/10/92	218.00
340-510	Bldg vehicle	9/10/92	4,000.00
900-613	Vets' Benefits	9/10/92	3,534.00
800-919	Mental Health	12/03/92	5,000.00
900-613	Vet's. Benefits	12/17/92	6,000.00
800-215	Health:Raccoons	01/23/93	1,000.00
370-130	Appeals cleric.	02/04/93	1,820.00
350-210	Rabies Vaccine	03/04/93	480.00
900-613	Vet's benefits	04/05/93	3,730.20
561-130	Acct Clerical	4/13/93	2,022.00
561-210	Acct Gen Expense	4/13/93	1,023.00
340-255	Temp. Supv. Bldgs.	5/27/93	1,600.00
340-160	Plumbing fees	5/27/93	2,400.00
340-325	Hosmer House roof	6/24/93	2,000.00
561-220	Acct printer	6/24/93	2,100.00
Eng Sals,Sick Lv BB		6/30/94	554.26
Hosmer House (add,n to roof)		6/30/94	600.00
Bldg: Gas at Fairbank	Earmarked 3/4		1,400.00

Final Balance		60,518.54
---------------	--	-----------

1994 DOG LICENSES

LICENSING PERIOD - - - JANUARY 1st - DECEMBER 31st

To obtain or renew a dog license by mail, please fill out this form and mail it with your check to the Town Clerk, Town Hall, Sudbury. Evidence of dog having been vaccinated for rabies and spayed (or neutered) must be presented for licensing. Evidence may be veterinarian's certificate or a notarized letter from veterinarian. A metal tag, with unexpired expiration date indicated, may be used for rabies verification. A spay or neuter certificate **MUST** accompany the fee for a spayed or neutered dog licensed before in another community and being licensed in Sudbury for the first time. All evidence will be returned to dog owner.

In accordance with Town Bylaw V. sec. 3, as of the first day of April each year, owners of dogs shall be subject to a \$25 penalty for each unlicensed dog, in addition to the license fee.

OWNER'S NAME _____ TELEPHONE NO. _____

ADDRESS _____

NAME OF DOG _____ BREED _____ AGE _____ COLOR _____

MALE NEUTERED _____ MALE _____ FEMALE SPAYED _____ FEMALE _____
 \$6.00 \$10.00 \$6.00 \$10.00

VOLUNTEER TO SERVE YOUR TOWN!
REGISTER NOW!

Following the conclusion of the Annual Town Meeting, 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: _____

EDUCATION/TRAINING: _____

EXPERIENCE IN GOV'T: _____

INDICATE INTERESTS BELOW:

- | | | |
|--|---|--|
| <input type="checkbox"/> Administration | <input type="checkbox"/> Finance | <input type="checkbox"/> Parks and Recreation |
| <input type="checkbox"/> Documents Preservation | <input type="checkbox"/> General | <input type="checkbox"/> Personnel |
| <input type="checkbox"/> Board of Appeals | <input type="checkbox"/> Health | <input type="checkbox"/> Planning |
| <input type="checkbox"/> Cable Television | <input type="checkbox"/> Historical | <input type="checkbox"/> Regional |
| <input type="checkbox"/> Celebrations | <input type="checkbox"/> Housing | <input type="checkbox"/> Resource Recovery |
| <input type="checkbox"/> Conservation | <input type="checkbox"/> Industrial Dev. | <input type="checkbox"/> Town Report |
| <input type="checkbox"/> Cultural Affairs | <input type="checkbox"/> Landscaping (Town) | <input type="checkbox"/> Transportation |
| <input type="checkbox"/> Design Review Board | <input type="checkbox"/> Library | <input type="checkbox"/> Veterans |
| <input type="checkbox"/> Disabilities Commission | <input type="checkbox"/> Memorial Day | <input type="checkbox"/> Youth |
| <input type="checkbox"/> Education | <input type="checkbox"/> Negotiating Advisory | <input type="checkbox"/> Rt. 20 Revitalization |
| <input type="checkbox"/> Elderly | <input type="checkbox"/> Anything (call Us!) | (Sud. Village Project) |
| <input type="checkbox"/> Facilities | | |