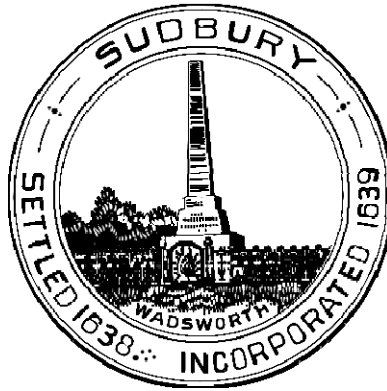


**Town of Sudbury
Massachusetts**



**OFFICIAL WARRANT
2015**

ANNUAL TOWN MEETING

May 4, 2015 7:30P.M.

SPECIAL TOWN MEETING

May 5, 2015 7:30 P.M.

Lincoln-Sudbury Regional High School Auditorium
390 Lincoln Road, Sudbury, MA



BRING THIS BOOK WITH YOU

**TOWN OF SUDBURY
SPECIAL 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 affairs to meet at the Lincoln-Sudbury Regional High School Auditorium in said Town on Tuesday, May 5, 2015, at 7:30 o'clock in the evening, then and there to act on the following articles:

**ARTICLE 1. AMEND ART. XVIII, S. 2 OF THE GENERAL BYLAWS -
LICENSES & PERMITS SUBJECT TO UNPAID TAXES AND FEES**

To see if the Town will vote to amend Article XVIII, Section 2 of the General Bylaws by amending the first sentence to read as follows (new wording is underlined):

The Licensing Authority may deny, revoke, or suspend and license or permit, including renewals and transfers of any Party whose name appears on said list furnished to the Licensing Authority from the Tax Collector or with respect to any activity, event or other matter which is the subject of such license or permit and which activity, event or matter is carried out or exercised or is to be carried out or exercised on or about real estate owned by any party whose name appears on said list furnished to the Licensing Authority from the Tax Collector; provided, however, that written notice is given to the Party and the Tax Collector, as required by applicable provisions law, and the Party is given a hearing, to be held not earlier than fourteen days after said notice.

;or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Majority vote required)

BOARD OF SELECTMEN REPORT: Our current Town Bylaw provides that if a person who is applying for a license or permit with the Town is not on the Tax Collector's unpaid taxes list, then the failure of another person to pay taxes on the real estate is not grounds to deny the license or permit.

Amending this Bylaw to broaden its scope would allow the Town to deny permits and licenses where the owner of the underlying real estate is on the Tax Collector's list for unpaid taxes.

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

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

**ARTICLE 2: APPLY BOND PREMIUM PORTION TO REDUCE BORROWING -
POLICE HEADQUARTERS**

To see if the Town will vote to appropriate a \$440,000 portion of the net premium paid to the Town by the purchasers of the bonds or notes issued in part to finance the construction of a new Police Department headquarters (the "Police Headquarters") authorized under votes of the Town passed May 5, 2014 (Article 14) and September 4, 2014 (Article 1), excluded from the limitations of Proposition 2½, so-

called, on March 31, 2014 (Question 1); and to use such premium to pay costs of the Police Headquarters, and to reduce by such premium the remaining amount authorized to be borrowed for the Police Headquarters; or to take any other action relative thereto.

Submitted by the Finance Director.

(Majority vote required)

REPORT: Articles 2, 3, 4 and 5 have been suggested by Bond Counsel in order to reduce the remaining amount to be borrowed for the various projects. The premiums received in February would be allocated by Town Meeting vote to the projects – Police Headquarters construction, Johnson Farm acquisition, and the Nixon roof project – and a corresponding amount of borrowing authorization would be rescinded. This mechanism has been approved by the Massachusetts Division of Local Services.

The following information in question and answer format is provided by UniBank Fiscal Advisory Services, Inc. relative to the requested Town Meeting votes on the reallocation of bond premium under Articles 2, 3 and 5:

1. What action is being requested of Town Meeting? Town Meeting is being asked to allocate bond premium generated by the sale of bonds in February to the projects funded by those bonds – and to rescind the same amount of borrowing authorization.
2. What is bond premium? Bond premium is the amount paid to the Town by the Underwriter of its bonds above the par amount of the issue. For example, if an underwriter paid the Town \$5,100,000 for an issue of \$5,000,000 par amount of bonds, the \$100,000 above the par amount would be bond premium.
3. Why do underwriters pay bond premiums? Under certain conditions, such as we are seeing now, the difference between the “retail” price of bonds that is paid by investors and the par amount of those bonds can be significant. Using the example above, the \$5,000,000 issue might have a “retail” price of \$5,150,000. If the underwriters keep \$50,000 as their compensation, they would pay the Town a total of \$5,100,000.
4. What are the projects and what are the amounts? The projects are the Police Station, the Johnson Farm purchase, and the Nixon Roof? The amounts to be reallocated/rescinded are \$440,000 for the Police Station, \$110,000 for the Johnson Farm purchase, and \$60,000 for the Nixon Roof. The total funding for each project from this bond issue will be \$7,200,000 for the Police Station, \$1,834,000 for the Johnson Farm purchase, and \$500,000 for the Nixon roof. These amounts do not include issuance costs. (The vote will also transfer an additional \$66,000 to the Johnson Farm purchase from available funds. This amount is not coming from bond premium.)
5. Why is Town Meeting being asked to do this? The three projects in question are all debt-excluded projects. In the past, premiums for such projects would be reserved over the life of the bonds to reduce the tax rate impact of debt service on those bonds on an annual basis. While this option is still available to Massachusetts cities and towns, the Massachusetts Division of Local Services has approved a new method of allocating premium on debt-excluded bonds. Under this method, the par amount of the bonds is adjusted at the time of sale. The new par amount is set such that the sum of the new par amount and available premium equal the amount of project costs to be funded. For example, the amount of police station project costs (debt-excluded) to be funded is \$7,200,000. The Town adjusted the par amount of the police station bonds at the time of sale to \$6,760,000; the available premium on these bonds was \$440,000. These amounts sum to the \$7,200,000. Bond counsel favors this approach because it provides for more efficient expenditure of bond proceeds – an important consideration in maintaining the tax-exemption of those bonds.

6. Why is this approach being used only for the debt-excluded projects? The Massachusetts Division of Local Services has specific rules about the allocation of bond premium for debt-excluded projects because it wants to assure that taxpayers pay only the “true interest cost” of debt-excluded borrowings. Massachusetts cities and towns can either reserve premium for the reduction of debt service or reduce principal amounts. For non-debt- excluded projects, premium goes into the Town treasury (ultimately becoming “free cash.”) In some instances, if the non debt-excluded premium is large enough, Bond Counsel will advise that some of the premium be allocated to a capital project rather than be allowed to stay in the Town treasury.
7. Does the Town risk overfunding or underfunding the projects by doing this? The Town will not overfund the projects because it will be rescinding an amount of borrowing authorization equal to the amount of bond premium being allocated to the project. The Town will not underfund the projects because the sum of the bond par amount and available premium for these three projects is equal to project costs. An amount of premium is reserved in each case for the payment of issuance costs, as allowed under state law.
8. What would be the effect of a “no” vote? The premiums would be reserved as they have been in the past to reduce the impact of debt service on the tax rate. The Town would need to take additional steps to assure the continued tax-exemption of the bonds. In addition, the Town would need to borrow these additional amounts to complete financing of the projects. In doing so, the Town would incur additional costs of issuance and interest rate risk.

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

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

ARTICLE 3: APPLY BOND PREMIUM PORTION TO REDUCE BORROWING - JOHNSON FARM

To see if the Town will vote to appropriate a \$110,000 portion of the net premium paid to the Town by the purchasers of the bonds or notes issued in part to finance the acquisition of the Johnson Farm land parcel (“Johnson Farm”) authorized under a vote of the Town passed December 3, 2014 (Article 2), excluded from the limitations of Proposition 2½, so-called, on December 9, 2014 (Question 2); and to use such premium to pay costs of Johnson Farm, and to reduce by such premium the remaining amount authorized to be borrowed for Johnson Farm; or to take any other action relative thereto.

Submitted by the Finance Director.

(Majority vote required)

REPORT: See report under Article 2.

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

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

**ARTICLE 4. JOHNSON FARM ACQUISITION COST FUNDING TO
REDUCE BORROWING AMOUNT**

To see if the Town will vote to appropriate \$66,000, which sum is transferred from available funds of the Town, to finance the acquisition of the Johnson Farm land parcel (“Johnson Farm”) authorized under a vote of the Town passed December 3, 2014 (Article 2), excluded from the limitations of Proposition 2½, so-called, on December 9, 2014 (Question 2); and to use such amount to pay costs of Johnson Farm, and to reduce by such amount the remaining amount authorized to be borrowed for Johnson Farm; or to take any other action relative thereto.

Submitted by the Finance Director.

(Majority vote required)

REPORT: Funds in the amount of \$66,000 were donated by the Sudbury Valley Trustees for the purchase of Johnson Farm.

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

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

**ARTICLE 5. APPLY BOND PREMIUM PORTION TO REDUCE BORROWING -
NIXON SCHOOL PROJECT**

To see if the Town will vote to appropriate a \$60,000 portion of the net premium paid to the Town by the purchasers of the bonds or notes issued in part to finance the costs of replacing the roof, windows, and doors and to repair the building envelope of the General John Nixon Elementary School (the “Nixon School”) authorized under a vote of the Town passed December 3, 2014 (Article 1), excluded from the limitations of Proposition 2½, so-called, on December 9, 2014 (Question 1); and to use such premium to pay costs of the Nixon School, and to reduce by such premium the remaining amount authorized to be borrowed for the Nixon School; or to take any other action relative thereto.

Submitted by the Finance Director.

(Majority vote required)

REPORT: See report under Article 2.

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

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

**ARTICLE 6. AMEND ZONING BYLAW, ARTICLE IX, ARTICLE 7000 –
DEFINITION OF KENNEL**

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

Amend Article 7000, Definitions, by replacing the words “three (3)” with the words “four (4)” in the definition of Dog Kennel, or act on anything relative thereto.

Submitted by the Planning Board.

(Two-thirds vote required)

PLANNING BOARD REPORT: This article is proposed in conjunction with Article 36 of the 2015 Annual Town Meeting, Town of Sudbury Bylaws, Article V, Section 3 – Regulation of Dogs. This bylaw change will make the current definition of “Dog Kennel” in the Zoning Bylaw compatible and consistent with the state definition of “Kennel” under MGL. C. 140, s. 136A, which was amended in 2012, and the Sudbury bylaw definition proposed under Article 36 of the 2015 Annual Town Meeting. The practical impact of the bylaw change will make the local requirements for licensing kennels through the Town Clerk and permitting dog kennels through the Zoning Board of Appeals consistent for Sudbury residents and businesses. The impact of the change will now allow residents and businesses to house, groom, breed, board or train 4 or fewer dogs without any license or permit, and raises the total number of dogs which require licenses and permits to 5 (more than 4). The new definition will read: Dog Kennel – An establishment in which more than four (4) dogs are housed, groomed, bred, boarded, trained or sold.

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

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

TOWN COUNSEL OPINIONS

It is the opinion of Town Counsel that, if the Bylaw amendment proposed under Article 1 in the Warrant for the 2015 Special Town Meeting, Amend Art. XVIII, s. 2 of the General Bylaws - Licenses & Permits Subject To Unpaid Taxes and Fees, is properly moved, seconded and adopted by a majority vote in favor of the motion, the proposed change will become a valid amendment to the Sudbury Bylaws.

It is the opinion of Town Counsel that, if the Zoning Bylaw amendment proposed under Article 6 in the Warrant for the 2015 Special Town Meeting, Amend Zoning Bylaw, Article IX, Article 7000 – Definition of Kennel, is properly moved, seconded and adopted by a two-thirds vote in favor of the motion, the proposed change will become a valid amendment to the Sudbury Zoning Bylaw.

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

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

Given under our hands this 7th day of April, 2015.

SELECTMEN OF SUDBURY:

Charles C. Woodard

Patricia A. Brown

Robert C. Haarde

Lawrence W. O'Brien

Leonard A. Simon

<p>TOWN OF SUDBURY 2015 ANNUAL TOWN MEETING WARRANT</p>
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*Town Counsel Opinions (See Page 43)

ACCESS TO LINCOLN-SUDBURY REGIONAL HIGH SCHOOL
and PROVISIONS FOR THE DISABLED

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

Parking: “HP” parking spaces are provided at two different locations: 1) the main entrance at the upper level (which will require using an elevator to the lower level to check in and to access the auditorium) and 2) the main parking lot to the right (east) of the school. From this location, you may also be dropped off at the entry walkway – a clear path to the entrance doors, leading directly to the check-in tables and the auditorium. Police on duty will provide assistance as needed, or requested.

Auditorium Balcony: The balcony can only be accessed from the Main Level. From the lower level of the building, you may use either the stairs or the elevator to gain entrance to the balcony – the upper level of the auditorium. The Moderator has ruled that if there is adequate seating on the main floor, the balcony **will not** be opened.

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 Patty Golden 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 April 24, 2014. As there is great demand for qualified interpreters, advance notice will facilitate their availability.

Restrooms: Restrooms are located across the hall from the auditorium.

**If you have any questions regarding these, or any other matters which address accommodations, please contact Patty Golden (978) 639-3382; or the Massachusetts Relay service of VERIZON:
1-800-439-2370 (V/TDD)**

SUMMARY OF BASIC TOWN MEETING PROCEDURES

General Rules:

Only registered voters, non-resident appointed or elected representatives of the Town, and Town employees may speak without leave of the Hall. The Moderator will not vote, even in the case of where the Moderator's vote would break or create a tie.

All votes are by majority unless otherwise announced. Votes will first be taken by a show of hands while sitting. If the Moderator is in doubt, then a standing vote will be taken. If the Moderator is still in doubt, then tellers will count the Hall. If a voter is in disagreement with the Moderator's call of a sitting or standing vote, the voter may challenge the call by immediately standing and saying loudly, "I challenge the vote!" If six additional voters support the challenge, the vote will be counted. If you are in attendance because of a matter of particular interest to you, it is unwise to leave the Hall immediately after the vote is taken. It may be that someone will seek a count of the vote or reconsideration.

The order of speaking is controlled by Article II, §10 of the Town Bylaws. The proponents of an article make the first motion under the article. A second is then required. The proponents then make a presentation in support of the motion. The Finance Committee is next recognized, followed by the Selectmen, and any other boards which are required to report on the article. After the Town boards have spoken, Town Meeting proceeds to general debate on the matter and a vote.

Until everyone who wishes to be heard has been heard, no person may speak more than twice on a matter except to correct an error or answer a question. The initial presentation by the proponent(s) of an article may not exceed a total of ten minutes in length, and no other speech may exceed five minutes in length unless consent is given by a majority of those present and voting.

Please raise your hand when you wish to be recognized by the Moderator to speak. After being called upon by the Moderator, kindly go to a microphone to speak or wait for one to be passed to you at your seat. We expect to have microphones at each side and in front on the auditorium floor as well as runners with microphones to service voters not in the aisle seat and, if necessary, the balcony. The record of Town Meeting is made on audiotape and your remarks will not be recorded if you do not speak from a microphone. Each and every time you speak, you should begin by giving your name and your address so the record can be clear.

The Budget:

A motion is first made by the Finance Committee proposing a budget that would be limited to the amount which would be required to finance the Finance Committee's budget proposal. This limiting motion will only seek a declaration from the Hall as to the overall limit on the budget. A vote in favor of the motion will not mean that Town Meeting has voted for the particular distribution of the total amount as set forth in the Warrant.

After voting on the limiting motion, Town Meeting will address the budget in the usual way and finally vote on that budget:

1. The Moderator will read the budgets in numerical order by title. If anyone has a motion to amend or a question, please raise your hand. For example, the Moderator will say "200 Public Safety, does anyone have a motion to amend or a question involving 200 Public Safety?"
2. If someone has a motion to amend, it should be in one of two forms.
 - a. For example, "I move to increase 200 Public Safety to the sum of \$X and to reduce 600 Culture and Recreation to the sum of \$Y." X cannot be greater than Y. **OR**
 - b. For example, "I move to reduce 200 Public Safety to the sum of \$Z."
A motion simply to increase a line item will not be accepted, because consideration of the budget will have been preceded by the vote limiting the total budget amount.
3. The Hall will debate and vote on any motion to amend.
4. Town Meeting will arrive at the end of this process with a main motion on the budget as it may be amended, and then vote on it.

Consent Calendar:

In order to expedite Town Meeting and save valuable time for discussion of key issues, Sudbury utilizes a "Consent Calendar" to speed passage of articles that 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 the first night of 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, 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 out each individual article in the Consent Calendar, the Moderator will ask that all articles not removed from the Consent Calendar be passed as a unit by a unanimous vote.

Please review the list of articles and motions proposed for the Consent Calendar that follows.

Complete reports are to be found under each article printed in this Warrant. If you have any questions

about the articles, motions or procedure, please feel free to call the Town Manager's office at (978) 639-3381 before Town Meeting.

CONSENT CALENDAR ARTICLES AND MOTIONS

ARTICLE 9. CHAPTER 90 HIGHWAY FUNDING: Move in the words of the article. (See article at page 6.)

ARTICLE 10. REAL ESTATE EXEMPTION: Move in the words of the article. (See article at page 6.)

ARTICLE 11. TOWN/SCHOOL REVOLVING FUNDS: Move in the words of the article. (See article at page 8.)

ARTICLE 12. PUBLIC HEALTH VACCINATIONS REVOLVING FUND: Move in the words of the article. (See article at page 10.)

Motions:

Contrary to popular belief, an article in the Warrant is not “self-starting.” If an article were to be called up, and no person makes a motion under it, the article would simply be passed over, and whatever action had been contemplated thereby would not occur. It is a motion which puts an article before Town Meeting, and it is the motion *not the article*, which is actually voted upon. Thus, while speakers may refer to passing, defeating, or otherwise dealing with “the article,” in fact and in law, what the meeting deals with, debates, and votes upon are motions, not articles. The article in the Warrant serves only the purpose of letting the voters know what may come before the meeting and the outside scope of what may be considered. It may be that a speaker will question whether a certain motion is “within the four corners of the article.” Such a challenge requires the Moderator to determine whether the motion should be allowed, as being within a reasonable reading of the article as printed in the Warrant, or be ruled out of order as being beyond the legitimate subject matter of the article.

Many times the first or “main” motion under an article, will be “Move in the words of the article.” By making such a motion, the speaker is adopting the article as his or her motion thereunder. This can only be done where the language of the article is drafted in such a way that it is appropriate for simple adoption as a motion. Whenever the presenter’s motion differs from the wording in the Warrant, the presenter must point out and explain those differences to the Hall.

All substantive motions, and that includes all main motions and motions to amend a main motion, must be provided to the Moderator, Town Clerk the Technology Administrator at the viewgraph in writing before they are made. Again, this is so there will be an accurate record of the meeting. Please see the guidelines for electronic presentation on the Town website at: www.sudbury.ma.us. If you have an amendment, you should e-mail it to the Technology Administrator at: infosystems@sudbury.ma.us several days before Town Meeting convenes so that the Hall doesn’t have to wait for you to give it to the Moderator, the Town Clerk and the Technology Administrator

who then must type it for the viewgraph to display it to the Hall. While that is happening, the Moderator has to make a quick judgment of whether your amendment is within the four corners of the article and thus able to go forward. When you send it to the Technology Administrator in advance and he gives it to the Moderator in advance, the Moderator may be able to suggest language that is acceptable to you to ensure that your amendment is within the four corners and can go forward. It is recommended that you discuss your amendment with the presenter of the article as you may be able to convince him or her to include it as part of the main motion and thus avoid having to vote separately on the amendment. You should then have the presenter forward the new motion to the Technology Administrator who will forward it to the Moderator and the Town Clerk.

Dismissing Articles, Indefinite Postponement and Withdrawing Motions:

It is possible for Town Meeting to decide not to take action on an article. This decision is usually made because new or additional information has come to light after the preparation of the warrant indicating that action on the article is unnecessary, unwise or illegal. In such instances, frequently there will be a motion “to indefinitely postpone” an article. This motion, if adopted, kills the article for all intents and purposes for the Town Meeting. The motion is frequently used when proponents of an article have decided not to proceed with it but want an opportunity to explain to the meeting why they are, in effect, abandoning the article at this time. The motion also may be used by someone who wishes to defeat an article before it can be fully debated on the merits. In such cases, it is important to understand that indefinite postponement can have the same effect as defeat which, in turn, can have significance with respect to some items, notably zoning matters, as to when the matter can again be considered by the Town.

If you have made a motion or an amendment, you can move to “withdraw the motion” if you have second thoughts or new information. A motion to withdraw can be made any time during the debate of the motion but cannot be made after the motion has been voted on.

Limits on Debate:

There is no prescribed limit to debate except common sense. The Moderator can limit debate and can ask speakers to stop if they are straying from the subject, repeating points already made or talking at unnecessary length.

Town Meeting itself can also terminate debate. To do so, you may go to a microphone, wait to be recognized by the Moderator, and say, “I move the previous question.” This motion is not debatable, and if seconded and voted by a two-thirds majority, debate ends and the motion under discussion is immediately put to a vote.

Point of Order:

If you think that a parliamentary rule is not being followed, you can raise a “point of order.” This tells the Moderator that you feel something is wrong – for instance, an amendment is not relevant

to the issue or a motion is out of order. The Moderator then makes an independent decision on the issue which is not subject to debate or appeal.

Motions for Reconsideration:

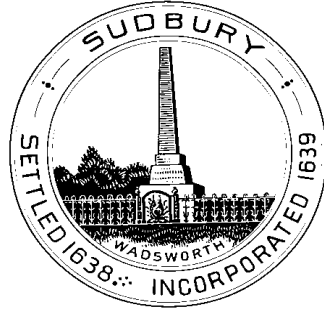
The Town Bylaw on Motions for Reconsideration of an article already acted upon is somewhat complex. If reconsideration is sought of a matter which has been voted upon during the same night of Town Meeting, a two-thirds vote is required. If reconsideration is sought after the close of the session at which the action was taken, a unanimous vote is required unless by noon of the day after the session a written notice of intent to seek reconsideration signed by 15 voters who attended the session at which the action was taken is filed with the Town Clerk. If that occurs, the Moderator will announce it at the next session and further announce that reconsideration will be the first order of business at the next following session unless the Warrant is completed that night, in which case it will be the last order of business that night. A two-thirds procedural vote to reconsider the matter is then required before the original substantive motion can be discussed and voted. Reconsideration is proper only when there was a misstatement of fact so great that it changed the outcome of the original vote. In the last four decades, reconsideration has been granted less than a handful of times.

Adjournment:

If the hour is late and there are still articles to be acted on, the Moderator and the Board of Selectmen can confer and ask for a motion to adjourn the Town Meeting to another time to complete the warrant. A voter can also make a motion to adjourn. The time and place for resuming Town Meeting must be specified in the motion. When all business on the warrant has been acted on, the Moderator asks for a motion to adjourn (end) the meeting, which must be seconded and put to a vote. Adjournment of any session will occur upon completion of the article under discussion at 10:30 P.M. unless there is a two-thirds vote to do otherwise.

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 affairs to meet at the Lincoln-Sudbury Regional High School Auditorium in said Town on Monday, May 4, 2015, 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 2014 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.

ARTICLE 2. FY15 BUDGET ADJUSTMENTS

To see if the Town will vote to amend the votes taken under Article 4, FY15 Budget, of the 2014 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 FY15 (Operating) Budget to make adjustments at the ATM, as necessary.

At this time the Town is facing an approximate \$500,000 snow and ice budget deficit. The Board of Selectmen will report at Town Meeting on the recommended funding mechanism.

There may be other adjustments recommended as Town Meeting approaches.

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

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

ARTICLE 3. STABILIZATION FUND

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

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

BOARD OF SELECTMEN REPORT: Based on the Board of Selectmen’s Budget and Financial Policies the Town’s goal is to maintain in the Stabilization Fund an amount equal to 5% of the total projected general fund operating revenues for the next fiscal year. At best this an acceptable minimum.

As of June 30, 2014 our Stabilization Fund Balance was \$4,108,451. The recommended minimum target for FY 16 should be \$4,460,051. In order to achieve this the Town would need to put in \$351,600.

Provided that the motion under this article receives a two-thirds vote of approval, a sum of \$351,600 from the 2014 certified Free Cash as an available source will be added to the Town’s Stabilization Fund.

This fund protects the Town in case of a severe emergency and is beneficial in supporting the Town’s AAA Bond ratings, which in turn result in lowering borrowing costs. As of June 30, 2014 the balance in the Stabilization Fund was \$4,108,450.64.

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

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

ARTICLE 4. FY16 BUDGET

To see if the Town will vote to raise and appropriate, or transfer 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 to provide for a Reserve Fund, all for the Fiscal Year July 1, 2015 through June 30, 2016, 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; or act on anything relative thereto.

EXPENDITURES	FY16 Recommended
300: Sudbury Public Schools: Net	33,749,343
300: SPS Employee Benefits (1)	5,934,990
1000: SPS OPEB Normal Cost (2)	131,779
Sub-total SPS Net	39,816,112
300: LS Operating Assessment: Net	21,404,879
300: LS OPEB Normal Cost Assessment	64,799
300: LS Operating Debt Service Assessment	666,506
Sub-total LS Assessments Net	22,136,184
300: Minuteman Regional Assessment	694,384
Total: Schools	62,646,680
100: General Government	2,719,850
200: Public Safety (3)	7,218,029
400: Public Works	5,152,060
500: Human Services	659,188
600: Culture & Recreation	1,233,397
900: Employee Benefits	4,566,368
900: Other & Transfers	524,971
1000: OPEB Normal Cost (2)	62,402
Total: Town Departments	22,136,265
700: Town Debt Service	3,719,050
TOTAL: OPERATING BUDGET	88,501,995

(not including Capital or Enterprise Funds)

- 1 To be transferred to 900: Town Employee Benefits**
- 2 To be transferred to 1000: SPS/Town Normal Cost for OPEB**
- 3 Ambulance reserve funds to be transferred to 200: Public Safety (direct revenue offset)**

Submitted by the Finance Committee.

(Majority vote required)

SEE DETAILED LINE ITEM BUDGET IN THE FINANCE COMMITTEE SECTION, Part II of this Warrant. Finance Committee reports on each budget section are included therein.

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

FINANCE COMMITTEE POSITION: The Finance Committee recommends approval of the FY16 Warrant Budget.

ARTICLE 5. FY16 TRANSFER STATION ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and appropriate, or transfer from available funds, the following sums set forth in the FY16 budget of the Transfer Station Enterprise, to be included in the tax levy and offset by the funds of the enterprise; or act on anything relative thereto.

	FY14 Actual	FY15 Appropriated	FY16 Recommended
TRANSFER STATION ENTERPRISE FUND			
Direct Costs ¹	229,658	312,186	498,256
Indirect Costs ^{2*}	21,567	16,255	16,700
TOTAL: Enterprise Expenditures	251,225	328,441	514,956
Transfer Station Receipts	338,458	328,441	330,156
Retained Earnings Used	-	-	184,800
TOTAL: Enterprise Revenues	338,458	328,441	514,956
	-	-	-

¹ Direct Costs for FY14 include \$122,000 for capital expenditures paid for by retained earnings.

*Paid for by Enterprise Revenue Transfer to Unclassified Benefits (General Fund)

Submitted by the Finance Committee.

(Majority vote required)

FINANCE COMMITTEE REPORT: See report in Finance Committee Section, Page FC-34. The Finance Committee recommends approval of the FY16 Budget.

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

ARTICLE 6. FY16 POOL ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and appropriate, or transfer from available funds, the following sums set forth in the FY16 budget of the Atkinson Pool Enterprise, to be included in the tax levy and offset by the funds of the enterprise; or act on anything relative thereto.

	FY14 Actual	FY15 Appropriated	FY16 Recommended
POOL ENTERPRISE FUND			
Direct Costs	500,829	547,891	578,043
TOTAL: Enterprise Expenditures	500,829	547,891	578,043
Pool Receipts	492,533	525,000	496,000
Retained Earnings Used	8,296	22,891	82,043
TOTAL: Enterprise Revenues	500,829	547,891	578,043

Submitted by the Finance Committee.

(Majority vote required)

FINANCE COMMITTEE REPORT: See report in Finance Committee Section, Page FC-35.
The Finance Committee recommends approval of the FY16 Budget.

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

ARTICLE 7. FY16 RECREATION FIELD MAINTENANCE ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and appropriate, or transfer from available funds, the following sums set forth in the FY16 budget of the Recreation Field Maintenance Enterprise, to be included in the tax levy and offset by the funds of the enterprise; or act on anything relative thereto.

	FY14 Actual	FY15 Appropriated	FY16 Recommended
FIELD MAINTENANCE ENTERPRISE			
Direct Costs	186,546	221,128	218,086
Indirect Costs*	22,500	20,879	21,500
TOTAL: Enterprise Expenditures	209,046	242,007	239,586
Field Maintenance Receipts	202,269	206,000	203,000
Transfers In	-	-	-
Retained Earnings Used	6,778	36,007	36,586
TOTAL: Enterprise Revenues	209,047	242,007	239,586
	-	-	-

*Paid for by Enterprise Revenue Transfer to Unclassified Benefits (General Fund)

Submitted by the Finance Committee.

(Majority vote required)

FINANCE COMMITTEE REPORT: See report in Finance Committee Section, Page FC-36. The Finance Committee recommends approval of the FY16 Budget.

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

ARTICLE 8. UNPAID BILLS

To see if the Town will vote to raise and appropriate, or transfer 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.

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

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

ARTICLE 9. CHAPTER 90 HIGHWAY FUNDING (Consent Calendar)

To see if the Town will vote to authorize the Town Manager to accept and to enter into a contract for the expenditure of any funds allotted or to be allotted by the Commonwealth for the construction, reconstruction and maintenance projects of Town ways pursuant to Chapter 90 funding; and to authorize the Treasurer to borrow such amounts in anticipation of reimbursement by the Commonwealth; or act on anything relative thereto.

Submitted by the Director of Public Works. (Majority vote required)

DIRECTOR OF PUBLIC WORKS REPORT: Each year the Legislature allocates funds to cities and towns for the improvement of their infrastructure, to be expended under the Chapter 90 guidelines. The current plans are to continue the implementation of our pavement management program.

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

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

ARTICLE 10. REAL ESTATE EXEMPTION (Consent Calendar)

To see if the Town will vote to accept the provisions of Chapter 59, Section 5C¹/₂, or act on anything relative thereto.

Submitted by the Board of Assessors. (Majority vote required)

BOARD OF ASSESSORS REPORT: At a Special Town Meeting held in November of 1997, voters unanimously approved a local option which provides for an increase in exemptions for the elderly, blind, veterans and others of up to 100% of the statutory amounts allowable under Chapter 59, Section 5, Clauses 17D(E), 22, 37A, and 41C(D) of the General Laws. The Town of Sudbury has voted every year since November 1997 to adopt the local option. Chapter 59, Section 5C½ codifies the so called “optional additional exemption” that was enacted in 1986, eliminating the need for an annual vote. Beginning in FY 16, the optional additional exemption will be granted under Mass. General Laws Chapter 59, Section 5C ½, which provides as follows:

In a city or town that accepts this section and is certified by the commissioner to be assessing all property at full and fair cash valuation, a taxpayer who otherwise qualifies for an exemption pursuant to any clause specifically listed in the first paragraph of section 5 for which receipt of another exemption on the same property is prohibited, shall be granted an additional exemption that shall be uniform for all exemptions and the amount of which shall not exceed 100 per cent of the exemption for which the taxpayer qualifies, as may be determined by the legislative body of the city or town, subject to its charter, not later than the beginning of the fiscal year to which the tax relates. Notwithstanding any provision of this chapter to the contrary, the exemption shall be in addition to any exemption allowable pursuant to said section 5; provided, however, that in no instance shall the taxable valuation of the property, after all applicable exemptions, be reduced below 10 per cent of its full and fair cash valuation, except through the applicability of clause Eighteenth of said section 5; and provided, further, that the additional exemption shall not result in any taxpayer paying less than the taxes paid in the preceding fiscal year. Acceptance of this section by a city or town shall not increase the amount that it otherwise would have been reimbursed by the commonwealth pursuant to the respective clause.

A brief description of each of the affected exemptions is listed below.

CLAUSE 17D(E) – Applicant must be over the age of 70, or a surviving spouse (of any age) with limited personal assets. The personal asset figure varies annually according to the C.O.L.A. index. The personal asset maximum for fiscal year 2015 was \$55,900. The FY15 benefit was \$290.13 (subject to annual C.O.L.A. index). Acceptance may result in a potential impact of up to \$580.26 (or twice the current value of the exemption based upon the C.O.L.A.).

CLAUSE 22 – Applicant must be a veteran, (or a qualifying veteran's spouse, or surviving spouse), with a qualifying service-related disability of not less than 10%. The current benefit is a minimum of \$400. Acceptance may result in a possible maximum impact ranging from \$800 to \$2,000 (per disability rating). In the case of a qualifying paralyzed veteran or his/her surviving spouse, or a surviving spouse of a veteran whose death occurred as a proximate result of injuries or disease sustained in a combat zone, there is a 100% exemption allowance which is fully reimbursed by the Commonwealth.

CLAUSE 37A – Applicant must be legally blind, as certified by the Massachusetts Commission for the Blind. The current benefit is \$500. Acceptance may result in a potential impact of up to \$1,000.

CLAUSE 41C(D) – Applicant must be over the age of 65 and must have minimal income and personal assets in order to qualify. Income and asset amounts are dependent on an annual C.O.L.A. index. The current benefit is \$1,000. Acceptance would allow for an increase of the benefit for some eligible taxpayers, up to a maximum benefit of \$2,000.

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

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

ARTICLE 11. TOWN/SCHOOL REVOLVING FUNDS *(Consent Calendar)*

To see if the Town will vote to authorize for FY16 the use of revolving funds under M.G.L. c.44, s. 53E ½, by the following Departments of the Town in accordance with the description for each fund placed on file with the Board of Selectmen, said funds to be maintained as separate accounts set forth as follows:

<u>Fund</u>	<u>Department</u>	<u>Maximum Amount</u>
Plumbing & Gas Inspectional Services	Building Inspector	\$ 50,000
Portable Sign Administration & Inspectional Services	Building Inspector	\$ 10,000
Conservation (Trail Maintenance)	Conservation Commission	\$ 7,500
Conservation (Wetlands)	Conservation Commission	\$ 35,000
Council on Aging Activities	Council on Aging	\$ 50,000
Council on Aging Van Transportation (MWRTA)	Council on Aging	\$ 100,000
Cemetery Revolving Fund	DPW Director	\$ 20,000
Fire Department Permits	Fire Chief	\$ 45,000
Goodnow Library Meeting Rooms	Goodnow Library	\$ 10,500
Recreation Programs	Park and Recreation Commission	\$ 570,000
Teen Center	Park and Recreation Commission	\$ 15,000
Youth Programs	Park and Recreation Commission	\$ 150,000
Bus	Sudbury Schools	\$ 450,000
Instrumental Music	Sudbury Schools	\$ 100,000
Cable Television	Town Manager	\$ 30,000
Rental Property	Town Manager	\$ 40,000
Dog	Treasurer/Collector	\$ 60,000
Zoning Board of Appeals	Zoning Board of Appeals	\$ 25,000;

and to confirm that said funds have been established in accordance with M.G.L. c.44 s. 53E ½; or act on anything relative thereto.

Submitted by the Town Finance Director. (Majority vote required)

FINANCE DIRECTOR REPORT: This article seeks authorization for Fiscal Year 2016 for certain previously established revolving funds pursuant to M.G.L. c.44, s.53E1/2. A descriptive summary of the funds follows:

- Plumbing and Gas Inspectional Services – permit fees collected are used to fund services for plumbing and gas inspections;
- Portable Sign Administration and Inspectional Services – annual registration fees collected pursuant to Section 3259A, Portable Signs, of the Zoning Bylaw are used to fund administration and inspectional services;
- Conservation – license fees collected from agricultural use of fields on conservation lands are used to fund trail maintenance on Town-owned designated conservation lands;
- Conservation – application fees collected are used to fund administration of the Sudbury

- Wetlands Bylaw;
- Council on Aging Activities – fees collected are used to fund Senior Center classes and programs;
 - Council on Aging Van Transportation (MWRTA) – payments from the MetroWest Regional Transit Authority (MWRTA) and fares are used to pay salary and benefits of van driver and van operating expenses;
 - Cemetery – sale of lots and other fees excepting perpetual care funds are used to fund maintenance of Town cemeteries;
 - Fire Department – permit fees collected are used to fund expenses related to the issuance of permits, including salaries and benefits, purchase and maintenance of equipment required
 - Goodnow Library – fees from non-Town agency use of Library meeting rooms are used for maintenance and utility charges for those rooms;
 - Recreation Programs – fees collected are used to fund recreation programs and activities;
 - Teen Center – fees collected are used for Teen Center programs and activities;
 - Youth – fees collected are used to fund youth programs and activities;
 - Bus – user fee collections are used to fund additional or supplemental school transportation;
 - Instrumental Music – user fees are used to fund additional or supplemental instrument music lessons after school hours;
 - Cable Television – fees and other income collected in connection with cable television are used to fund local access services and the Town institutional network (I-Net);
 - Rental Property – receipts received from the rental of Town-owned houses are used to fund expenditures related to the upkeep of these houses;
 - Dog – fees, fines, charges, and penalties imposed under the Town Bylaw, Art. V.3, Regulation of Dogs, and those costs required by the Massachusetts General Laws are used for making purchases or paying any expenses related to the regulation of dogs;
 - Zoning Board of Appeals – application fees collected are used to fund consultants and part-time employee salaries.

The maximum amount stated is the same as the FY15 maximum voted for each revolving fund except for the following: Conservation Trail Maintenance increased from \$5,000 to \$7,500; Council on Aging Activities increased from \$35,000 to \$50,000; Recreation Programs has increased from \$542,000 to \$570,000; and Youth Programs increased from \$110,000 to \$150,000. The Regional Housing Services revolving fund has been dissolved as the office has moved to Concord, and the Park and Recreation Teen Center revolving fund has been decreased from \$20,000 to \$15,000.

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

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

ARTICLE 12. PUBLIC HEALTH VACCINATIONS REVOLVING FUND

(Consent Calendar)

To see if the Town will vote to establish and authorize for Fiscal Year 2016, the use of a revolving fund by the Board of Health for providing vaccinations, including purchase of materials and other costs associated therewith including administrative salary and benefits, to be funded by reimbursements collected from private insurance and Medicare/Medicaid and MassHealth for vaccinations; said fund to be maintained as a separate account, in accordance with MGL, Chapter 44, Section 53E1/2; the amount to be expended therefrom shall not exceed the amount of \$7,000; or act on anything relative thereto.

Submitted by the Board of Health.

(Majority vote required)

HEALTH DIRECTOR REPORT: This revolving fund is being established for the purpose of utilizing insurance and other reimbursements for vaccinations provided by the Board of Health to the public for the purchase of vaccines, vaccination materials, and the public health nursing services administration of such vaccinations.

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

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

**ARTICLE 13. ESTABLISH SPECIAL STABILIZATION FUND –
FORMER MELONE PROPERTY**

To see what sum the Town will vote to raise and appropriate, or transfer from available funds, to be placed in a special Stabilization Fund established under this article for the purpose of grading or otherwise preparing the Town-owned so-called Melone property, shown on Town of Sudbury Assessor's Map C12 as Parcel 0100 and located on North Road, for reuse for municipal purposes or sale; or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Two-thirds vote required)

BOARD OF SELECTMEN REPORT: The DPW gravel pit mining revolving fund was established at the 2002 Annual Town Meeting (article 22) for the purpose of segregating revenues earned from the mining operation established on Town property located off North Road, the former Melone property. Said revenues to be used to support all aspects of the mining operation and thereafter for the reclamation of the property at such time the Town were to consider the reuse, repurpose or disposition.

Now that the mining operation has ended revolving fund regulations require that the Town close out the remaining balance of the mining fund operation to the general treasury (as "Free Cash"). With this new article we are asking Town Meeting to re-vote \$1,100,000 of the July 1, 2014 certified Free Cash which represents the balance from the former revolving fund to be used to establish a special purpose stabilization fund (subsequently allowable by adoption of legislative amendments in 2003 to M.G.L. Ch. 40 s.5B) for the reclamation or otherwise preparing the Melone property for municipal purposes or sale.

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

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

ARTICLE 14. ROLLING STOCK STABILIZATION FUND

To see if the Town will vote to raise and appropriate the sum of \$113,000 to be added to the Rolling Stock Stabilization Fund, established under Article 24 of the 2014 Annual Town Meeting, said sum to be raised by taxation; or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Two-thirds vote required)

BOARD OF SELECTMEN REPORT: This article is intended to add funds to the \$100 placed in the DPW Rolling Stock Stabilization Fund approved under Art. 24 of the 2014 Annual Town Meeting for the purpose of replacing or adding to existing Department of Public Work's rolling stock equipment, toward the purchase, lease or debt service payment for items classified as such so that we continue to address replacement of the aging equipment and the needs of the DPW on a long term basis.

The Strategic Financial Planning Committee for Capital Planning (comprised of members of the Board of Selectmen, Finance Committee, Capital Improvement Advisory Committee, LS and SPS School Committees, as well as staff from the Town, SPS, LS) recommended in their final report that Town Meeting be asked annually to appropriate the money that the Town receives from the lease of cell towers on DPW land (i.e. at the Transfer Station and potentially in the future behind the DPW building) to the newly established Special Stabilization Fund for Rolling Stock so that they may accumulate for funding future DPW Rolling Stock items. The Town receives approximately \$113,000 annually for the cell tower at the Transfer Station, and if a new tower is leased at the DPW building site, the Town might anticipate another \$50,000 from this lease. These funds could be requested to be dedicated annually for funding the Special Stabilization Fund for Rolling Stock.

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

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

ARTICLE 15. ENERGY SAVINGS PROGRAMS STABILIZATION FUND

To see what sum the Town will vote to raise and appropriate, or transfer from available funds, to be placed in the Energy Savings Programs Stabilization Fund established under Article 25 of the 2014 Annual Town Meeting, for the purpose of acquiring, installing or otherwise implementing energy saving capital projects; towards the purchase, lease or debt service payments for said items or programs classified as such; or act on anything relative thereto.

Submitted by the Energy Committee.

(Two-thirds vote required)

ENERGY COMMITTEE REPORT: At the 2014 Annual Town Meeting, residents voted to create and fund the Energy Savings Programs Stabilization Fund. The Energy Stabilization Fund was created to allow for savings from energy related projects developed by the Town's Energy Committee to be used for energy savings projects. This year, the Energy Committee has reported that the solar array at the landfill has produced approximately \$160,000 in net metering credit from Eversource, formerly known as NStar, and is reflected in the Town and Sudbury Public Schools utility accounts. The Committee recommends capturing \$100,000 of these credits by appropriating \$50,000 from the Town's Eversource utility credit and \$50,000 from the Sudbury Public Schools Eversource utility credit and transferring these sums into the Energy Stabilization Fund. This allows the net metering savings from the solar array

to be visible and allows the energy savings to be used in a deliberate and purposeful way by Town Meeting.

The Energy Committee supports the transfer of the energy savings generated by the Landfill solar and will continue to work with the residents to identify future projects that help make Sudbury more energy efficient and sustainable.

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

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

ARTICLE 16. USE OF ENERGY SAVINGS PROGRAMS STABILIZATION FUND

To see if the Town will vote to appropriate an amount not to exceed \$75,000 from the Energy Savings Programs Stabilization Fund established under Article 25 of the 2014 Annual Town Meeting, as recommended by the Energy Committee, for the purpose of acquiring, installing or otherwise implementing energy saving capital projects; towards the purchase, lease or debt service payments for said items or programs classified as such; or act on anything relative thereto.

Submitted by the Energy Committee.

(Two-thirds vote required)

ENERGY COMMITTEE REPORT: M.G.L. Ch. 40, Section 5B authorized Sudbury to create the Energy Savings Programs Stabilization Fund at the 2014 Annual Town Meeting. In 2014, \$20,000 was transferred from the utility budget and inserted into the stabilization fund. At Town Meeting in May, voters will be asked to authorize the transfer of \$100,000 from the utility budget to realize a portion of the net metering savings from the solar array at the landfill. If approved by residents, the current total of the Energy Stabilization Fund will be \$120,000. The purpose of the fund and the appropriation of the \$75,000 requested, will allow the savings generated to fund new energy savings projects. This year, the committee has two projects that are being considered for funding. One project is the installation of new energy efficient LED lights at the Haynes Cafeteria and Library, and at Curtis School Library and selected hallway lights. These LED lights will improve existing lighting, will last up to three times longer than existing lights and will save money by reducing electricity consumption. The second project under consideration is the replacement of either the Noyes or Loring School roof top HVAC equipment. Both schools have rooftop units that are getting old and must be replaced soon. This project will address the most critical unit, as determined by the Facilities Manager. The new units will be modern, energy efficient, and computer controlled with the buildings energy management system. The new units will meet the stretch energy code, thereby saving money in the future.

The final decision on which project will be presented at Town Meeting.

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

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

ARTICLE 17. ESTABLISH SPECIAL STABILIZATION FUND – TOWN-OWNED SYNTHETIC TURF FIELDS

To see what sum the Town will vote to raise and appropriate, or transfer from available funds, to be placed in a special Stabilization Fund established under this article for the purpose of replacement or major repair of the synthetic turf fields solely owned and operated by the Town of Sudbury; or act on anything relative thereto.

Submitted by the Park and Recreation Commission. (Two-thirds vote required)

PARK AND RECREATION COMMISSION REPORT: The Park and Recreation Commission is looking to establish this fund as a means by which to assist the Town in replacing the synthetic turf field at Cutting Field, owned and operated by the Town. The current life expectancy of this type of field is 10-15 years with a replacement cost of \$300,000-\$400,000 per field. This Special Revolving Fund will allow us to start setting aside money for the replacement of Cutting Field and future replacement of other Town-owned synthetic fields in town. Previous to this there has not been a mechanism in place by which we have been able to set aside money for this purpose. The ability to be able to replace these fields are critical given that we live in an area of the country where our springs are getting shorter and shorter and the demands for synthetic surfaces are greater than ever. The use of our teams and leagues to use these facilities is critical to both our athletic and our recreational programs alike.

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

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

ARTICLE 18. FY16 CAPITAL BUDGET

To see what sum the Town will vote to raise and appropriate, or appropriate from available funds, for the purchase or acquisition of capital items including but not limited to capital equipment, construction, engineering, and design, including but not limited to renovation to buildings; and to determine whether this sum shall be raised by borrowing, lease purchase, or otherwise;

	FY 14 Actual	FY15 Appropriated	FY16 Recommended
OPERATING CAPITAL ARTICLE BY DEPARTMENT*			
DPW/Highway	50,000	96,000	90,000
DPW/Parks & Grounds	-	45,000	-
Facilities/SPS	152,000	75,000	130,000
Facilities/Town	62,062	40,000	50,000
Fire	20,000	40,000	50,000
IT/General	-	-	32,750
Police	-	-	-
Recreation			40,000
TOTAL	284,062	296,000	392,750

*Excludes operating leases & capital exclusions

or act on anything relative thereto.

Submitted by the Town Manager.

(Two-thirds vote required, if borrowed)

TOWN MANAGER REPORT: Details on each item are shown in the Finance Committee Section on Page FC-33. The Capital Improvement Advisory Committee (CIAC) recommends approval of this Article.

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

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

ARTICLE 19. CARDIAC MONITOR REPLACEMENTS

To see if the Town will vote to raise and appropriate, or transfer from available funds, the sum of \$96,000, or any other sum, for the purchase or acquisition of replacement cardiac monitors, related equipment and service agreements for the Fire Department; and to determine whether such funding shall be raised by taxation or otherwise; and to determine whether such funding will be subject to a Capital Exclusion; or act on anything relative thereto.

Submitted by the Fire Chief.

(Majority vote required)

FIRE CHIEF'S REPORT: To get the Advanced Life Support program off the ground in November of 2013, we purchased three used cardiac monitors which were manufactured in 2006. We want to replace all three of them and upgrade to the newest technology to take advantage of improved features such as the ability to read carbon monoxide blood levels, easier to read color screens for better EKG and other medical interpretations, and automatic re-analyzation and printing of subtle changes in the event of myocardial infarction, ie, heart attack. This equipment will greatly enhance the ability of our Paramedics to treat their patients.

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

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

ARTICLE 20. CARPET REPLACEMENT – SCHOOLS AND LIBRARY

To see if the Town will vote to raise and appropriate, or transfer from available funds, an amount of money to be expended for the purpose of replacing selected portions of existing carpet in Curtis School, Loring School and Goodnow Library and any expenses therewith; and to determine whether such funding shall be raised by taxation or otherwise; and to determine whether such funding will be subject to a Capital Exclusion; or act on anything relative thereto.

Submitted by the Facilities Director.

(Majority vote required)

FACILITIES DIRECTOR'S REPORT: The floor carpet in the Goodnow Library, Curtis School and Loring School is worn out and needs to be replaced. The carpet in Goodnow Library and Loring School is 17 years old and in the Curtis School the carpet is 15 years old. The typical life cycle for commercial carpeting is about 10-15 years. The existing carpet looks old and deteriorated and has an unkempt appearance. This article requests \$108,000 to replace selected areas in the town's buildings and will preserve and protect our assets.

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

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

ARTICLE 21. NATATORIUM ROOFING

To see what sum the Town will vote to raise and appropriate, or transfer from available funds, to be expended under the direction of the Permanent Building Committee for the purpose of constructing, reconstructing, or making extraordinary repairs to the Atkinson Pool roof at the Fairbank Community Center/Pool complex, and all expenses therewith including professional and engineering, the preparation of plans, specifications and bidding document, supervision of work and borrowing costs; and to determine whether said sum shall be raised by borrowing or otherwise; and to determine whether such funding will be subject to a Proposition 2 ½ exclusion; or act on anything relative thereto.

Submitted by the Facilities Director.

(Two-thirds vote required, if borrowed)

FACILITIES DIRECTOR’S REPORT: This article requests \$380,000 to replace the 28-year-old roof on the Atkinson Pool and make improvements to the building envelope. The natatorium roof is at the end of its useful life expectancy and is starting to show evidence of failure. The river rock ballast is degrading with many stones cracked and splitting resulting in sharp edges that can penetrate the roof membrane.

The roof does not have active leaks to the interior, except for ice dams that occur in the winter. In June of 2013, we contracted with a consultant to assess the roof condition and they found moisture on the underside of the rubber roof membrane and the top 1 to 2 inches of insulation was wet to the touch. These indications are that the roof system is beginning to fail and we should replace the roof and repair the envelope before water infiltration damages the structure.

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

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

**ARTICLE 22. FIRE ALARM SYSTEM UPGRADE –
LINCOLN –SUDBURY REGIONAL HIGH SCHOOL**

To see what sum the Town will vote to raise and appropriate, or transfer from available funds, to be expended under the direction of the Lincoln-Sudbury Regional High School District Committee for the purpose of repairing and improving the existing fire alarm system in the High School, installing, constructing, reconstructing or making extraordinary repairs to facility for the purposes of installation and all expenses therewith including professional and engineering, the preparation of plans, specifications and bidding document, supervision of work and borrowing costs; and to determine whether said sum shall be raised by borrowing or otherwise; and to determine whether such funding will be subject to a Proposition 2 ½ exclusion; or act on anything relative thereto.

Submitted by the Lincoln –Sudbury Regional High School District Committee.

(Two-thirds vote required if borrowed)

SCHOOL COMMITTEE REPORT: The purpose of this capital request is to provide safe and secure facilities for our children, staff, visitors, and all school buildings and equipment with a modernization of our fire alarm panel notification system. The system consists of ten sub-panels located throughout our facility which all communicate alarm signals to the main notification panel located at the main entrance of school. The system consists of computer circuit board technology that is no longer supported from a warranty or maintenance standpoint by the manufacturer. This project will replace the existing internal controls with modern technology that will have a warranty period and be supported with service and replacement parts by the manufacturer. The total project budget is \$125,000 with \$106,600 apportioned to Sudbury and the remaining \$18,400 apportioned to Lincoln per our regional agreement. Both the Lincoln Capital Committee and Finance Committee support this request and they have incorporated their share into their FY16 budget plans. If both communities approve this request the project will be subsequently bid with installation planned for Summer 2015.

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

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

ARTICLE 23. TOWN AND SCHOOL PARKING LOTS AND SIDEWALK IMPROVEMENTS

To see if the Town will vote to raise and appropriate, or transfer from available funds, \$200,000 or any other sum, to be expended under the direction of the Facilities Director for the purpose of constructing, reconstructing, or making extraordinary repairs to the Sudbury Public Schools and Town driveways, parking lots and sidewalks; and to determine whether said sum shall be raised by borrowing or otherwise; and to determine whether such funding will be subject to a Proposition 2 1/2 exclusion; or act on anything relative thereto.

Submitted by the Facilities Director. (Two-thirds vote required, if borrowed)

FACILITIES DIRECTOR'S REPORT: The driveways, sidewalks and parking lots at the Sudbury Public Schools and the Town facilities are in need of major repair. Last year Town Meeting approved funds to make improvements at the Nixon School and a portion of the Curtis School. This year, the article requests \$200,000 to complete the improvements to the Curtis School and address other deteriorated areas of the parking lots at the Loring and Noyes Schools and other town buildings.

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

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

ARTICLE 24. SCHOOL SECURITY AND ACCESS CONTROLS

To see if the Town will vote to raise and appropriate, or transfer from available funds, \$220,000 or any other sum, to be expended under the direction of the Facilities Director for the purpose of constructing, reconstructing, or making extraordinary repairs to the Sudbury Public Schools for the purpose of Building Safety, Security, and Access Controls; and to determine whether said sum shall be raised by borrowing or otherwise; and to determine whether such funding will be subject to a Proposition 2 1/2 exclusion; or act on anything relative thereto. Submitted by the Facilities Director.

Submitted by the Facilities Director. (Two-thirds vote required, if borrowed)

FACILITIES DIRECTOR'S REPORT: The goal of this Town Meeting request is to provide secure and

safe facilities for our children, staff and residents with the installation of school security and access controls. This article request \$220,000 to be raised to install electronic card access and exterior security cameras at the Curtis, Haynes, Noyes, Nixon and Loring Schools. As we have learned, school violence can happen anywhere. The implementation of entry access control and the installation of security cameras, will allow the staff the ability to better control entry into the building.

There is no guarantee that our schools will be free from violence, however, this added security feature, along with training and communication, will give the staff a valuable tool to protect our children, teachers and parents in our school buildings.

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

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

ARTICLE 25. SCHOOL CLASSROOM FLOORING REPLACEMENT

To see what sum the Town will vote to raise and appropriate, or transfer from available funds, to be expended under the direction of the Facilities Department for the purpose of constructing, reconstructing, or making extraordinary repairs to the Sudbury Public Schools in various classroom floors, and all expenses therewith including professional and engineering, the preparation of plans, specifications and bidding document, supervision of work and borrowing costs; and to determine whether said sum shall be raised by borrowing or otherwise; and to determine whether such funding will be subject to a Proposition 2 ½ exclusion; or act on anything relative thereto.

Submitted by the Facilities Director. (Two-thirds vote required, if borrowed)

FACILITIES DIRECTOR'S REPORT: This Article is requesting \$100,000 to see if the town will replace existing classroom carpet and cracked tiles in selected rooms with vinyl composition tile and area rugs. The existing classroom carpet is worn out and must be replaced. Carpet is not a good flooring choice for a classroom and it is difficult to keep clean and odor free. Benefits include reduced cleaning costs and provide more sanitary space for the children in classrooms. In this environment, carpet life is approximately 6 years and vinyl floor will last up to 25 years.

The long term plans to remove the existing carpets in all the schools classrooms began FY14 when the town approved \$100,000 in the capital budget to begin the replacement. Buildings are getting older and the floor finishes must be replaced in some locations.

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

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

ARTICLE 26. SCHOOL ROOFTOP HVAC UNIT REPLACEMENT

To see if the Town will vote to raise and appropriate, or transfer from available funds, \$75,000 or any other sum, to be expended under the direction of the Facilities Director for the purpose of constructing, reconstructing, or making extraordinary repairs to the Sudbury Public Schools Rooftop HVAC units; and to determine whether said sum shall be raised by borrowing or otherwise; and to determine whether such funding will be subject to a Proposition 2 ½ exclusion; or act on anything relative thereto.

Submitted by the Facilities Director. (Two-thirds vote required, if borrowed)

FACILITIES DIRECTOR'S REPORT: This article requests \$75,000 for the replacement of a rooftop HVAC unit at either the Peter Noyes School or the Loring School. The condensing coils are starting to wear out and are leaking. These rooftop units provide the cooling systems for our school buildings and are becoming older and need to be replaced. The existing units are approximately 15 years old and at the end of their useful life. The units have been well maintained, however, repairs and service calls on the aging units have increased. This project would also update the refrigerant from R22 to 410A, which is required by law and is more environmentally responsible.

The plan for FY16 is to be prepared for replacement of one system, the exact unit number will be decided in the summer with replacement scheduled for the fall.

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

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

ARTICLE 27. DPW ROLLING STOCK REPLACEMENT

To see if the Town will vote to raise and appropriate, or appropriate from available funds, the sum of \$311,300, or any other sum, for the purchase or acquisition of rolling stock/vehicles/equipment for the Department of Public Works and to determine whether such funding will be subject to a capital exclusion; or act on anything relative thereto.

Submitted by Director of Public Works.

(Majority vote required)

DIRECTOR OF PUBLIC WORKS REPORT: Last year Town meeting voted \$558,300.00 for the replacement of 13 Vehicles that were due for replacement in years past, but because of budget constraints the Rolling Stock was not replaced causing increased maintenance costs. This Article is requesting \$311,300.00 for the replacement of (1) 6 Wheel Dump Truck and (1) 10 wheel Dump Truck. These vehicles will be 11-15 years old at the time of replacement.

The replacement cycle of these vehicles is 7 to 10 years. Operation of the Department of Public Works depends on replacement of these trucks on a yearly basis. Without these vehicles snow removal will take longer, causing delays in school opening and impacting the safety of the residents and Emergency response vehicles.

The Capital Improvement Planning Committee supports the replacement of these vehicles.

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

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

ARTICLE 28. CUTTING FIELD LIGHTING

To see what sum the Town will vote to raise and appropriate, or transfer from available funds, to be expended under the direction of the Town Manager, for the purpose of purchase and installation of lighting at the Cutting recreation field, property located on Maynard Road and identified on the Town of Sudbury Assessor Map E06-0502, and all expenses in connection therewith, including design, engineering, preparation of plans, specifications and bid documents, and bond and note issuance

expenses; and to determine whether said sum shall be raised by borrowing or otherwise; and to determine whether such funding will be subject to a Proposition 2 ½ exclusion; or act on anything relative thereto.

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

PARK AND RECREATION COMMISSION REPORT: The Park and Recreation Commission currently utilizes Cutting Synthetic Turf field for all possible natural lighted hours in the spring and fall and most available hours in the summer months. The ability to use this field additional hours in the spring and fall would be like building an additional synthetic field at this site. For this facility currently demand far exceeds current supply and as such adding athletic field lighting and having the ability to extend usage into the evening hours would greatly enhance this athletic field amenity for the Sudbury field users in town. The Gale report determined our field deficiencies and lighting this field would help in decreasing some of our field deficiencies in the large multi-purpose rectangular field category. It would allow us to add field capacity without having to add an additional field space at this site. Adding lights to a synthetic turf field is akin to adding an additional grass field of the same size and expands scheduling and playing ability for both youth and adult users, especially during the spring and fall months when the daylight hours are shorter. In addition the use of certain types of field lighting are completely maintenance free for 25 years, whereas the town will not even have to replace a light bulb for 25 years and can control the scheduling of the lights going on and off completely via computer and also remotely. This would be a great addition to this facility and a needed upgrade to this already booming synthetic field area.

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

FINANCE COMMITTEE REPORT: The Finance Committee does not recommend approval of this article.

ARTICLE 29. WITHDRAWN

ARTICLE 30. RE-PURPOSE SCHOOL CAPITAL ARTICLES

To see if the Town will vote to re-purpose appropriation action taken under various Special Town Meetings under the following capital articles to the newest Nixon repair project under STM held on December 3, 2014 Article 1, to reduce the Town’s share of this project thereby reducing the amount to be borrowed; or act on anything relative thereto.

FUND	DIRECTED		ACCT DESCRIPTION	CURRENT BAL
	BY	ATM/STM		
3155	PBC	2011	STM 11/1 NOYES GREEN REPAIR	\$ 86,734.86
3158	PBC	2012	STM12/1,STE 12/4 NIXON ROOF	\$ 44,630.48

Submitted by the Finance Director. (Majority vote required)

REPORT: The Noyes Green Repair and the Nixon School Roof Projects have been completed under budget. In order to use this money for another purpose Town Meeting is required to revote the money to another project.

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

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

ARTICLE 31. RE-PURPOSE NON-CPA CAPITAL ARTICLES

To see if the Town will vote to re-purpose appropriation actions taken under various Annual and Special Town Meetings under the following capital articles:

FUND	DIRECTED		ACCT DESCRIPTION	CURRENT BAL	SCHOOL	TOWN	OTHER
	BY	ATM/STM					
3101	REC	1994	ATM 94/39 CASH	\$ 276.89			\$ 276.89
3110	REC	1994	ATM 94/40 Tennis Courts	\$ 2,231.00			\$ 2,231.00
3111	BOS	1997	STM 97/1 MEACH/MEGGS (SEE 3113	\$ 7,850.19			\$ 7,850.19
3112	TOWN	1993	ATM 93/14 HANDICP ACCESS TH/LI	\$ 8,967.30		\$ 8,967.30	
3114	BOS	1998	ATM 98/8 WIESSBLATT PURCH CASH	\$ 2,660.45			\$ 2,660.45
3117	PBC	1989	89/9 FAIRBANK ROOF	\$ 1,263.44		\$ 1,263.44	
3119	REC	1997	ATM 97/19 CASH (REC FIELDS)	\$ 2,643.63			\$ 2,643.63
3140	DPW	1994	94/38 CASH	\$ 482.48			\$ 482.48
3141	DPW	1994	94/64 CASH	\$ 278.88			\$ 278.88
3143	BOS	2000	ATM 00/13 PIPER PURCHASE CASH	\$ 30,221.60			\$30,221.60
3144	BOS	2000	ATM 00/15 FEATHERLAND	\$ 4,999.97			\$ 4,999.97
3145	PBC	2001	ATM 01/7A DPW FACILITY 4733800	\$ 20,754.30		\$ 20,754.30	
3147	REC	2001	ATM 01/7C FEELEY RSTRMS 48000	\$ 1,520.03			\$ 1,520.03
3152	FIRE/TOWN	2005	ATM 05/11 CAPITAL (Fire, etc)	\$ 2,592.13		\$ 2,592.13	
3153	PBC	2004	POLICE STUDY ATM04/14,STM 07/2	\$ 1,000.00		\$ 1,000.00	
3156	PBC	2012	ATM 12/18 NATATORIUM HVAC,ROOF	\$ 827.13		\$ 827.13	
3157	FIRE	2012	ATM 12/15 FIRE SCBA 5% MATCH	\$ 787.49		\$ 787.49	
3231	DPW	2009	SPRING CHAPTER 90	\$ 5,197.44			\$ 5,197.44
				\$ 94,554.35	\$ -	\$ 36,191.79	\$58,362.56

to another active non-school capital project thereby reducing the final amount to be borrowed, or to the general fund operating budget debt service line item 700, or toward the FY16 debt service for projects of a similar purpose; or act on anything relative thereto.

Submitted by the Finance Director.

(Majority vote required)

REPORT: This is a housekeeping article. There are several articles from prior Town Meetings with funds remaining after project completion. In order to utilize these funds for another purpose, Town Meeting must revoke the funds.

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

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

ARTICLE 32. WITHDRAWN

ARTICLE 33. POST EMPLOYMENT HEALTH INSURANCE TRUST FUNDING

To see what sum the Town will vote to raise and appropriate or transfer from the Health Claims Trust Fund established by the Town as of January 1, 1994, to be placed in the Post Employment Health Insurance Liability Fund, the so-called Other Post-Employment Benefits (OPEB) Trust established by the Town of Sudbury pursuant to Chapter 72 of the Acts of 2006; or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Majority vote required)

BOARD OF SELECTMEN REPORT: The Health Insurance Trust was set up in 1994 to pay for health insurance claims when the Town was self-insured. Upon joining the State's Group Insurance Commission (GIC) on July 1, 2012, the Town was no longer self-insured; however, the Town needed to leave the Trust intact for at least two years to pay run out claims. That time has passed and the amount that remains in the Health Claims Trust fund belongs to the Town.

The Health Insurance Trust was comprised of several parts including: premiums for Town employees and retirees; reinsurance money received for individual claims over \$110,000; and interest. Currently the balance in the Health Claims Trust Fund is \$4,681,865.84. The Strategic Financial Planning Committee for OPEB Liabilities recommended this as one means of funding OPEB.

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

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

ARTICLE 34. SPECIAL ACT – DEDICATION OF LOCAL MEALS TAX REVENUE TO OTHER POST EMPLOYMENT BENEFITS (OPEB)

To see if the Town will vote to authorize the Board of Selectmen to petition the Great and General Court for special legislation to allow the revenue received each year derived from the Local Meals Tax to be placed in the Other Post Employment Benefits (OPEB) Fund/Trust established by a Special Act for the Town of Sudbury (Chapter 72 of the 2006 Acts And Resolves); and to authorize the Town Meeting by majority vote to rescind the special legislation; or act on anything relevant thereto.

Submitted by the Board of Selectmen.

(Majority Vote required)

BOARD OF SELECTMEN REPORT: Both the Town of Sudbury and the LSRHS have begun to address the challenge of unfunded retiree health care liabilities. Steps taken have dramatically reduced current (and future) health benefit obligations for both active and retired employees. Policymakers in Sudbury and indeed across the Nation are still wrestling with an appropriate financial funding response for this enormous future liability. The Strategic Financial Planning Committee for OPEB Liabilities recommended this as one means of funding OPEB. The Selectmen are asking Town Meeting to consider petitioning the Great and General Court for special legislation to allow the revenue received each year derived from the Local Meals Tax to be put towards future OPEB obligations. The Town's share of local meals tax revenue for fiscal year 2014 totaled approximately \$218,000. While diverting this amount of revenue from the general operating budget represents only a fraction of what is needed to virtually eliminate the unfunded liability overall, there is an increasing recognition that doing nothing is simply not an option. Developing a disciplined approach to setting aside some portion of revenues is considered a good start.

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

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

ARTICLE 35. MEANS TESTED SENIOR TAX EXEMPTION AMENDMENT & EXTENSION – SPECIAL ACT

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for a Special Act providing that Section 8 of Chapter 169 of the Acts of 2012 be amended by striking therefrom the words “3 years” and replacing them with the words “six years”, or by deleting Section 8 in its entirety, and by making other minor changes to Chapter 169 of the Acts of 2012; provided that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court; and provided further that the Board of Selectmen be authorized to approve amendments which shall be within the scope of the general public objectives of the petition; or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Majority vote required)

BOARD OF SELECTMEN REPORT: The Program is currently set to expire at the end of FY 2016. To afford the Town with an opportunity to continue to implement the Program, we must take affirmative measures to extend the Act.

The exemption is means based, and is thus not universally available to all seniors.

The Sudbury Means Tested Senior Exemption Program reduces real property taxes for certain low to moderate income seniors through a redistribution of the property tax burden within the residential class. Therefore, there is a residential tax rate increase associated with the implementation of the Program (any exemption is shifted to the non-qualifying residential real property owners in Town). The exemption does not impact the Commercial, Industrial or Personal Property classes.

In FY 2014 118 applications for the exemption were approved with an average benefit of \$2,450. In FY 2014 the average single family tax increase attributable to the program was \$45.

In FY 2015 124 applications for the exemption were approved with an average benefit of \$2,664. In FY 2015 the average single family tax increase attributable to the program was \$60.

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

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

ARTICLE 36. TOWN OF SUDBURY BYLAWS - ART. V.3, REGULATION OF DOGS

To see if the Town will vote to amend Article V, Section 3 of the Town of Sudbury Bylaws, Regulation of Dogs, to bring into conformity with State law as follows (new wording is shown underlined, and wording to be deleted is stricken through):

In Section 3-3 by amending the definitions of Kennels and Restraint and adding a new definition of Personal Kennels; and by amending Sections 3-4, 3-7, 3-8(F), 3-9(D), 3-10(A); 3-11; 3-12; 3-13; 3-16, 3-17; 3-18, 3-19, 3-20; 3-21; 3-22; 3-23, and 3-24, all as set forth below:

~~KENNEL – As defined in General Laws Chapter 140, s. 136A; includes personal kennels. One (1) pack or collection on a single premises, whether maintained for breeding, boarding, sale, training, hunting or other purposes, and including any shop where dogs are on sale, and also including every pack or collection of four (4) or more dogs, six (6) months old or older, owned or kept by a person on a single premises, irrespective of the purpose for which they are maintained.~~

PERSONAL KENNEL – “Personal kennel”, a pack or collection of more than four dogs, three months old or older, owned or kept under single ownership, for private personal use; provided, however, that breeding of personally owned dogs may take place for the purpose of improving, exhibiting or showing the breed or for use in legal sporting activity or for other personal reasons; provided further, that selling, trading, bartering or distributing such breeding from a personal kennel shall be to other breeders or individuals by private sale only and not to wholesalers, brokers or pet shops; provided further, that a personal kennel shall not sell, trade, barter or distribute a dog not bred from its personally-owned dog; and provided further, that dogs temporarily housed at a personal kennel, in conjunction with an animal shelter or rescue registered with the department, may be sold, traded, bartered or distributed if the transfer is not for profit.

RESTRAINT - A dog shall be deemed to be under restraint if it is on the premises of the owner accompanied by a person who shall have the dog under control, or is in a suitably enclosed area including an effective electric invisible fence, ~~or is tied~~, or if outside the premises of the owner, is accompanied by a person who shall have the dog under control by holding it firmly on a leash no greater than six ~~(6)~~ feet in length.

s. 3-4 DOG/ANIMAL CONTROL OFFICER

The Town Manager shall appoint an ~~Dog~~/Animal Control Officer under the provisions of s.151 and s.151A to carry out the provisions of this bylaw, and perform such other duties and responsibilities as may be determined. The Town Manager shall determine hours and conditions of work for the ~~Dog~~/Animal Control Officer. Compensation for persons appointed under this bylaw shall be consistent with other bylaws dealing with salaries of appointed officials.

The ~~Dog~~/Animal Control Officer shall seek out and notify all owners of all dogs within the Town that have not been licensed within the required time under the provisions of this bylaw; shall seek out, catch and confine any dogs within the Town that are found on public property, or on private property where said dog is trespassing and the owner or person in control of such property wants the dog removed, if said dog is in violation of any section of this bylaw.

No person shall interfere with, hinder, molest or abuse an ~~Dog~~/Animal Control Officer in the exercise of such responsibilities. The provisions of s.151 and s.151A regarding killing and/or transfer of any dogs shall apply and are expressly incorporated in this bylaw. No ~~Dog~~/Animal Control Officer shall be a licensed animal dealer registered with the United States Department of Agriculture, and no ~~Dog~~/Animal Control Officer, either privately or in the course of carrying out official assignments as an agent for this Town, or shall any other agent of the Town, give, sell, or turn over any animal which may come into custody to any business or institution licensed or registered as a research facility or animal dealer with the United States Department of Agriculture.

Whoever violates the provisions of this paragraph shall be fined as provided in s.151.

It shall be the duty of the ~~Dog~~/Animal Control Officer to keep, or cause to be kept, accurate and detailed records of the impoundment and disposition of all dogs held in custody; a monthly telephone log of calls regarding dogs; all bite cases reported and the investigation of same.

s. 3-7 VACCINATION REQUIREMENT

(A) Whoever is the owner of a dog, cat or ferret six months of age or older shall cause such dog, cat or ferret to be vaccinated against rabies by a licensed veterinarian using a vaccine approved by the Department of Public Health. Such owner shall produce a veterinarian's certificate that such dog, cat or ferret has been so vaccinated setting forth the date of such vaccination and the duration of immunity, or a notarized letter from a veterinarian that a certification was issued. An exemption from such vaccine may be granted by the Board of Health only upon presentation of a licensed Massachusetts veterinarian's certificate stating that because of an infirmity, other physical condition or regimen of therapy, such inoculation is considered inadvisable for a specified period of time for such reasons as provided in s. 145B.

(B) Unvaccinated dogs, cats or ferrets acquired or brought into the Town shall be vaccinated within thirty days after acquisition or entry into the Town or upon reaching the age of six months, whichever comes later.

(C) Unvaccinated dogs, cats or ferrets shall be re-vaccinated in accordance with rules and regulations adopted and promulgated by the Department of Public Health.

(D) Whoever violates this section shall be punished by a fine of not more than one hundred dollars per animal, or by a non-criminal penalty of fifty dollars per animal.

s. 3-8 REGISTRATION, LICENSES, AND FEES

(F) The Town Clerk shall not grant such license for any dog unless the owner of the dog provides the Town Clerk with a veterinarian's certification that the dog has been vaccinated in accordance with section 145B, certification that such dog is exempt from the vaccination requirement under said section 145B or a notarized letter from a veterinarian that either of these certifications was issued relative to such dog. ~~unless the owner thereof provides the Town Clerk with either a veterinarian's certification that such dog has been vaccinated in accordance with the provisions of s.145B or has been certified exempt from such provision as outlined in s.137 or s.137A, or a notarized letter from a veterinarian that a certification was issued.~~

s. 3-9 KENNEL REGISTRATION, LICENSES, AND FEES

(D) The ~~Dog~~/Animal Control Officer may at any time inspect or cause to be inspected any kennel and if, in her or his judgment the same is not being maintained in a sanitary and humane manner, or if records are not properly kept as required by law, shall file with the Town Manager a petition setting forth the facts, and the Town Manager shall upon this petition, or upon a petition of twenty-five citizens, setting forth that they are aggrieved, or annoyed to an unreasonable extent, by one or more dogs at a kennel maintained in Town, because of excessive barking or vicious disposition of said dogs or other conditions connected with such kennel constituting a public nuisance, the Town Manager, within seven days after a filing of such petition, shall give notice to all parties in interest of a public hearing to be held within fourteen days after the date of such notice.

Within seven days after such public hearing the Board of Selectmen shall make an order either revoking or suspending such kennel license or otherwise regulating said kennel, or dismissing said petition. Within ten days after such order the holder of such license may bring a petition in the district court as outlined in s.137C. Any person maintaining a kennel after the license therefor has been so revoked, or while such license is so suspended, shall be fined as set forth in Section 3-24(A) of this bylaw. The Board of Selectmen may, in the case of any suspension, reinstate such license.

s. 3-10 KENNEL REGULATIONS

The Town Clerk shall not issue a kennel permit pursuant to the provisions of s.137A, unless:

(A) A written report from the ~~Dog~~/Animal Control Officer has been received certifying as follows:

1. That the premises where the applicant's kennel is located has been inspected.

That the premises proposed are appropriate for use as a kennel and that such use will have no significant adverse effect on the peace and quiet of the neighborhood or on the sanitary conditions there.

s. 3-11 FAILURE TO LICENSE

All owners or keepers of dogs kept in the Town of Sudbury during the preceding six ~~(6)~~ months and who, on the first day of April of each year, have not licensed said dog or dogs, as prescribed by Section 137, Chapter 140 of the General Laws, shall pay a late fee be subject to a penalty of \$25 payable to the Town, in addition to the license fee, for each dog so unlicensed. In addition to the license fee and late fee, any all such owners or keepers of dogs not compliant with the licensing requirement after June 1st may be subject to an additional penalty of \$50.00 for each dog, and the Animal Control Officer may issue additional penalties of \$50.00 every 21 days after initial \$50.00 penalty until compliance.

s. 3-12 CONTROL OF DOGS

(A) All dogs in the Town of Sudbury shall be restrained, kept on a leash or under the direct and complete control of a responsible person at all times. The owner or keeper of a dog who violates this bylaw shall be subject to a penalty as set forth in Section 3-24(A) of this bylaw.

(B) Any dog whose actions result in a complaint filed with the ~~Dog~~/Animal Control Officer shall be restrained during the entire twenty-four hour period after the third complaint, if in the opinion of the ~~Dog~~/Animal Control Officer such complaints are warranted and constitute a violation of any provision of this bylaw.

~~(C) The Dog/Animal Control Officer, may, subject to Section 3-6 of Article V of these bylaws, receive payment of the foregoing fine prior to seeking a complaint therefor under General Laws Chapter 140, Section 173A.~~

s. 3-13 NUISANCE ABATEMENT

“Nuisance dog”, a dog that: (i) by excessive barking or other disturbance, is a source of annoyance to a sick person residing in the vicinity; or (ii) by excessive barking, causing damage or other interference, a reasonable person would find such behavior disruptive to one's quiet and peaceful enjoyment; or (iii) has threatened or attacked livestock, a domestic animal or a person, but such

~~threat or attack was not a grossly disproportionate reaction under all the circumstances. The keeping or harboring of any dog, whether licensed or not, which by habitual, consistent and persistent howling, yelping, barking, or other noise disturbs or annoys any persons residing in the neighborhood is unlawful and is hereby declared to be a public nuisance and each day shall constitute a separate offense. Dogs shall be kept in such a manner that no nuisance is produced regarding sanitary conditions, housing, food, shelter, water, or other factors which may cause a nuisance. Upon determination by the Dog/Animal Control Officer, based on evidence, that a dog is causing a nuisance, the owner of such dog shall be subject to a penalty as set forth in Section 3-24(B) of this bylaw.~~

Every female dog in heat shall be confined in a building or secured enclosure in such a manner that such female dog cannot come into contact with another animal except for planned breeding. The owner of any unspayed and unleashed female dog found by the Dog/Animal Control Officer roaming in season (heat) off the premises of the owner shall be subject to a penalty as set forth in Section 3-24(B) of this bylaw.

When the owner of a male dog is notified by the Dog/Animal Control Officer that the dog is a nuisance to residents while attracted to the residence of a female dog in heat, the owner of the male dog shall be required to keep the male dog restrained.

~~The definition of nuisance dogs includes but is not limited to dogs whose owners repeatedly allow them to:~~

- ~~_____ Bark excessively;~~
- ~~_____ Trespass on private property;~~
- ~~_____ Damage property;~~
- ~~_____ Molest passersby;~~
- ~~_____ Chase persons walking, jogging, or riding bicycles;~~
- ~~_____ Chase vehicles; and/or~~
- ~~_____ Disturb the peace in any way at any time.~~

s. 3-16 VICIOUS DANGEROUS DOGS

~~Vicious dogs are defined as dogs who unprovoked have attacked or bitten a human being or animal, or have a known propensity, tendency or disposition to attack unprovoked, to cause injury or to endanger the safety of human beings or animals.~~

~~Potentially vicious dogs are defined as dogs who, when unprovoked, in a vicious or terrorizing manner approach any person or animal in an apparent attitude of attack.~~

~~“Dangerous dog”, a dog that either: (i) without justification, attacks a person or domestic animal causing physical injury or death; or (ii) behaves in a manner that a reasonable person would believe poses an unjustified imminent threat of physical injury or death to a person or to a domestic or owned animal;~~

~~No dog shall be declared vicious or potentially vicious if injury or damage is sustained by a person who was willfully trespassing or committing or attempting to commit a crime or committing other tort upon the premises occupied by the owner of a dog. Also exempted are dogs who were teased, tormented, abused or assaulted by the injured person or animal prior to attacking or biting. No dog shall be declared vicious if the dog was protecting or defending a human being in its immediate vicinity from attack or assault. For purposes of this definition, no child under the age of seven shall be deemed a trespasser.~~

provided, however, that no dog shall be deemed dangerous: (i) solely based upon growling or barking or solely growling and barking; (ii) based upon the breed of the dog; or (iii) if the dog was reacting to another animal or to a person and the dog's reaction was not grossly disproportionate to any of the following circumstances:

(1) the dog was protecting or defending itself, its offspring, another domestic animal or a person from attack or assault;

(2) the person who was attacked or threatened by the dog was committing a crime upon the person or property of the owner or keeper of the dog;

(3) the person attacked or threatened by the dog was engaged in teasing, tormenting, battering, assaulting, injuring or otherwise provoking the dog; or

(4) at the time of the attack or threat, the person or animal that was attacked or threatened by the dog had breached an enclosure or structure in which the dog was kept apart from the public and such person or animal was not authorized by the owner of the premises to be within such enclosure including, but not limited to, a gated, fenced-in area if the gate was closed, whether locked or unlocked; provided, however, that if a person is under the age of 7, it shall be a rebuttable presumption that such person was not committing a crime, provoking the dog or trespassing.

Dogs who have violated any of the above conditions can be declared to be a ~~nuisance, vicious or potentially vicious~~ dangerous dog by the Board of Selectmen upon written complaint of a citizen, the Dog/Animal Control Officer, Police Department or other public safety agent.

s. 3-17 EMERGENCY TREATMENT

Any veterinarian registered under the provisions of s.55 or s.56A of Chapter 112 who renders emergency care or treatment to, or disposes of any dog or cat injured on any way in the Town shall receive payment of reasonable costs from the owner of such dog or cat, if known, or if not known, shall receive a fair and reasonable sum [not to exceed two hundred and fifty dollars (\$250) without the approval of the Board of Selectmen] from the Town's Dog Fund provided under this bylaw for such care, treatment and/or disposal; provided, however, such emergency care, treatment and/or disposal shall be for the purpose of maintaining life, stabilizing the animal or alleviating pain or suffering until the owner of such dog or cat is identified, or for a period of twenty-four hours, whichever is sooner. Any veterinarian, who renders such emergency care or treatment to, or euthanizes or disposes of such dog or cat, shall notify the Dog/Animal Control Officer, and upon notification, the Dog/Animal Control Officer shall assume control of any such dog or cat. ~~The Dog/Animal Control Officer shall not assume control of any such cat.~~

s 3-18 CONFINEMENT OF DOGS

The Dog/Animal Control Officer shall seek out, catch and confine any dog which he/she finds, after a complaint from an identified person or through his/her own observation, has:

Bitten or threatened the safety of any person;

Killed or maimed any domesticated or farm animal or wildlife excepting small rodents;

Chased any motor, recreational, or pedal vehicle, or any animal carrying or drawing a person;

Damaged property;

Committed any act which places its owner in violation of a Section of this bylaw.

Any violation shall ~~be fined~~ result in a penalty as set forth in Section 3-24(A) of this bylaw.

s. 3-19 DISPOSITION OF DOGS; STORAGE FEES

A. Any dog confined by the ~~Dog~~/Animal Control Officer, unless picked up by the owners, shall be kept for at least ~~seventeen (17)~~ ten (10) days (24 hour consecutive time period from the time the animal is obtained by the Animal Control Officer).

B. A storage fee for the boarding of impounded dogs shall be charged at a rate based on contractual agreements between the Town and the contractor.

C. Any dog confined by the ~~Dog~~/Animal Control Officer shall not be released to the owner until the owner produces evidence of a current dog license and pays all ~~penalties~~fines and storage fees.

s. 3-20 DAMAGE CAUSED BY DOGS

~~The provisions of General Laws Chapter 140, section 161 shall apply to Whoever suffers loss in a manner described in s.161, shall inform the Dog/Animal Control Officer of such loss, who shall investigate the circumstances of said loss. In the event it is found that the damage was caused by a dog and the estimate of damages by the Dog/Animal Control Officer is less than fifty (\$50.00) dollars, he/she shall submit a report to the Board of Selectmen. If the estimate is over fifty (\$50.00) dollars, he/she shall have the damage appraised on oath by three persons, one person appointed by the Dog/Animal Control Officer, one appointed by the person alleged to be damaged, and one appointed by the other two. Said appraisers shall act as outlined in s.161 and turn in said appraisal to the Town Manager/Board of Selectmen, who may authorize payment or make such independent investigation as they think proper, and shall issue an order upon the Town Treasurer for any amount they decide to be just and shall notify all interested parties of their decision. The appraisers shall receive payment from the Town in a manner as is authorized in s.161.~~

All funds expended under this section shall come from the Dog Fund provided under this bylaw.

If the Board of Selectmen determine, after notice to parties interested of a hearing, the person who is the owner of any dog which is found to have worried, maimed or killed live stock, fowl, or domesticated animals, thereby causing damages for which their owner may become entitled to compensation from the Dog Fund under this bylaw, they shall serve upon the owner of such dog a notice directing him/her within twenty-four hours to ~~kill or confine the dog or have it humanely euthanized.~~ A person who owns or keeps a dog, and who has received such notice and does not within twenty-four hours ~~kill~~humanely euthanize such dog or thereafter keep it on his/her premises or under the immediate restraint and control of some person, shall be ~~penalized~~fined as set forth in Section 3-24(A) of this bylaw.

s. 3-21 LIABILITY FOR DOGS

The owner of a dog which has done damage to live stock, fowl, or domesticated animals shall be liable in tort to the Town for all damages so done in which the Town has been requested to pay as provided by Massachusetts General Laws Chapter 140 or by this bylaw. Such action may be brought by the Board of Selectmen ~~or by the Dog/Animal Control Officer.~~

s. 3-22 INFORMAL DISPOSITION PROCESS~~Omitted~~

~~The owner of a dog that receives a citation under this bylaw may, within twenty-one days, confess to the offense charged by delivering personally or through a duly authorized agent or by mailing to the Town Clerk said citation along with payment in the amount as authorized under the penalty provisions of the bylaw. The payment to the Town Clerk shall operate as a final disposition of the case.~~

~~If such person, when issued a citation, desires to contest the violation through the informal disposition process, he/she may, within twenty-one days of said issuance, request a hearing with the Board of Selectmen, and may present, either in person or by counsel, any evidence he/she may have to refute the allegation contained in the citation. At such hearing, the Board of Selectmen shall make a determination as to the facts, and said determination shall be final regarding the informal disposition process.~~

s. 3-23 NON-CRIMINAL DISPOSITION OF VIOLATION

If any person so notified by non-criminal citation desires to contest the violation alleged in the citation notice ~~without availing him/herself of the provisions of the informal process, or desires to contest the decision of the Dog/Animal Control Officer or Board of Selectmen,~~ he/she may avail him/herself of the procedures established ~~in this by law.~~ ~~In either of the above cases, or if~~ If the owner of a dog fails to respond to a non-criminal citation within twenty-one days, the Town Clerk shall forward a copy of the citation to the District Court where it shall be handled under the provisions of c. 40, s.21D, Massachusetts General Laws.

s. 3-24 VIOLATIONS

(A) With the exception of Sections 3-13 and 3-14, [see paragraph (B) below], a violation of any other section of this bylaw shall be punishable by a fine or non-criminal penalty of fifty dollars for each offense.

(B) A violation of Sections 3-13 and 3-14 of this bylaw shall be punishable by a warning for the first offense in any calendar year; a twenty-five dollar fine or non-criminal penalty for the second offense; and a fifty-dollar fine or non-criminal penalty for each subsequent offense.

(C) Any person authorized to enforce provisions of this bylaw ~~may~~ shall issue a non-criminal citation to the owner of any dog violating the provisions of this bylaw. Any such citation shall include, in addition to the violation charge, the name and address of the owner of the dog, the date and location of the alleged offense, and, if not a warning, the amount of the penalty due. Said citation shall be on a form prescribed by and furnished by the ~~Dog/Animal Control Officer.~~

;or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Majority vote required)

BOARD OF SELECTMEN REPORT: This article amends the Town Bylaws, Article V, Section 3. Regulation of Dogs to be consistent with Chapter 193 of the Acts of 2012, entitled "An Act Further Regulating Animal Control":

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

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

ARTICLE 37. DISPOSITION OF EXISTING POLICE STATION
415 BOSTON POST ROAD

To see if the Town will vote to transfer to the Board of Selectmen for the purpose of conveying or leasing, and authorize the Board of Selectmen to convey or lease, the parcel of Town land and building

thereon at 415 Boston Post Road, currently used as a police station, on the terms and conditions established by the Board of Selectmen, said real estate disposition to be made in compliance with General Laws Chapter 30B to the extent applicable, and further to authorize the Board of Selectmen and other Town officials to take all actions to carry out this Article, and to take any other action relative thereto.

Submitted by Board of Selectmen.

(Two-thirds vote required)

BOARD OF SELECTMEN REPORT: This article requests that residents allow the Board of Selectmen to lease or sell the building and or land known as the Sudbury Police Station located at 415 Boston Post Road. Occupancy of the new police station under construction at 75 Hudson Road is anticipated for November 2015. This article will allow the Selectmen to act on behalf of the Town to capture the value of an un-used commercial property. Massachusetts General Law requires all disposition of property to go through a public solicitation of proposals. This disposition process is time consuming but it is necessary to ensure that the Town's interests are protected. This Article will expedite the disposal of this property without calling for a special town meeting, and will limit unnecessary expenses to maintain the vacant building pending disposition. Selectmen's Public Hearings will be conducted to inform residents of options and to allow input and discussion prior to any action being taken.

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

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

**ARTICLE 38. AMENDMENTS TO THE REGIONAL SCHOOL DISTRICT
AGREEMENT OF THE MINUTEMAN REGIONAL VOCATIONAL
SCHOOL DISTRICT**

To see if the Town will vote, consistent with Section VII of the existing "Agreement With Respect to the Establishment of a Technical and Vocational Regional School District" for the Minuteman Regional Vocational School District, to accept the amendments to said Agreement which have been initiated and approved by a vote of the Regional School Committee on March 11, 2014 and which have been submitted as a restated "Regional Agreement" bearing the date of March 11, 2014 to the Board of Selectmen of each member town.

Submitted by the Minuteman Regional School Committee.

(Majority vote required)

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

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

ARTICLE 39. WITHDRAWN

ARTICLE 40. MINUTEMAN REGIONAL VOCATIONAL SCHOOL DISTRICT

To see if the Town will vote, consistent with Section VII of the existing Agreement With Respect to the Establishment of a Technical and Vocational Regional School District for the Minuteman Regional Vocational School District, to accept the amendments to said Agreement which have been initiated and approved by a majority of the Regional School Committee and have been submitted to the Board of

Selectmen of each member town prior to its vote on this article, provided that, the Town's acceptance of said amendments shall be effective only if the Town is allowed to withdraw from the District at any time within three years after the effective date of the Restated Agreement, upon a vote requesting such withdrawal by the town meeting, without any further approval of the withdrawal required from the District Committee or any other member community; or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Majority vote required)

BOARD OF SELECTMEN REPORT: The Town of Sudbury is one of sixteen municipalities comprising the Minuteman Regional Vocational Technical School District (the Minuteman District). The Minuteman District provides a vocational educational option for Sudbury high school students. The District assesses the Town of Sudbury annually an amount determined by the number of students enrolled. The District is governed by an agreement last updated in 1970. The Minuteman School Committee has proposed modifying this governing document. Both the existing agreement and the proposed amended agreement, dated 3/11/2014, are available on the Town website.

Major changes in the proposed amended agreement include:

- **Implements weighted voting for most school committee actions based 50% on equal sharing among members and 50% on enrollment**
- **Calculates enrollment based upon a four-year rolling average rather than a single year**
- **Revises process for a member town to withdraw from the district**
- **Revises formula for paying capital costs, with 50% based upon enrollment, 1% per member community regardless of size, and the remainder based upon a formula taking into account certain of the factors used by the Department of Elementary and Secondary Education in calculating State aid to education.**

Over the past decade the Minuteman School Committee has been unable to obtain the unanimous agreement necessary under the current regional agreement for a substantially upgraded school facility. The Minuteman School Committee proposed the amended regional agreement both to alleviate some of the difficulties presented by the current agreement and also to make it easier to obtain approval of a new school building from the Minuteman District member towns.

In 2014, the Minuteman District presented the proposed amended agreement to Annual Town Meeting as Article 27. Part of the impetus for this article was to permit the Minuteman District to move forward on a plan to construct a school for 800 students. In 2014 ten member towns adopted the proposed changes, five deferred decision (as did Sudbury, which Indefinitely Postponed Article 27), and one voted against the proposed changes. The changes can be adopted only upon unanimous approval by all sixteen member towns.

During the summer of 2014, the Minuteman District proposed a 628-student school, which is now the basis of calculating the capital costs of membership in the Minuteman District under the proposed revised agreement.

The Board of Selectmen appointed the Vocational Education Options Committee to look at the various options available to the Town of Sudbury for our vocational students. The Committee has posted information about various alternatives on their web page on the town website.

Article 40 approves the proposed changes to the regional agreement as proposed by the Minuteman District, but includes a provision that requires the District to guarantee Sudbury the right to withdraw under the proposed agreement. The proposed agreement makes withdrawal easier but does not guarantee the right to withdraw. The difference between this article and that brought to the Board of Selectmen by the Minuteman District is the underlined language which has been added.

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

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

**ARTICLE 41. MINUTEMAN REGIONAL VOCATION SCHOOL DISTRICT -
WITHDRAWAL**

To see if the Town will vote to withdraw from the Minuteman Regional Vocational School District (“District”) pursuant to Section IX of the Restated Agreement With Respect to the Establishment of a Technical and Vocational Regional School District bearing the date of March 11, 2014 (“Restated Agreement”) on the July 1 following the third full school year after the effective date of the Restated Agreement, and to authorize the Town Manager and other appropriate Town officials to take such action as may be necessary to carry out the vote taken hereunder; provided, however, that the vote to withdraw from said District taken hereunder shall take effect simultaneously with the effective date of the Restated Agreement, and further, that should said Restated Agreement fail to take effect within three years of the date of the vote taken hereunder, the vote shall be null and void with no further action required by Town Meeting or any Town official unless such vote is sooner revised or rescinded, or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Majority vote required)

BOARD OF SELECTMEN REPORT: See background information presented under Article 40. Article 41 withdraws the Town of Sudbury from the Minuteman District under the terms of the amended regional agreement.

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

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

ARTICLE 42. TOWN-WIDE ELECTRIC AGGREGATION

To see if the Town will vote to initiate the process to aggregate electrical load pursuant to M.G.L. c. 164, § 134 and, further, to adopt the following resolution:

WHEREAS, the Commonwealth of Massachusetts has engaged in a process to establish a competitive market place through the restructuring of the electricity market; and

WHEREAS, citizens of Sudbury have a substantial economic and social interest in terms of greater customer choice and opportunities for savings in this restructured market; and

WHEREAS, the Town of Sudbury hereby finds that it may be in the interest of its citizens who are electric ratepayers, both residential and commercial/industrial, to develop and secure such approvals and enter into appropriate agreements with consultants, experts and attorneys in connection with the establishment and operation of an electricity aggregation plan.

BE IT THEREFORE RESOLVED that the Town of Sudbury hereby:

Publicly declares its intent to become an aggregator of electric power on behalf of its residential and business electric customers and to reestablish such plan if its operation is suspended; and

To negotiate and enter into such contracts for power supply pursuant to the plan or services for such plan, with the understanding that if a power supply contract is executed, individual consumers would retain the option not to participate in the aggregation plan and, instead, to choose any electricity alternatives they desire and, further, to take such other action relative hereto as may be appropriate and necessary.”

Submitted by: Energy Committee.

(Majority vote required)

ENERGY COMMITTEE REPORT: Municipal electric aggregation allows local government to combine the purchasing power of its residents to achieve savings on electricity costs. Municipal aggregation is a valuable service that the Sudbury residents and small businesses will benefit from if this article is approved. It has proven to be the most effective way to help small consumers manage their electricity bills and has been increasing in many other Massachusetts communities.

In 1997, Massachusetts passed the Electric Restructuring Act which deregulated the electricity market. This deregulation was meant to bring competition to the electric industry and thereby push suppliers to compete for consumers with better rates. The problem is that suppliers have no real interest in soliciting to the individual consumer as the individual buyer does not buy enough electricity to make it worth their while. However, it is advantageous for suppliers to work with a whole community, such as Sudbury. The way to bring the whole town together is through Municipal Aggregation. The Sudbury Energy committee believes that municipal aggregation can help bring the benefits of a competitive market to Sudbury and reduce our cost for electricity that most of us pay to Eversource (formerly NStar).

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

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

**ARTICLE 43. AMEND ZONING BYLAW, ARTICLE IX – SITE PLAN AUTHORITY
CHANGE FROM BOARD OF SELECTMEN TO PLANNING BOARD**

To see if the Town will vote to amend Article IX, the Zoning Bylaw, by substituting the words “Planning Board” for the words “Board of Selectmen” or “Selectmen” in all places where it appears in Section 6300, Site Plan Review, and Sections 3113, 3113(f), 3144, 3320, 3431, 3533, 3544, 3570 and 3590, so that the site plan review authority shall be the Planning Board; and by substituting the words “Board of Selectmen” for the words “Planning Board” in Section 6360; and by making any other amendments to the Zoning By-law necessary in order to transfer the site plan review authority to the Planning Board; or act on anything relative thereto.

Submitted by the Board of Selectmen.

(Two-thirds vote required)

BOARD OF SELECTMEN REPORT: Across the Commonwealth, only two communities have the Board of Selectmen engaging in Site Plan Review, which is more normally a Planning Board function. Removing this time-consuming process from the Selectmen’s charge will free up valuable time on the Selectmen’s agenda for the more pressing matters of the Town, including the budget, licensing and strategic planning. The change will also make permitting quicker, more efficient and more predictable for our business community. The Zoning Bylaw makes reference to the Selectmen authority for Site Plan

in more than one section as noted above, hence the need to revise several sections.

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

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

ARTICLE 44. GRANT OF PERPETUAL RESTRICTIONS – CPA LAND PURCHASES

To see if the Town will vote to authorize the Board of Selectmen to grant perpetual restrictions which meet the requirements of General Laws chapter 184, sections 31 to 33, inclusive, to the Sudbury Valley Trustees, or another qualified organization, on the following properties, which were purchased with Community Preservation Act funds for the following purposes:

1. Cutting Recreational Field for the development of an active recreational field or fields on said land, together with an entrance drive, parking area, and related amenities;
2. Dickson Property for open space and historic purposes;
3. Libby Property for open space purposes; and
4. 15 Hudson Road for historic, recreation or open space purposes;

or act on anything related thereto.

Submitted by the Board of Selectmen.

(Majority vote required)

BOARD OF SELECTMEN REPORT: Pursuant to the 2013 Land Grant that the Town was awarded for the preservation of Pantry Brook, the state imposed a condition on the Town of Sudbury requiring the placement of conservation restrictions on several properties that were purchased by the Town using CPA funds in the early years of the program. Amendments to the CPA legislation have made it clear that even if properties are purchased for conservation purposes, a perpetual restriction pursuant to MGL c. 184, s. 31-33 must still be granted.

The properties which require conservation restrictions are Cutting Recreational Field, Dickson Property on Water Row, Libby Property on Water Row, and 15 Hudson Road. All other CPA land preservation projects are in compliance with this requirement.

This article authorizes the Board of Selectmen to grant conservation restrictions on these properties. The likely holder of the restrictions will be the Sudbury Valley Trustees. The restrictions will be developed over the next twelve months so that the Town is in compliance with the state requirements and remains eligible for future conservation and recreation grants.

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

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

ARTICLE 45. COMMUNITY PRESERVATION FUND – GRIST MILL, CARDING MILL POND AND STEARNS MILL POND INVASIVE WEED REMOVAL

To see if the Town will vote to appropriate an amount not to exceed \$45,000 of Community Preservation Act funds from FY16 Revenue, as recommended by the Community Preservation Committee, for the purpose of habitat restoration of Grist Mill Pond, Stearns Mill Pond and Carding Mill Pond, or act on anything relative thereto. All appropriations will be allocated to the Open Space category and funded

from FY16 Revenue.

Submitted by the Community Preservation Committee.

(Majority vote required)

COMMUNITY PRESERVATION COMMITTEE REPORT: This article requests funding for the harvesting of non-native, invasive aquatic weeds and other restoration activities in Grist Mill Pond, Carding Mill Pond and Stearns Mill Pond by the Hop Brook Protection Association or its representatives. Past harvesting efforts have been successful short term measures to address the summer-time weed growth, but have been largely focused on Carding Mill Pond. In the summer of 2012, similar actions were taken on Stearn's Mill Pond, with comparable success. Use of the funds by the Hop Brook Pond Association for these purposes shall be as needed until the funds are expended, but anticipates a three year effort with the funding request. The CPC understands that this is a temporary but necessary effort to retain these Town assets in hopes of restoring the sustainability of the Hop Brook waterway system.

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

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

ARTICLE 46. COMMUNITY PRESERVATION FUND – SUDBURY HOUSING TRUST ALLOCATION

To see if the Town will vote to appropriate an amount not to exceed \$218,000 of Community Preservation Act Funds from FY16 Revenue, as recommended by the Community Preservation Committee, for the purpose of providing funds to the Sudbury Housing Trust in support of its efforts to provide for the preservation and creation of affordable housing, or act on anything relative thereto. All appropriations will be allocated to the Community Housing category and funded from FY16 Revenue.

Submitted by the Community Preservation Committee.

(Majority vote required)

COMMUNITY PRESERVATION COMMITTEE REPORT: This article requests an appropriation to fund the Sudbury Housing Trust using ten percent (10%) of anticipated FY16 revenue that the Act requires be set aside for affordable housing. The Trust was created at the 2006 Annual Town Meeting, provided with start-up funding at the 2007 Annual Town Meeting, and funded with no less than the ten percent (10%) allocation each year since 2008. These appropriations will go toward implementing the Housing Trust's multi-pronged housing strategy. The goal of all these community housing efforts is to create and retain affordable housing options for Sudbury residents, make progress toward the state-mandated number of affordable housing units in town, and to provide an increased diversity among Sudbury's housing options. The CPC understands that as long as progress is not made toward that goal, the Town suffers a lack of control over not only the location, but also the construction parameters of multi-unit housing (40B developments) anywhere in town.

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

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

ARTICLE 47. COMMUNITY PRESERVATION FUND – TOWN-WIDE WALKWAYS

To see if the Town will vote to appropriate an amount not to exceed \$100,000 from the Community

Preservation Act funds, as recommended by the Community Preservation Committee, for the purpose of constructing new walkways within the Town, such design and construction to be guided by the spirit and intent of the Town of Sudbury 2001 Master Plan, the February 2000 Report of the Walkway Committee, the July 2005 Sudbury Board of Selectmen directive regarding public works projects on Scenic Roads, and by recommendation of the Town of Sudbury Planning Board, the Director of Planning and Community Development, and the Director of the Department of Public Works, or act on anything relative thereto. All appropriations will be allocated to the Recreation category and funded from FY16 Revenue.

Submitted by the Community Preservation Committee.

(Majority vote required)

COMMUNITY PRESERVATION COMMITTEE REPORT: This Article requests an appropriation to fund the engineering, design and construction of new walkways within the Town. The walkways funded will be selected by the DPW Director, with the recommendation of the Planning Board, from the list of walkways identified in the February 2000 Report of the Walkway Committee. The CPC firmly believes that the design and construction of walkways should be guided by the spirit of the Town's 2001 Master Plan as it pertains to Town character and by the July 2005 directive from the Board of Selectmen regarding public works projects on Scenic Roads. The CPC believes that Sudbury's walkways provide a relatively low-maintenance/low-operational cost opportunity for neighborhood recreation. This opportunity, in addition to the safety benefits that walkways confer, contributes greatly to the quality of life in Town, and has been repeatedly identified as desirous by residents not only at Town Meeting, but in other forums and studies as well.

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

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

ARTICLE 48. COMMUNITY PRESERVATION FUND – HISTORIC PROJECTS

To see if the Town will vote to appropriate an amount not to exceed \$22,000 from the Community Preservation Act Funds, as recommended by the Community Preservation Committee, for the purpose of completing the following projects as proposed and recommended by the Sudbury Historical Commission: to purchase and build an information kiosk and produce historical signage in the vicinity of the Hearse House, Town Pound and Revolutionary War Cemetery in the historic Town Center; to continue the Survey of Old Homes, as required by the Massachusetts Historical Commission; and restoration of signage within the town cemeteries; or act on anything relative thereto. All appropriations will be allocated to the Historic category and funded from Historic Reserves or FY16 Revenue.

Submitted by the Community Preservation Committee.

(Majority vote required)

COMMUNITY PRESERVATION COMMITTEE REPORT: This article requests an appropriation to fund three specific projects in the historic category, as recommended by the Sudbury Historical Commission. The informational kiosk in the Town Center will acquaint and educate visitors with the numerous historical resources in the area and recognize the donors and volunteers who have helped restore the cemetery and Town Pound over the recent years; approximately ten properties will be studied and added to the Town's Old Home Survey inventory (which currently identifies over 250 historic properties); and the cemetery signage will replace deteriorated signage in various Town cemeteries. The CPC believes these projects are necessary to protect and preserve the integrity of Sudbury's historic assets and to promote an awareness of the town's historic places.

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

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

ARTICLE 49. COMMUNITY PRESERVATION FUND – DAVIS FIELD IMPROVEMENTS

To see if the Town will vote to appropriate an amount not to exceed \$1,000,000 from the Community Preservation Act Funds, as recommended by the Community Preservation Committee, for the purpose of redeveloping the Davis Field property to create no less than 2 multi-purpose rectangular fields and four Little League fields, parking, drainage and other amenities, or act on anything relative thereto. All appropriations will be allocated to the Recreation category and funded from unrestricted reserves.

Submitted by the Community Preservation Committee. (Majority vote required)

COMMUNITY PRESERVATION COMMITTEE REPORT: This article requests funding for improvements to the Davis Field recreational land with the construction of no less than 2 multi-purpose rectangular fields and four Little League fields to Davis Field, as well as parking, drainage, and other amenities for the general public. This project is necessary due to the high demand for multi-purpose rectangular field space, increased scheduling conflicts among user groups, poor conditions of Little League fields at various locations, and over-usage of current fields which is leading to worsening conditions – dirt patches, weed growth, compacted soil, etc. As determined by the Park and Recreation Commission, the rehabilitation of Davis Field was determined to be the best solution to accommodate field demands experienced by the Park & Recreation Department and also is supported by the Town’s 2012 Athletic Field Needs Assessment and Master Plan Update.

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

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

ARTICLE 50. COMMUNITY PRESERVATION FUND – TOWN CENTER LANDSCAPING

To see if the Town will vote to appropriate an amount not to exceed \$100,000 from the Community Preservation Act Funds, as recommended by the Community Preservation Committee, for the purpose of funding the remainder of the landscaping and historic restoration phase of the Town Center Improvement project, or act on anything relative thereto. All appropriations will be allocated equally to the Open Space and Historic categories and funded from FY16 Revenue.

Submitted by the Community Preservation Committee. (Majority vote required)

COMMUNITY PRESERVATION COMMITTEE REPORT: This article requests additional funding for the final stage of the Town Center Improvement project. The items to be installed with the funds include landscaping, walkways, ornamental lighting, and other site improvements to enhance the historic nature and open space qualities of the area. A component of this project will be to integrate the recently acquired property located at 15 Hudson Road into a usable park to complement the historic district. All improvements using these funds will go beyond normal landscaping and amenities associated with the intersection reconstruction project. A landscape plan will be created, after public discussion, to determine specifically what improvements will be installed within the approved budget. The Town has recognized the need to improve the Town Center intersection. For over seven years, the Town has been engaged in a process of concept design and planning, up to engineering design and funding for reconstruction of the intersection. The final piece of this project is the historic restoration and landscaping of the Town Center to make it usable and accessible by residents and visitors.

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

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

ARTICLE 51. COMMUNITY PRESERVATION FUND – AMEND ARTICLE 26 OF THE 2012 ANNUAL TOWN MEETING, COMMUNITY PRESERVATION FUND – HISTORIC PROJECTS

To see if the Town will vote to amend Article 26 of the 2012 Annual Town Meeting by allowing the installation of a fire detection and/or fire suppression system at the Hosmer House, as recommended by the Community Preservation Committee; or act on anything relative thereto.

Submitted by the Community Preservation Committee.

(Majority vote required)

COMMUNITY PRESERVATION COMMITTEE REPORT: This Article requests a change in a previously approved project for the installation of a fire suppression system at the Hosmer House. The Sudbury Historical Commission has studied various systems and concludes that a detection system will be most beneficial to this property. As originally envisioned and approved, the proposed fire suppression system would protect the Hosmer House, built in 1793, and the 400+ paintings on display. The Sudbury Historical Commission believes that a fire suppression system would cause significant damage to the interior of the house, and that a detection system, wired directly into the Sudbury Fire Department, would be a better choice for this particular property and its contents. The fire detection system is estimated to cost less than the suppression system, and will enable the Fire Department to respond to incidents in a very timely manner, due to the proximity of the Hosmer House to the main Fire Station on Hudson Road, without potential unnecessary discharge of water and chemicals inside the structure. The Community Preservation Committee has approved this modification to the project.

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

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

ARTICLE 52. COMMUNITY PRESERVATION FUND GENERAL BUDGET AND APPROPRIATIONS

To see what sum the Town will vote to appropriate from Community Preservation Act funds, as recommended by the Community Preservation Committee, for the FY16 Community Preservation Act budget; or act on anything relative thereto.

Submitted by the Community Preservation Committee.

(Majority vote required)

COMMUNITY PRESERVATION COMMITTEE REPORT: This article sets forth the entire FY16 CPA budget, including appropriations and reservations as required in connection with the administration of the CPA funds. The article appropriates funds for FY16 debt service obligations totaling \$1,268,738. These obligations arise from prior town meeting approval for the bonding of seven projects: 1) purchase of the Dickson property utilizing the Open Space (\$36,440) and Historic Preservation (\$23,740) categories; 2) purchase of land and development rights as well as construction of a sports field on the Cutting property utilizing the Open Space (\$214,241) and Recreation (\$26,479) categories; 3) purchase of the Libby property utilizing the Open Space category (\$169,663); 4) purchase of development rights on the Nobscot Boy Scout Reservation phases I and II utilizing the Open Space category (\$515,678); and 6) purchase of development rights on Pantry Brook Farm utilizing the Open Space category (\$207,497); and 7) purchase of the Johnson Farm property utilizing the Open Space category (\$75,000).

The article also appropriates funds for administrative and operational expenses of the CPC in the amount of \$90,000. The administrative fund can be used by the CPC to pay for technical staffing and expertise, consulting services (e.g. land surveys and engineering), property appraisals, legal advertisements, publication fees and other administrative expenses. By statute the CPC can budget up to five percent (5%) of its annual budget for administrative expenses, or \$109,050 based upon the revenue projection of \$2,180,100 in FY16. Any funds remaining in the administrative account at fiscal yearend revert back to the CPA Fund Balance, as they have for the past seven years, and need to be re-appropriated for administrative use in subsequent years. The CPC believes that having access to administrative funds is critically important, in that it allows it to conduct business on a time-sensitive basis - a vital component of the CPA.

The article may also reserve the requisite statutory minimum of ten percent (10%) of the CPA budget in each of the core CPA categories of Open Space, Community Housing and Historic Preservation. This minimum is mandated by the state CPA statute, and funds not spent in each of these three core categories must be reserved for future expenditure in those same categories. The actual amount reserved each year depends upon whether or not that Town Meeting has appropriated money totaling less than 10%, or not appropriated any money at all, in any of these three core categories. If there is a balance of unspent CPA funds from that fiscal year after such reservations and after Town Meeting has voted the CPA articles, it is budgeted in the unrestricted reserve account for future CPC projects in all three categories.

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

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

ARTICLE 53. TOWN SIDEWALKS (NON-BINDING RESOLUTION)

To see if the Town will vote to prioritize the current building of sidewalks to provide walking access to public schools for all homes within two (2) miles of a public school. Where sidewalk access to school age children is not provided, the Town will provide transportation at no cost to affected households; or act on anything relative thereto.

Submitted by Petition.

(Majority vote required)

PETITIONER'S REPORT: Under state law, Sudbury provides free transportation to and from public schools for K-6 students whose households are located more than two (2) miles from the school servicing their school zone. Also under state law, Sudbury provides transportation to and from LSRHS for students

living over 1½ miles from LSRHS. Under existing school policies in Sudbury, if a household is located inside these distances, the household is assessed a significant fee if they use school transportation. While walking or bicycling to school may be reasonable for neighborhoods with sidewalks, it is a safety issue if sidewalks have not been constructed. One of our original priorities in building sidewalks was to provide safe access to neighborhood schools. We have been building sidewalks for over 30 years. We should not be charging households for transportation if we have not provided safe access to their assigned schools. It is now time to re-prioritize our commitment to ensuring the safety of our school aged children.

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

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

ARTICLE 54. ENGINEERING AND CONSTRUCTION OF A COMPLETED “GREENWAY STYLE” MULTI-USE RECREATIONAL TRAIL IN ABANDONED RAIL R.O.W. OF THE FRAMINHAM AND LOWELL RAILROAD, NOW KNOWN AS THE BRUCE FREEMAN RAIL TRAIL (BFRT)

To see if the Town will vote to raise and appropriate, or transfer from available funds, an amount not to exceed \$1,000,000 to engineer and construct a completed “greenway style” multi-use recreational trail in the right-of-way (R.O.W.) of the Bruce Freeman Rail Trail (BFRT). The trail will be 4.6 miles in length, running north-south from the Chiswick Park entrance at Union Ave. (at AAA Limo) to the Concord town line. Important characteristics of this project are: 1) Removal of the steel rails and wooden railroad ties, proper disposal of the contaminated wooden ties; 2) Development of a ten (10) foot wide trail with a rolled stone dust finish layer and two (2) foot wide flexible grassed shoulders; 3) The trail will have safe road crossings designed to Manual of Uniform Traffic Code devices (MUTCD) standards; 4) The trail will have Americans with Disabilities Act (ADA) access points at all road crossings; 5) MA Department of Environmental Protection (MA DEP) rail trail development best practices will be followed; 6) MA-DOT, the owner of the R.O.W. will issue Sudbury a construction and access permit to develop the R.O.W.; 7) Bridges will be inspected and upgraded as needed. Bridges will be re-decked and railings will be installed. Bridges will meet pedestrian standards (H5); 8) The project will be permitted by the Sudbury Conservation Commission (ConCom) and adhere to Sudbury’s Wetlands Bylaws.

Submitted by Petition.

(Majority vote required)

PETITIONER’S REPORT: The Bruce Freeman Rail Trail (BFRT) ROW runs north-south through the middle of Sudbury. The rail ROW is owned by the Massachusetts Department of Transportation (MA-DOT) Rails Division. The MA-DOT Rails Division has sent Sudbury a letter dated May 1 2014 stating Sudbury can use the salvage value of the steel rails in the ROW to offset a portion of the trail development costs, and that MA-DOT does not mandate a trail type or finish surface. MA-DOT would require MA Department of Environmental Protect (MA DEP) rail trail best practices for finish layer capping be met. Rail trail capping best practices will be met on this project. MA-DOT Rails Division would issue Sudbury a construction and access permit to gain access to the ROW for development. The project would be permitted through the Sudbury Conservation Commission (ConCom) and adhere to Sudbury Wetlands ByLaws.

The type of rail trail being proposed is a “greenway style” multi-use recreational trail with recreation as its primary use. Uses including walking/ running/ jogging, bike riding, and dog walking as well winter activities such as snow shoeing and cross country skiing. The trail will increase safe recreational opportunities for all members of the community while providing an immediate environmental benefit by capping the ROW with a finish surface. These trails will be a tremendous community asset for the town of

Sudbury. Many rail trail projects have resulted in increased property values for abutters over time and increased economic activity for the commercial businesses in the area.

Multi-use Recreational “Greenway Style” Rail Trail development in the Bruce Freeman Rail Trail (BFRT) ROW in Sudbury will have the following characteristics:

- Vegetation will be removed in a ~14 foot corridor centered on the tracks
- The steel rails and wooden ties will be removed and the disturbed ROW will be smoothed back and compacted. The steel rails will be monetized for the salvage value; the contaminated wooden ties will be properly disposed of
- The trail will have a 10 foot wide rolled stone dust finish layer
- The trail will have flexible 2 foot wide shoulders. “Flexible” means most of the length of the trail will have two (2) foot shoulders, however in areas where there will be significant additional expense or environmental challenges to have two (2) foot shoulders, the shoulders will be reduced.
- The trail will have Americans with Disabilities Act (ADA) compliant access points at all at-grade road crossings
- Department of Environmental Protection (DEP) best practices for rail trail development will be followed
- Road crossings will adhere to the Manual of Uniform Traffic Control Devices (MUTCD) safety standards
- Appropriate drainage management and wetlands considerations will be taken through the Sudbury Conservation Commission (ConCom) permitting process
- Bridges will be repaired and upgraded where needed to pedestrian standards (H5). The bridges will be re-decked and railings will be installed
- Split rail fencing will be installed where the ROW is elevated.

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

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

ARTICLE 55. ENGINEERING AND CONSTRUCTION OF A COMPLETED “GREENWAY STYLE” MULTI-USE RECREATIONAL TRAIL IN ABANDONED RAIL R.O.W. OF THE MASS CENTRAL RAILROAD, NOW KNOWN AS THE MASS CENTRAL RAIL TRAIL (MCRT) - WAYSIDE BRANCH

To see if the Town will vote to raise and appropriate, or transfer from available funds, an amount not to exceed \$1,000,000 to engineer and construct a completed “greenway style” multi-use recreational trail in the right-of-way (R.O.W.) of the Mass Central Rail Trail (MCRT) – Wayside Branch. The trail will be 4.6 miles in length, running east-west from the Wayland town line to the Hudson town line. Important characteristics on this project are: 1) Removal of the steel rails and wooden railroad ties, proper disposal of the contaminated wooden ties; 2) Development of a ten (10) foot wide trail with a rolled stone dust finish layer and two (2) foot wide flexible grassed shoulders; 3) The trail will have safe road crossings designed to Manual of Uniform Traffic Code Devices (MUTCD) standards; 4) The trail will have Americans with Disabilities Act (ADA) access points at all road crossings; 5) MA Department of Environmental Protection (MA DEP) rail trail development best practices will be followed; 6) Trail specifications will meet the requirements of the MA Department of Recreation and Conservation (DCR), the control entity for the R.O.W.; DCR will issue Sudbury a construction and access permit to develop the R.O.W.; 7) Bridges will be inspected and upgraded as needed. Bridges will be re-decked and railings will be installed. Bridges will meet pedestrian standards (H5); 8) The project will be permitted by the Sudbury Conservation Commission (ConCom) and adhere to Sudbury Wetland Bylaws.

Submitted by Petition.

(Majority vote required)

PETITIONER'S REPORT: The Mass Central Rail Trail (MCRT) ROW runs east-west in the southern section of Sudbury. The rail ROW is owned by the Massachusetts Bay Transportation Authority (MBTA). In 2011, the MA Department of Recreation and Conservation (DCR) executed a 99 year lease for a 19 foot corridor within the 60 to 80 foot ROW for the purpose of rail trail development from Waltham to Berlin (23 miles) and named it the "Wayside Branch" of the MCRT. In January 2014 the Wayside Branch project received a Massachusetts Environmental Protection Act (MEPA) certificate and a waiver from doing an Environmental Impact Report (EIR). DCR has no funding for the project currently, nor is the project funded by any other state agency. DCR is actively working with the towns included in the Wayside Branch to assist with each town's development vision for the trail.

At this time towns included in the MCRT-Wayside Branch can actively move forward with plans to develop the ROW into a rail trail. This project would need DCR's approval through the issuance to Sudbury of a construction and access permit. DCR has stated Sudbury (and the other towns) can use the salvage value of the steel rails to offset a portion of the development costs. DCR has given towns guidance and standards to follow during trail construction. All of DCR's trail specifications will be met. The project would be permitted through the Sudbury Conservation Commission (ConCom) and adhere to Sudbury Wetlands Bylaws.

The type of rail trail being proposed is a "greenway style" multi-use recreational trail with recreation as its primary use. Uses including walking/ running/ jogging, bike riding, and dog walking as well winter activities such as snow shoeing and cross country skiing. The trail will increase safe recreational opportunities for all members of the community while providing an immediate environmental benefit by capping the ROW with a finish surface. This trail will be a tremendous community asset for the town of Sudbury. Many rail trail projects have resulted in increased property values for abutters over time and increased economic activity for the commercial businesses in the area.

Multi-use Recreational "Greenway Style" Rail Trail development in the MCRT – Wayside Branch ROW in Sudbury will have the following characteristics:

- Vegetation will be removed in a ~14 foot corridor centered on the tracks (DCR's lease is for 19 feet of the ROW)
- The steel rails and wooden ties will be removed and the disturbed ROW will be smoothed back and compacted. The steel rails will be monetized for the salvage value; the contaminated wooden ties will be properly disposed of
- The trail will have a 10 foot wide rolled stone dust finish layer
- The trail will have flexible 2 foot wide shoulders. "Flexible" means most of the length of the trail will have two (2) foot shoulders, however in areas where there will be significant additional expense or environmental challenges to have two (2) foot shoulders, the shoulders will be reduced.
- The trails will have Americans with Disabilities Act (ADA) compliant access points at all at-grade road crossings
- Department of Environmental Protection (DEP) best practices for rail trail development will be followed
- Road crossings will adhere to the Manual of Uniform Traffic Control Devices (MUTCD) safety standards
- Appropriate drainage management and wetlands considerations will be taken through the Sudbury Conservation Commission (ConCom) permitting process
- Bridges will be repaired and upgraded where needed to pedestrian standards (H5). The bridges will be re-decked and railings will be installed
- Split rail fencing will be installed where the ROW is elevated.

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

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

**ARTICLE 56. REFINEMENTS TO SUDBURY'S MEANS TESTED SENIOR CITIZEN
PROPERTY TAX RELIEF**

To see if the Town of Sudbury will vote to adopt one or more of the following refinements to Sudbury's Means Tested Senior Citizen Property Tax Relief program when it petitions the General Court to further extend the present program beyond the current 3-year pilot test:

- a) Whether to establish a fixed 1% cap on the maximum burden shift rather than the cap of between 0.5% to 1.0% in the present program so as to enable predictability from year to year for those who receive property tax relief?
- b) Whether to remove or increase the 50% limit on the property tax relief provided in order to more closely implement a 10% of income limit on property taxes for Sudbury's senior citizens?
- c) Whether to establish [or] require a 2/3 or 3/4 vote at town meeting and at a town election to adopt, amend and/or revoke the extended Means Tested Senior Citizen Property Tax Relief program so as to assure stability in the program once adopted?
- d) Whether to eliminate the Board of Assessor discretion to deny tax relief if the applicants meet the income limits to be qualified for property tax relief?
- e) Whether to reduce or eliminate the requirement for prior residency in Sudbury in order to qualify for property tax relief?
- f) Whether once a principal residence's assessed value qualifies its residents to become tax relief participants, it shall continue to qualify its residents to become participants irrespective of changes in assessed values that are not caused by substantial additions or improvements to the buildings on said parcel?

;or act on anything relative thereto.

Submitted by Petition.

(Majority vote required)

PETITIONER'S REPORT: Significant features of Sudbury's "Home Rule Petition" were removed by the legislature when they enabled Sudbury to offer a pilot program for Sudbury's innovative Means Tested Senior Tax Exemption Program. Now Sudbury needs to quickly get legislative approval to extend the existing program by making their decision very simple: just let Sudbury continue. As a result, the petitioners intend to offer a motion to refer to a committee to study further refinements. One

refinement, included in the original home rule petition, would be to change the vote required to adopt, amend or revoke to 2/3 from a simple majority to provide program stability to further encourage Sudbury seniors to remain in their homes. Removing the selectmen's discretion to reduce benefits would also increase program stability. Increasing the exemption limitation to 60-65% would enable more of Sudbury's seniors to pay no more than 10% of their limited incomes for property taxes while still covering their share of town services. Reducing or removing the prior residency requirement could encourage more seniors to move to Sudbury to reside in existing homes.

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

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

TOWN COUNSEL OPINIONS

It is the opinion of Town Counsel that, if the Bylaw amendment proposed in the following article in the Warrant for the 2015 Annual Town Meeting is properly moved, seconded and adopted by a majority vote in favor of the motion, the proposed change will become a valid amendment to the Sudbury Bylaws:

Article 36 Amend Bylaws, Art. V.3, Regulation of Dogs

It is the opinion of Town Counsel that, if the Zoning Bylaw amendment proposed in the following Article in the Warrant for the 2015 Annual Town Meeting is properly moved, seconded and adopted by a two-thirds vote in favor of the motion, the proposed change will become a valid amendment to the Sudbury Zoning Bylaw:

Article 41 Amend Zoning Bylaw, Art. IX – Site Plan Authority Change from Board of Selectmen to Planning Board

And you are required to serve 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 7th day of April, 2015.

SELECTMEN OF SUDBURY:

Charles C. Woodard

Patricia A. Brown

Robert C. Haarde

Lawrence W. O'Brien

Leonard A. Simon

PART II

FINANCE COMMITTEE SECTION

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FY16 SECTION OVERVIEW

This represents the sixth year of the revised Finance Committee (“FinCom”) section of the Town Warrant (the “FC” pages). The objective of the changes implemented several years ago was to provide taxpayers with the same historical trend information regarding operating expenses and metrics that the FinCom uses during the year to evaluate budget proposals.

A summary of the data included is set forth below:

- Operating metrics for each Cost Center for the fiscal years ending June 2014, June 2015 and June 2016 (requested) including:
 - Average salaries.
 - Healthcare benefits for active and retired employees.
 - Student populations with details on Sudbury, Lincoln, METCO, and other out-of-district students.
 - Cost per student for each school system.
 - Headcount by department and/or function for each Cost Center.
- The operating budgets of the two school systems are presented in similar formats to improve their readability.
- Detail on Community Preservation Fund cash flows, with information on sources of revenue, expenditures on Open Space, Community Housing and Historic Preservation, and cash balances.
- Compensation information for all employees, whether managers or not, making over \$100,000 a year.

As you review information contained in the FC pages, please keep in mind two important facts. First, this is Sudbury information, and metrics such as average teacher salaries and cost per student are calculated using the FinCom’s methodology. As our figures are calculated differently from those compiled by the Massachusetts Departments of Revenue (“DOR”) and the Massachusetts Department of Elementary and Secondary Education (“DESE”), the Warrant information is not always comparable to what you might find at the mass.gov web site. You cannot, for instance, compare the FinCom’s “cost per student” to the one available on the Mass DOE web site. To compare Sudbury to other towns, please use the figures on the mass.gov or DESE web site. However, to compare Sudbury specific benchmarks the FinCom reviews, please use the information contained in the Warrant.

Second, not all of these statistics are meaningful when used to compare the Sudbury Public Schools and Lincoln-Sudbury Regional High School. The two school systems are inherently different due to the age and educational needs of their respective student populations as well as due to the differences in how regional vs. town school district budgets are required to be presented. Most of the statistics the FinCom reviews are used solely for the purpose of identifying trends within each system, not for comparison between the school systems.

FINANCE COMMITTEE REPORT

Dear Resident of Sudbury,

This report will assist you in understanding Sudbury's fiscal year 2016 ("FY16") budget – from July 1, 2015 through June 30, 2016 - and the related financial articles that will be presented to you at Town Meeting beginning on May 4th. We believe, above all, that the participation of an informed voter is essential for the success of Sudbury's democratic process and continued fiscal health.

The Finance Committee is responsible for reviewing budgets for the town and schools and making recommendations to the Board of Selectmen and to the taxpayers at Town Meeting. In this role, we have no authority to make spending decisions as that is the responsibility of our various elected bodies. Rather, our role is to examine those budgets on your behalf and make independent and informed recommendations regarding the budget and other financial issues. We do so by gathering data and asking numerous questions prior to forming a recommendation.

This diligence process happens throughout the year as we meet with the Sudbury Town Departments (the "Town"), the Sudbury Public School K-8 School System ("SPS"), and the Lincoln-Sudbury Regional High School ("LSRHS" or the "High School") and other entities in regularly scheduled Finance Committee meetings as well as in smaller liaison meetings between one or two FinCom members and the management teams for each cost center.

This report is the culmination of a six month budget process. In October 2014, the FinCom issued budget guidelines to the leaders of the three principal Sudbury cost centers - the Town, SPS and the High School. In preparation for the budget hearing process in February 2015, we asked each cost center to prepare three budget scenarios for FY16:

- a budget that allows for annual growth up to 2% for each cost center and was based upon expectations regarding State aid and local receipts;
- a budget that allows for annual growth up to 2.5% for each cost center and was based upon expectations regarding State aid and local receipts; and
- an optional Level Services (or roll-up) budget that assumes each cost center maintains the same service levels in FY16 as funded through their FY15 budgets

While we recognized that each cost center has certain unique characteristics, FinCom believed it important that a level of consistency exist in all budget submissions. As a result, we asked each cost center to make the following assumptions when constructing their FY16 budget submissions:

- for all cost centers that had not completed contract negotiations, salary and other cash compensation include no COLA (cost of living adjustment);
- best estimates of expected health and benefit costs increases; and
- best estimates of utilities and, where applicable, transportation and special education cost increases or decreases.

For FY16, we are recommending a total general fund budget of approximately \$89.2 million. The Recommended Budget represents a residential tax increase of approximately 3.86% (\$419) on the current average assessed home value of \$616,378 and a total increase in taxes of approximately \$3.2 million including new growth and commercial property taxes, as compared to the FY15 tax levy.

Although the Recommended Budget will result in an overall increase of 4.37% in the tax levy, it is in compliance with Proposition 2½ (“Prop 2 ½”), which was approved by Massachusetts voters in 1980 and first implemented in fiscal year 1982 (M.G.L. Ch. 59, sec. 21c). For the past few years, Sudbury has not used all of the levy limit allowed under Prop 2 ½ but that unused growth in the levy limit continues to be available to the town and each year’s 2.5% increase is calculated on the past year’s allowed limit, not on the amount of the level limit that the town uses.

Prop 2 ½ limits the amount of revenue a city or town may raise, or levy, from local property taxes each year to fund municipal operations without the approval of taxpayers at the ballot box. Prop 2 ½ is not meant to be a “fiscally responsible spending benchmark.” Exceeding this level should not necessarily be construed with negative implications towards a town’s or a school’s financial management. It is meant to reflect a “check and balance” point at the local level: town officials cannot raise taxes more than allowed under Prop 2 ½ without an affirmative vote of the taxpayers. To spend more money, town officials have to “make their case” to the taxpayers who can apply their own test of reasonableness by their votes at Town Meeting and the polls.

The FY16 Recommended Budget, which includes a portion of the Normal cost for OPEB (Other Post-Employment Benefits) for the first time (see below), represents a 3.54% increase in the operating budget for the Town, a 3.36% increase for SPS, and a 4.47% increase for LSRHS compared to the FY15 budget. The gap between a 2.5% growth budget and Level Service budgets presented to the FinCom was over \$1 million primarily due to the following factors:

- 1) The Town budget has to account for a little over \$200,000 in decreased ambulance fees which are used to offset the Fire budget.
- 2) The FY16 SPS budget must absorb approximately \$650,000 in lost revenue as a result of adopting full day kindergarten as the kindergarten program.
- 3) The FY16 LSRHS budget contains a net increase in Out-of-District costs for Special Education between \$450,000 and \$700,000 depending on the amount of LS circuit breaker reserves that are used to cover these costs.

In addition, on the recommendation of the Strategic Financial Planning Committee for OPEB Liabilities, a supplemental budget line item was added to each cost center to begin the process of funding the OPEB Normal cost. The recommendation of the OPEB Committee was to begin the funding in FY16 and by FY18 have the full cost included in each of the cost center’s budgets. Funding the Normal cost for OPEB helps the Town maintain its AAA credit rating as well as more accurately reflects the costs of benefits offered.

Normal costs are the present value of future healthcare benefits earned by current employees in the current year. It can be thought of as part of the compensation for working in the current year, along with an employee’s salary and current benefits. The table below shows the calculated Normal cost for current employees as of the latest actuarial studies and the amount the FinCom is recommending in FY16.

	# of eligible employees	Normal Costs as of 7/1/2013 valuation	*Normal Cost Recommended FY16
Town	170	\$ 179,559	\$ 62,402
SPS	359	\$ 291,477	\$ 131,779
LSRHS	207	\$ 358,707	\$ 64,799
Total	736	\$ 829,743	\$ 258,980

*LS represents Sudbury's share based on regional assessment.

Despite some additional room in the Prop 2½ levy limit from prior years, the level service budget requests were not possible to accommodate within Prop 2½, and the FinCom members were in agreement that we were not recommending an override budget. Therefore, we began with the 2.5% budget growth figures for each cost center and reviewed the gap for each between the 2.5% growth budget and their level service budgets, requesting that each cost center show where they would make cuts to get to the 2.5% budget.

At 2.5% budget growth for each cost center, there was a surplus in the tax levy of approximately \$237,000 that could be allocated to the three cost centers to supplement their 2.5% growth budgets. That was not sufficient to prevent staffing reductions, possibly for all three cost centers. Therefore, the FinCom reduced the amount recommended by the Strategic Financial Planning Committee for OPEB Liabilities for the Normal cost from \$496,800 to \$258,980 and requested that the Board of Selectmen postpone for a year a request that Town Meeting vote to use \$113,000 in cell tower rental revenue to begin funding the DPW Rolling Stock Stabilization Fund.

After reviewing the requests of all three cost centers, the FinCom, in a departure from past years, allocated these additional funds where we determined they were most needed to avoid staffing reductions and also voted to recommend the use of \$200,000 in Free Cash as part of the funding source of the operating budget. The additional allocations over and above a 2.5% budget growth for each of the three cost centers are as follows: \$160,000 for the Town, \$200,000 for SPS and \$395,000 for LSRHS.

We strongly urge you to be informed on the budgets being presented for your consideration. You have several avenues to increase your understanding of how each budget will affect the level of services, schooling and quality of life in Sudbury. Please review the Finance Committee Report section of the Town Warrant; attend budget forums; check the Channels 8 (Comcast) and 31 (Verizon) schedules for rebroadcasts of the Finance Committee Budget Hearings; and review the vast array of budget materials available on the town and school websites. Also, do not hesitate to ask questions of your elected officials and committee members.

Whether or not you agree with our findings and recommendations, please make sure that when you cast your vote, it is an informed one.

Lastly, the Finance Committee would like to recognize and extend thanks to the employees of the Town, SPS and LSRHS, and the various committees for their support and contributions during the preparation of the FY16 budget.

Respectfully yours,

Sudbury Finance Committee:

Susan Berry, Chair
Joan Carlton, Vice Chair
Jeffrey Atwater
Jeff Barker
Adrian Davies

Fred Floru
Jose Garcia-Meitin
William Kneeland, Jr.
Mark Minassian

FY16 MONIED ARTICLES

<u>Article</u>	<u>Description</u>	<u>Finance Committee Voted Recommendations</u>
2	FY15 Budget Adjustments	Report at Town Meeting
3	Stabilization Fund	Report at Town Meeting
4	FY16 Operating Budget	Approved
5	FY16 Transfer Station Enterprise Budget	Approved
6	FY16 Pool Enterprise Budget	Approved
7	FY16 Recreation Field Maintenance Enterprise Budget	Approved
8	Unpaid Bills	Report at Town Meeting
9	Chapter 90 Highway Funding	Report at Town Meeting
10	Real Estate Exemption	Report at Town Meeting
11	Town/School Revolving Funds	Report at Town Meeting
12	Establish Public Health Vaccinations Revolving Fund	Approved
13	Establish Special Purpose Stabilization Fund for Melone Property	Report at Town Meeting
14	Special Purpose Stabilization Fund for DPW Rolling Stock	Report at Town Meeting
15	Special Purpose Stabilization Fund for Energy Savings Programs	Report at Town Meeting
16	Use Special Purpose Stabilization Fund for Energy Savings Programs	Report at Town Meeting
17	Establish Special Purpose Stabilization Fund for Synthetic Fields	Report at Town Meeting
18	FY16 Capital Budget	Approved
19	Other Capital - Cardiac Monitor Replacements	Approved
20	Other Capital - Carpet Replacements (Schools & Library)	Approved
21	Other Capital - Natatorium Roofing	Report at Town Meeting
22	Other Capital - Fire Alarm System Upgrade (LSRHS)	Approved
23	Other Capital - Parking Lots and Sidewalks (Town & Schools)	Approved
24	Other Capital - Building Security & Access Controls (Schools)	Approved
25	Other Capital - Classroom Flooring Replacements (Schools)	Approved
26	Other Capital - Rooftop HVAC Replacements (Schools)	Approved
27	Other Capital - DPW Rolling Stock Replacements	Report at Town Meeting
28	Other Capital - Cutting Athletic Field Lighting	Disapproved
29	Establish Capital Project Funding for PBC	Report at Town Meeting
30	Repurpose School Capital Articles	Report at Town Meeting
31	Repurpose Other Capital Articles (non-CPA)	Report at Town Meeting
32	Adopt MGL 32B Sec 20 for OPEB Trust	Report at Town Meeting
33	OPEB Trust Funding	Report at Town Meeting
34	Special Act to Dedicate Local Option Tax Revenues to OPEB	Report at Town Meeting
35	Special Act - Extension of Senior Tax Exemption Program	Report at Town Meeting
37	Disposition of Police Station Property at 415 Boston Post Rd	Report at Town Meeting
38-41	Minuteman Regional Vocational School District Changes	Report at Town Meeting
42	Town-wide Electricity Supplier Aggregation	Report at Town Meeting
45	CPA-Weed Removal	Approved
46	CPA-Affordable Housing Trust Allocation	Approved
47	CPA-Town Walkways	Approved
48	CPA-Historic Projects	Approved
49	CPA-Davis Field Development	Report at Town Meeting
50	CPA-Town Center Project Landscaping	Approved
51	Amend ATM12 article 26 for Historical Projects	Approved
52	CPA-FY16 Operating Budget	Report at Town Meeting
53	Petition-Walkways	Report at Town Meeting
54	Petition-Greenway Rail Trails	Report at Town Meeting
55	Petition-Greenway Rail Trails	Report at Town Meeting
56	Petition-Changes to Senior Tax Exemption Program	Report at Town Meeting

ESTIMATED IMPACT ON FY16 RESIDENTIAL TAX BILL

ESTIMATED IMPACT OF TOWN MEETING SPENDING ON YOUR FISCAL 2016 TAX BILL												
											AVG.	
Current Values	100,000	200,000	300,000	400,000	500,000	600,000	700,000	800,000	900,000	1,000,000		
Current Taxes	1,760	3,520	5,280	7,040	8,800	10,560	12,320	14,080	15,840	17,600		
Budget Taxes	1,828	3,656	5,484	7,312	9,140	10,968	12,796	14,624	16,452	18,280		
Budget (Base)	1,764	3,529	5,293	7,058	8,822	10,587	12,351	14,116	15,880	17,645		
Budget Debt Exemptions	64	127	191	254	318	381	445	508	572	635		
Budget Capital Exemptions	0	0	0	0	0	0	0	0	0	0		
	3.86%	3.86%	3.86%	3.86%	3.86%	3.86%	3.86%	3.86%	3.86%	3.86%		
Article	Resident's	To calculate the dollar impact of any additional expenditures that may be considered by Town Meeting, use this chart below.										
Amount	Share	100,000	200,000	300,000	400,000	500,000	600,000	700,000	800,000	900,000	1,000,000	
\$ 1,000	\$ 911	\$ 0.02	\$ 0.05	\$ 0.07	\$ 0.10	\$ 0.12	\$ 0.14	\$ 0.15	\$ 0.17	\$ 0.19	\$ 0.21	\$ 0.24
25,000	22,776	0.60	1.19	1.79	2.38	2.98	3.57	3.67	4.17	4.76	5.36	5.95
50,000	45,551	1.19	2.38	3.57	4.76	5.95	7.14	7.34	8.33	9.52	10.72	11.91
75,000	68,327	1.79	3.57	5.36	7.14	8.93	10.72	11.01	12.50	14.29	16.07	17.86
100,000	91,102	2.38	4.76	7.14	9.52	11.91	14.29	14.68	16.67	19.05	21.43	23.81
200,000	182,205	4.76	9.52	14.29	19.05	23.81	28.57	29.35	33.34	38.10	42.86	47.62
300,000	273,307	7.14	14.29	21.43	28.57	35.72	42.86	44.03	50.01	57.15	64.29	71.44
400,000	364,409	9.52	19.05	28.57	38.10	47.62	57.15	58.71	66.67	76.20	85.72	95.25
500,000	455,512	11.91	23.81	35.72	47.62	59.53	71.44	73.39	83.34	95.25	107.16	119.06
600,000	546,614	14.29	28.57	42.86	57.15	71.44	85.72	88.06	100.01	114.30	128.59	142.87
700,000	637,716	16.67	33.34	50.01	66.67	83.34	100.01	102.74	116.68	133.35	150.02	166.69
800,000	728,818	19.05	38.10	57.15	76.20	95.25	114.30	117.42	133.35	152.40	171.45	190.50
900,000	819,921	21.43	42.86	64.29	85.72	107.16	128.59	132.10	150.02	171.45	192.88	214.31
1,000,000	911,023	21.43	47.62	71.44	95.25	119.06	142.87	146.77	166.69	190.50	214.31	238.12

SUDBURY PUBLIC SCHOOLS SUPERINTENDENT'S REPORT

Dear Resident of Sudbury,

The FY16 budget is projected to be 3.02% greater than FY15. The Sudbury School Committee along with SPS administration developed a budget that is responsive to the needs of our students, supports the work of our teachers, and takes into account our obligations to comply with mandates to align our curriculum to the most recent MA standards and to continue implementation of the new Educator Evaluation System.

The FY16 budget that is presented in this warrant totals \$39,684,331, an increase of \$1,163,032 over the current year. This budget reflects a level increase in state and local revenue sources compared to the current year. This assumption, as well as others, remains somewhat fluid and uncertain at this point in time. We anticipate that this fluidity may continue up until Town Meeting.

As we focus on meeting the diverse needs of our students, we continue a multi-year effort to re-build our teaching and learning infrastructure to challenge and support all learners. In addition, we continue to implement two significant mandates; most recent MA Standards in Mathematics and ELA and the new Educator Evaluation system. Both mandates require ongoing professional development, curriculum resources, operational supports, instructional technology and time for staff across the district to collaborate.

In order to continue to respond to the needs of our students, as determined by review of a variety of local and state data, to support the work and development of educators, and to enhance educational opportunities for all students, we include the following in the FY16 budget: 1.0 FTE Middle School Co-Teaching, 1.0 FTE social/emotional/behavioral specialist, and 1.0 FTE Assistant Principal, and 1.0 FTE Data Analyst.

Student enrollment directly impacts budget planning. SPS enrollment is projected to decline in FY16 by approximately 72 students (-2.51%) across the district. All three grade levels at the middle school will continue to have enrollments in excess of 300 (6th-333, 7th-325, 8th-325) students while our incoming Kindergarten class was 248 for FY 15 and is projected to be approximately 249 for FY16. The uncertainty of the real estate market and, in particular, the number of homes "on the market," continues to be an additional factor which impacts our ability to plan in a programmatically and fiscally responsible manner. Our enrollment projections for FY16, while addressing factors that are known to us, allow for little flexibility if we should experience an influx of school aged children. Therefore, if there is an increase in student population due to "move-ins", we will need to add class sections/FTEs if we are to remain within reasonable proximity to the class size guidelines established.

A key budget driver is special education. This federal and state mandated program requires us to provide a level of service that meets the needs of each identified student starting at age 3. Over the past few years we have developed programs within our schools that allow us to serve the students in Sudbury with lower costs than serving them in out-of-district placements. The creation of additional in-district special education programs allows Sudbury students to be educated with their peers in Sudbury and although requiring additional staffing, these programs are more cost effective than out-of-district placements. At this time, we project our special education expenses - not including salaries - will be 6.34% less in FY16 than FY15. Because special education accounts for nearly 27% of our operating budget, we are continually seeking every efficiency and economy possible while maintaining a quality, mandated level of service.

The SPS School Committee and administration seek to provide all Sudbury students with an exceptional educational experience, in a safe environment, that allows them to reach their academic and personal goals and become educated, confident, well rounded, and thoughtful contributors in our society. We will continue to offer leadership to achieve these goals in a fiscally responsible manner.

Respectfully yours,

Dr. Anne S. Wilson
SPS Superintendent

LINCOLN-SUDBURY SUPERINTENDENT'S REPORT

Dear Resident of Sudbury,

The High School's core values emphasize cooperative and caring relationships, respect for differences, pursuing academic excellence, and cultivating community. Our school culture strives to personalize education for all students in order to enhance achievement by building on individual talents and creating an educational environment where students want to learn and discover their passions. Our teachers develop engaging courses, foster strong connections with students, and produce well-rounded graduates who are prepared for the best colleges and other post-graduate endeavors.

2014 brought new leadership opportunities to the school with Bella Wong transitioning from interim to permanent Superintendent/Principal, Patrick Collins hired as Interim Business Administrator, Peter Elenbaas becoming the permanent Athletic & Activities Director, and Steve Desrosiers appointed as Interim METCO Director along with the hiring of 13 new faculty members. The School Committee views the change in leadership and teaching staff as an opportunity for new ideas and fresh approaches.

Our October 1, 2014 enrollment totaled 1,676 students overall with 1,616 enrolled in-school and 60 students in out-of-district placements. Included in this total are 91 students from Boston attending via the METCO Program. Class size medians range from 23-25 for "core-academic" classes, which means a sizable majority of our students are in classes over the size of 24.

With the support of both Lincoln and Sudbury, a sum of \$724,722 was raised at annual town meetings to support the upgrade of our school's technology infrastructure. A new wireless network was installed with over 100 Wi-Fi ports strategically located throughout the school. In addition, new network servers support and manage the network services. This investment has significantly expanded and improved network access by faculty, students, and other staff and will bolster the delivery of multi-media curricula.

The school district entered into a contract with SunEdison Spring 2014 and the Solar Canopy Project broke ground in August 2014. When completed we expect 1.5 Megawatts of power to be generated with monetary credits to our school from a 20-year Power Purchase Agreement. Construction of the canopies met several unexpected delays causing the project completion date to shift from Fall to the Spring. We deeply appreciate the community's patience for the immediate parking and traffic inconvenience as we build a project with long-term financial for the district and local environmental benefits.

Two additional energy conservation projects were completed with incentives from NSTAR and a \$50,000 Massachusetts Department of Energy Resources grant. First, a new building/energy management system was installed over the summer and included new computer controlled mechanical equipment for heating and

cooling. New software and room thermostats allow us to greatly enhance our controls and monitoring of air temperature and quality as well. Secondly, all the metal halide exterior lamps on campus were replaced with L.E.D. technology significantly reducing energy consumption and maintenance costs.

Along with our two “feeder” districts, the Lincoln and Sudbury Public Schools, the High School continues to receive students from Boston. The Metropolitan Council for Educational Opportunity, Inc. (METCO) program was established to provide the opportunity for children from racially-imbalanced schools in Boston and children from relatively isolated suburban schools to learn together in an integrated public school setting. We share a METCO Director with Sudbury Public Schools.

The School Committee entered into negotiations with the Teachers Association for a contract to commence July 1, 2015. At this writing a settlement has not yet been reached. The school participates in Minuteman Nashoba Health Group, a coalition of Massachusetts towns and school districts that have joined together to more affordably purchase health benefits. Due in large part to this positive experience and membership in the most recent OPEB evaluation performed by KMS Actuaries, LLC, Lincoln Sudbury’s projected accrued OPEB liability decreased from \$46,124,163 to \$27,234,223 effective July 1, 2013. The OPEB liability valuation takes place every two years. This also marked the first year all LS teachers are participating in the newly reformed Educator Evaluation System.

Of special note was the student demonstration that occurred in December that mirrored the race relations tensions playing out across our nation. The school administration, faculty, and students subsequently initiated a series of meaningful discussions on race relations that we hope will lead students to further constructive and civil dialogue on this critically important topic.

We appreciate continued support of the Towns of Lincoln and Sudbury of our annual operating costs. We also appreciate the supplemental supports of FELS and SERF that provide mini grants to fund teacher initiated projects to benefit teaching and learning in the school. We could also not provide service at the current level of excellence without the financial support and hard work of our many parent organization groups.

Respectfully yours,

Bella Wong
L-S Superintendent

TOWN MANAGER’S REPORT

Dear Resident of Sudbury,

This Finance Committee recommended FY16 budget for the Town Government (on a gross basis, without offsets) increases 3.3% over the FY15 budget. This “Level Service” budget, focuses on what is required to sustain current services delivered to the residents of Sudbury. This includes adding modest targeted staffing and services to keep pace with increased demand on some departments. Similar to adding classroom teachers when there is rising student counts, Town departments need to adjust to increased requirements for their services where it would otherwise causes a reduction in services and unacceptable pressure on the staff to try to keep up with the increased demands.

On a **net** basis the Town Government is increasing 4.7% over the FY15 budget. The large difference on a net basis is due to our only revenue offset (from Ambulance Receipts Reserved for Appropriations fund). This RRA is a special form of local receipts that must be used to offset the costs of providing ambulance services. The amount available from these receipts is down significantly by \$205,000.

The amount collected each year for ambulance services depends on a number of factors however, we are expecting the amounts available for offset to remain steady for the near term. That being said, it's important to point out that the cost of keeping Town departments operating at Level Service prior to offsets beyond our control is 3.3% over FY15.

Benefits for Employees and Retirees. Everyone knows that increases in health insurance have been the real budget buster for Sudbury (and other communities) for many years. Changing to the GIC our health insurance provider has helped tremendously, but even that entity cannot escape the relentless impact of a societal increase in medical costs, particularly for pharmaceutical benefits. The increase in benefits for Town employees and retirees is 2.8% or \$53,518. The Town and SPS continue to benefit from the Town/SPS "Opt Out" program for existing employees, the lower rate of the Town's contribution for new hires versus existing employees, and the lower percentage of new hires choosing to be covered by the Town's health insurance program compared to prior years. Overall the percent of Town/SPS employees covered by a Town health insurance plan has decreased by 18% from approximately 85% to 67% from 2012 to present. It is important to remember that at any time, with a qualifying event or annual open enrollment, these employees have the right to take one of our health insurance plans, so we try to plan to have enough in this account for some modest amount of change during the year. Overall our health insurance budget is still lower than it was in 2006.

We have added two new benefit eligible positions this year. The Town and School will share a full-time electrician in the Combined Facilities Department, to be paid 1/3rd by the Town and 2/3rd by SPS. In terms of net costs, this is close to an offset as we will be decreasing what is budgeted for hiring electricians to work in SPS and Town buildings. We will be incurring the benefits costs for this position, but also gaining in overall number of hours of service from having an electrician on staff, as well as quick availability when needed. Second, we have agreed to increase the hours for the Young Adult Librarian at Goodnow Library from 18 hours to a full-time benefitted position. The Library Trustees and Library Director have asked for this increase for several years and have developed the data to demonstrate both the need and positive outcomes from increasing this position to full-time. Equally important, they have shown the impact of turnover as the employee in this position is harder to find when it is part-time, and then we lose the employee after a short stay in Sudbury to another Library where it is full-time. That kind of turnover is not good for the Library and the population it serves.

The Council on Aging also asked for an increase in hours for a position in that department, and are indeed showing increasing demand on the work this position is responsible for. Though we were not able to increase those hours this year, we believe that if this trend continues, by FY17 the hours for this position will need to be increased to become a benefitted position. It's important to point out that overall for the Town, our FTE count is up by less than 1% because we would only account for 1/3rd of the electrician, and the increase in the Library is from part-time to full time. And because we have eliminated one benefitted position – the Town Counsel position is now outsourced to a vendor – overall the number of benefitted positions has not increased for the Town.

The amounts budgeted for leases for DPW vehicles in the DPW budget for FY16 is \$224,040, a decrease of \$28,153 or 11.2% from FY15. This reflects the recommendations of the Capital Improvement Advisory Committee and the Strategic Financial Planning for Capital Committee to end entering into new leases for heavy DPW vehicles (rolling stock) beginning in FY16. Two major pieces of rolling stock are requested in FY16, but the request is that they are purchased with cash and not leased over a multi-year period going forward. In this Budget we have started a Culvert replacement and repair program. For several years the

DPW has been monitoring a number of older culverts in Town, mostly built with corrugated steel, as they have become older and rust has been leading to deterioration of the culvert and weakening the road above the culvert. In FY14, the culvert under Landham Road had to be replaced, and in FY15, similar work was performed on a culvert under Horse Pond Road. It leads us to believe that other culverts dating back more than 35 or 40 years will be needing repair and replacement over the next few years. This request starts a program to allocate at least \$50,000 each year to this purpose.

All other departmental budgets are essentially the same as far as staffing and costs across the various level of Budget requests. This does not mean it is a desirable level of services, or even a necessary level of services, but the Level Services increases only shows those increases where we are adjusting to factors that, without such an adjustment would mean a decrease in services provide to the residents of Sudbury.

We have included \$10,000 to hire a part-time person to help with Conservation land maintenance and care. With the purchase of the Johnson Farm property, we have added 33+ acres that now needs care and maintenance. Sudbury has been able to protect over 500 acres of conservation land in the last decade that residents visit and enjoy frequently. Trails need to be created and maintained, a staff person needs to frequently visit each area to ensure that problems are detected and repaired, that undesirable activities are being detected and reported to the police if evidence is seen of them, to create trail guidance materials, and much more.

Respectfully yours,

Maryanne Bilodeau
Interim Town Manager

GENERAL FUND BUDGET SUMMARY OF REVENUES & EXPENDITURES

USES/EXPENDITURES	FY14 Actual	FY15 Appropriated	FY16 Recommended
LSRHS Operating Assessment	19,791,903	20,726,735	21,404,879
LSRHS OPEB Normal Cost Assessment	-	-	64,799
Total LS Operating Assessments	19,791,903	20,726,735	21,469,678
SPS Expenses	34,721,206	35,565,576	35,744,916
SPS Offsets	(2,801,108)	(2,748,694)	(1,995,573)
SPS Employee Benefits & Insurances	5,209,800	5,704,418	5,934,990
SPS OPEB Normal Cost	-	-	131,779
SPS NET	37,129,898	38,521,300	39,816,112
Minuteman Regional Assessment	444,837	549,340	694,384
Total: Schools	57,366,638	59,797,376	61,980,174
General Government	2,444,166	2,629,972	2,719,850
Public Safety	6,768,830	7,125,079	7,218,029
Public Works	5,058,712	4,981,982	5,152,060
Human Services	556,852	656,715	659,188
Culture & Recreation	1,090,174	1,150,691	1,233,397
Town Employee Benefits & Insurances	4,051,192	4,378,611	4,566,368
OPEB Normal Cost	-	-	62,402
Other & Transfer Accounts	135,732	456,902	524,971
Subtotal, town services	20,105,658	21,379,952	22,136,265
Town Offsets	(762,745)	(830,072)	(625,000)
Total: Town Departments	19,342,913	20,549,880	21,511,265
Town Debt Service	3,127,894	3,060,663	3,719,050
LSRHS Debt Assessment	1,946,995	688,613	666,506
Total: Debt Budget	5,074,889	3,749,276	4,385,556
Subtotal: Operating Budget Article	81,784,439	84,096,531	87,876,995
Capital Expenditures	284,062	296,000	392,750
Subtotal: Operating Capital Article	284,062	296,000	392,750
Total General Fund Operating Articles	82,068,501	84,392,531	88,269,745
Capital by Exclusions	700,000	685,000	-
Capital by Available Funds	-	1,618,300	-
Stabilization Fund Contributions	2,091,051	20,100	-
Prior Year Articles/Recoveries	-	100,000	-
Other Charges to be raised	884,031	813,668	913,668
Total: Other Amounts To Be Raised	3,675,082	3,237,068	913,668
Total: Uses/Expenditures	85,743,583	87,629,599	89,183,413
SOURCES/REVENUES	FY14 Actual	FY15 Tax Recap	FY16 Level Service
State Aid	5,730,271	5,883,395	5,923,494
SBAB School Debt Reimbursement	1,681,224	1,681,224	1,681,224
Local Receipts	7,109,649	4,777,000	4,630,000
From Other Available Funds	2,091,051	1,738,400	200,000
Total: State & Local Receipts	16,612,195	14,080,019	12,434,718
Property Tax Levy	72,951,707	73,549,580	76,766,319
Total: Sources/Revenue	89,563,902	87,629,599	89,201,037
	Over/(Under)	0	17,624

GENERAL FUND BUDGET COMPARISON

USES/EXPENDITURES	FY15 Appropriated	FY16 Recommended	Increase/ (Decrease)	% Increase/ (Decrease)
LSRHS Operating Assessment	20,726,735	21,469,678	742,943	3.58%
Sudbury Public Schools	38,521,300	39,816,112	1,294,812	3.36%
MRVHS Assessment	549,340	694,384	145,044	26.40%
Town Government	21,379,952	22,136,265	756,313	3.54%
Special Revenue Offsets	(830,072)	(625,000)	205,072	-24.71%
Sub-total Operating*	80,347,255	83,491,439	3,144,184	3.91%
Sudbury Debt Service	3,060,663	3,719,050	658,388	21.51%
LSRHS Debt Assessment	688,613	666,506	(22,107)	-3.21%
Sub-total Debt	3,749,276	4,385,556	636,281	16.97%
Total Operating Budget Article	84,096,531	87,876,995	3,780,464	4.50%
Operating Capital Article	296,000	392,750	96,750	32.69%
Total General Fund Use	84,392,531	88,269,745	3,877,214	4.59%

*Operating budget allocation includes a supplemental request for Normal Cost contributions for OPEB for each of the cost centers.

ENTERPRISE FUNDS BUDGETS

EXPENDITURES	FY14 Actual	FY15 Appropriated	FY16 Recommended
Transfer Station	229,658	312,186	498,256
Atkinson Pool	500,829	547,891	578,043
Recreation Field Maintenance	186,546	221,128	218,086
Total: Direct	917,034	1,081,205	1,294,385
Transfer Station	21,567	16,255	16,700
Recreation Field Maintenance	22,500	20,879	21,500
Total: Indirect	44,067	37,134	38,200
Total: Expenditures	961,101	1,118,339	1,332,585
RECEIPTS & RESERVES	FY14 Actual	FY15 Appropriated	FY16 Recommended
Transfer Station	338,458	328,441	514,956
Atkinson Pool	500,829	547,891	578,043
Recreation Field Maintenance	209,047	242,007	239,586
Total: Receipts & Reserves	1,048,334	1,118,339	1,332,585
	Over/(Under)	-	-

**FY16 GENERAL FUND BUDGET DETAILS
SUDBURY PUBLIC SCHOOLS BUDGET**

	FY14 Actual	FY15 Appropriated	FY16 Recommended
Salaries & Other Cash Compensation			
Administration	1,034,356	1,056,100	1,088,441
Elementary Instruction	10,805,877	11,399,050	11,652,438
Middle School Instruction	5,479,399	5,621,841	5,632,230
Curriculum/Instr/Technology	753,386	925,192	916,234
Special Ed Instruction	6,254,992	6,740,637	6,807,177
Health, Transportation & Food Service	392,958	407,612	404,413
Plant Maintenance	943,900	968,905	976,403
All Other	573,936	600,263	860,263
Total Salaries & Other Cash Compensation	\$ 26,238,804	\$ 27,719,600	\$ 28,337,599
Expenses			
Administration	565,474	466,360	480,351
Elementary Instruction	354,354	353,960	364,579
Middle School Instruction	166,237	199,101	205,074
Curriculum/Instr/Technology	645,404	545,531	549,975
Special Ed Instruction	3,831,157	3,583,806	3,356,627
Health, Transportation & Food Service	950,240	1,068,541	1,057,129
Utilities	916,380	1,131,882	1,131,882
Plant Maintenance	1,251,155	496,794	511,698
Total Expenses	\$ 8,680,401	\$ 7,845,975	\$ 7,657,315
Subtotal before Benefits	\$ 34,919,205	\$ 35,565,575	\$ 35,994,914
Healthcare Benefits			
Active Employees	2,726,853	2,825,565	2,886,298
Retired Employees	581,799	651,014	728,138
Total Healthcare Benefits	\$ 3,308,652	\$ 3,476,579	\$ 3,614,436
Retirement & Other Benefits			
Active Employees	545,831	775,403	761,974
Retirement Assessment	1,355,318	1,452,436	1,558,580
Total Retirement & Other Benefits	\$ 1,901,149	\$ 2,227,839	\$ 2,320,554
Total Benefits	\$ 5,209,801	\$ 5,704,418	\$ 5,934,990
Total SPS Operating Expenses	\$ 40,129,006	\$ 41,269,993	\$ 41,929,904
SPS Grants, Fees & Other Offsets	\$ (2,801,108)	\$ (2,748,694)	\$ (2,245,573)
Net SPS Operating Expenses	\$ 37,327,898	\$ 38,521,299	\$ 39,684,331
Total Compensation	\$ 31,448,605	\$ 33,424,018	\$ 34,272,589
Total Compensation (salaries, other cash compensation & benefits as a % of Operating Expenses (<u>before</u> Offsets))	78.37%	80.99%	81.74%

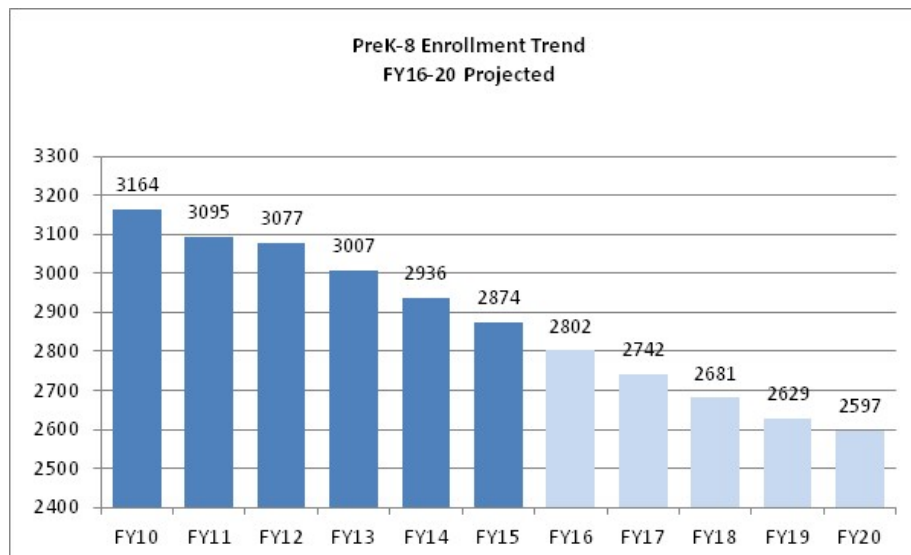
SUDBURY PUBLIC SCHOOLS BUDGET CONT'D

	FY14 Actual	FY15 Appropriated	FY16 Recommended
Students:			
Sudbury (Pre-K - 8)	2845	2771	2696
Metco	70	70	70
Other Out of District Students at SPS	37	36	36
Total	2,952	2,877	2,802
Gross Out-of-District SpEd Costs	2,096,554	1,964,807	1,764,807
Less: Offsets/Reimbursements	832,125	650,000	800,000
Net Out-of-District SpEd Costs	\$ 1,264,429	\$ 1,314,807	\$ 964,807
Out of District Student Count	25	26	20
Average Cost Per Placement	\$ 83,862	\$ 75,570	\$ 88,240
SpEd Transportation Costs	\$ 867,449	\$ 847,646	\$ 798,075
Students w/IEPs	396	396	372
Cost per Student (Operating Expenses <u>before</u> Offsets div by # of Students)	\$ 13,594	\$ 14,345	\$ 14,964
Headcount (FTEs)			
Administrators	19.00	19.00	20.00
Administrative Support	15.20	16.05	16.05
Teachers (excl SPED)	195.13	196.11	192.16
Classroom & Teaching Support (excl SPED)	22.20	25.65	25.90
SPED Teachers	56.90	61.60	62.60
SPED Support	53.70	58.97	59.97
Metco	5.40	6.50	6.50
Custodial/Grounds/Maintenance	15.50	16.00	16.00
All Other	13.15	14.15	14.15
Total FTEs	396.18	414.03	413.33
Part Time Employees receiving benefits	23	21	21
Retirees receiving Full Healthcare benefits	30	45	37
Retirees receiving Medicare Supplemental benefits	203	210	212

SUDBURY PUBLIC SCHOOLS BUDGET CONT'D

	FY14 Actual	FY15 Appropriated	FY16 Recommended
Average Class Size			
Haynes	21.40	19.40	18.80
Loring	21.00	20.30	19.90
Nixon	20.00	19.30	19.70
Noyes	19.40	19.60	20.40
Curtis	21.30	21.96	22.30
Average Salaries			
Teachers	74,930	76,422	78,462
Administration	108,080	111,009	109,890
All Other	37,945	35,143	37,167
Active employees with health benefits	273	243	263
Retirees with health benefits	233	255	242
Healthcare benefits per active employee	\$ 9,988	\$ 11,628	\$ 10,975
Healthcare benefits per retiree	\$ 2,497	\$ 2,553	\$ 3,009
Other Benefits per active employee	\$ 1,378	\$ 1,873	\$ 1,844
Pension Assessment Cost/School Participant (Middlesex Only)	\$ 5,817	\$ 5,696	\$ 6,440

SUDBURY PUBLIC SCHOOLS ENROLLMENT



	FY14	FY15	FY16
	Actual	Appropriated	Recommended
SUDBURY PUBLIC SCHOOLS			
Sudbury Public Schools	34,721,206	35,565,576	35,744,916
Operating Offsets	(2,801,108)	(2,748,694)	(1,995,573)
Benefits & Insurance	5,209,800	5,704,418	5,934,990
Normal Cost for OPEB	-	-	131,779
Total: Sudbury Public Schools	37,129,898	38,521,300	39,816,112

The FY16 Recommended Budget will provide the Sudbury Public Schools (SPS) with an additional \$1,294,812 in operating expenditures over FY15 amounts. This represents an increase of 3.36% over the SPS Fiscal Year 2015 budget, inclusive of pension cost, insurance costs and for the first time a contribution for future OPEB expenses. Excluding OPEB the increase is 3.02%.

The original Level Service Budget submitted by SPS (exclusive of the OPEB contribution) was \$744,417 above the 2.5% budget requested by the Finance Committee. SPS subsequently submitted a Level Service Budget that was \$394,417 above the 2.5% budget request. SPS was able to achieve this \$350,000 in saving by pre-purchasing \$100,000 worth of technology equipment needed for FY16 with FY15 funds and by moving \$250,000 in Special Education Circuit Breaker funds from the FY15 budget to FY16 budget. The budget approved by the Finance Committee for SPS includes the 2.5% budget plus \$200,000 as well as \$131,779 for future OPEB expenses.

For FY16 the Sudbury Public Schools plans to change to a full day program for all kindergarten students. Previously SPS offered half-day kindergarten as it regular program at no cost to parents and a full day program that charged tuition (\$3,250 in FY15). Given declining enrollment in the half day program the Sudbury School Committee determined it was time to eliminate the half day program and to make full time kindergarten the regular program for all kindergarten students and thus no longer charge tuition. The \$650,286 cost for this is included in the FY16 Recommended Budget. In future years beyond FY16, Chapter 70 Funding from the State should provide \$150,000 of this cost.

As of March, the SPS enrollment projection for FY16 shows a decrease of 72 students over the FY15 totals. Although the projected enrollment numbers may change, given the expected decrease in enrollment, the FY16 Recommended Budget includes a reduction of 4 classrooms.

As explained above, the FY16 Recommended Budget is \$194,417 less than the Level Service Budget submitted by SPS. The Level Service Budget included \$295,500 for 4 new FTE's - 1.0 FTE Middle School Co-Teaching, 1.0 FTE social/emotional/behavioral specialist, and 1.0 FTE Assistant Principal, and 1.0 FTE Data Analyst. Given the shortfall, the School Committee will decide where the necessary reductions will be taken.

Similar to the High School, SPS includes within its budget the costs associated with running the district including, but not limited to, health, life, workers' compensation, property and casualty insurances, FICA, retirement assessments, and OPEB. These expenses represent 15.16% of the total FY16 SPS budget approved by the Finance Committee. Special Education represents 27% of the budget – this includes both in district and out of district costs.

The Finance Committee recommends approval of a FY16 Recommended Budget for the Sudbury Public Schools in the amount of \$39,816,112.

LINCOLN-SUDBURY REGIONAL HIGH SCHOOL DISTRICT BUDGET

	FY14 Actual	FY15 Appropriated	FY16 Recommended
Salaries & Other Cash Compensation			
Administration	\$ 1,164,936	\$ 1,196,244	\$ 1,224,709
Instruction (excl Spec Ed)	\$ 10,892,266	\$ 11,341,403	\$ 11,684,362
Special Ed Instruction	\$ 1,781,449	\$ 1,838,455	\$ 1,611,111
Educational Support	\$ 493,954	\$ 561,303	\$ 577,996
Educational Support - Special Education	\$ 334,395	\$ 283,755	\$ 715,606
Clerical/Admin Support	\$ 892,471	\$ 929,783	\$ 954,882
Grounds/Maintenance	\$ 589,492	\$ 618,229	\$ 625,488
Coaching	\$ 391,581	\$ 411,581	\$ 420,760
All Other (Substitutes, Extra Services, Curric. Dev.)	\$ 243,639	\$ 248,512	\$ 242,788
Total Salaries & Other Cash Compensation	\$ 16,784,183	\$ 17,429,265	\$ 18,057,702
Expenses			
Instruction (excl Spec Ed)	\$ 386,312	\$ 397,901	\$ 348,317
Special Education	\$ 5,343,716	\$ 5,365,817	\$ 5,910,536
Educational Support	\$ 958,772	\$ 991,791	\$ 1,013,130
Operations excl Utilities	\$ 458,407	\$ 472,159	\$ 489,820
Utilities	\$ 736,800	\$ 736,800	\$ 684,750
All Other Expenses & Contingency	\$ 162,850	\$ 322,850	\$ 236,700
Total Expenses	\$ 8,046,857	\$ 8,287,318	\$ 8,683,253
Subtotal before Benefits	\$ 24,831,040	\$ 25,716,583	\$ 26,740,955
Healthcare Benefits			
Active Employees	\$ 1,912,903	\$ 1,912,903	\$ 1,711,000
Retired Employees	\$ 758,966	\$ 758,966	\$ 801,000
Total Healthcare Benefits	\$ 2,671,869	\$ 2,671,869	\$ 2,512,000
Retirement & Other Benefits			
Active Employees	\$ 492,667	\$ 498,686	\$ 564,186
Retired Employees	\$ 489,618	\$ 514,099	\$ 555,969
Total Retirement & Other Benefits	\$ 982,285	\$ 1,012,785	\$ 1,120,155
Total Benefits	\$ 3,654,154	\$ 3,684,654	\$ 3,632,155
Total LSRHS Operating Expenses	\$ 28,485,194	\$ 29,401,237	\$ 30,373,110
LSRHS Grants, Fees, Circuit Breaker & Other Offsets	\$ (1,843,507)	\$ (2,093,507)	\$ (1,919,507)
Net LSRHS Operating Expenses	\$ 26,641,687	\$ 27,307,730	\$ 28,453,603
Debt Principal	\$ 1,950,000	\$ 550,000	\$ 550,000
Long-Term Debt Interest	\$ 333,613	\$ 254,925	\$ 231,550
Total Debt Service	\$ 2,283,613	\$ 804,925	\$ 781,550
Total Compensation (salaries, other, and benefits)	\$ 20,438,337	\$ 21,113,919	\$ 21,689,857
Total Compensation as % of Total Operating Expenses	71.8%	71.8%	71.4%

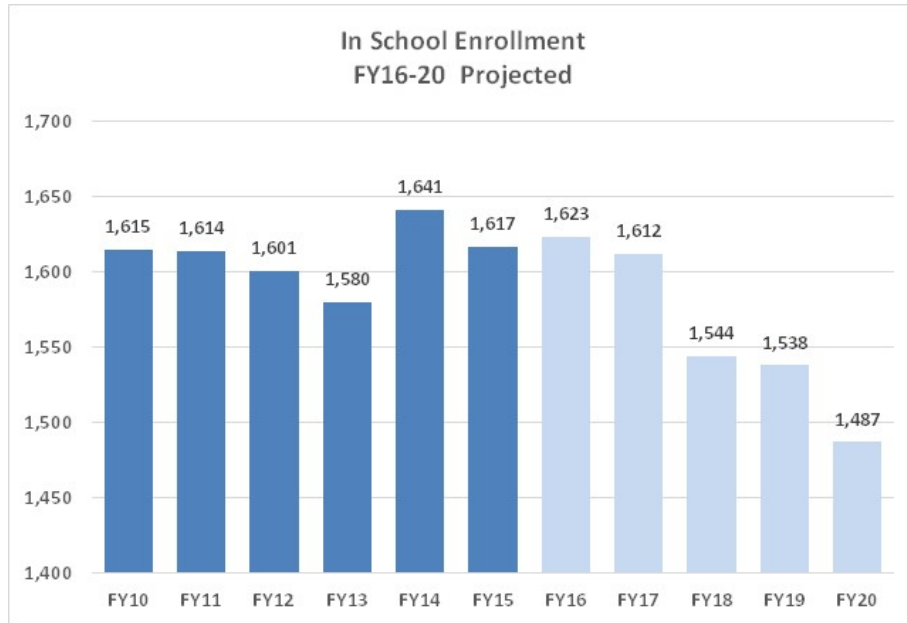
LINCOLN-SUDBURY REGIONAL HIGH SCHOOL BUDGET CONT'D

	FY14 Actual	FY15 Appropriated	FY16 Recommended
Students:			
Sudbury	1,321	1,317	1,279
Lincoln	213	211	226
Metco	91	91	91
Other	15	14	20
Total In-School Enrollment	1,640	1,633	1,616
Out of District Placements	59	60	60
Total Enrollment	1,699	1,693	1,676
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Total Out of District Tuitions	\$ 4,493,662	\$ 4,565,402	\$ 4,790,721
Less: Offsets/Reimbursements	\$ (1,150,000)	\$ (1,450,000)	\$ (1,350,000)
Net Out-of-District Tuition	\$ 3,343,662	\$ 3,115,402	\$ 3,440,721
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Out-of-District Student Count	59	60	67
Average Tuition Per Placement (excluding offsets)	\$ 76,164	\$ 76,090	\$ 71,503
Out of District Transportation	\$ 694,702	\$ 625,000	\$ 634,200
Students w/IEP's	240	262	251
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Total Operating Expenses	28,485,194	29,401,237	30,373,110
Average Operating Expense per Student	16,766	17,366	18,122
Total Operating Expenses Less Out of District Costs	23,296,830	24,210,835	24,948,189
Average Operating Expense per In-School Student	\$ 14,205	\$ 14,826	\$ 15,438
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Headcount (FTEs)			
Administrators	9.00	9.00	9.00
Administrative Support	17.24	17.24	17.24
Teachers (excluding SPED)	123.54	125.60	126.65
Classroom & Teaching Support (excluding SPED)	3.40	3.40	3.90
SPED Teachers	18.30	18.30	18.3
SPED Support	14.30	14.30	15.3
Custodial/Grounds/Maintenance	10.00	10.00	10.00
All Other	7.60	8.85	11.25
Total FTEs, excluding g grant funded positions	203.38	206.69	211.64
Federal and State Grant Funded FTE Positions	9.53	9.53	9.53
Total FTE Count including Grant Funded Positions	212.91	216.22	221.17
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Part Time Employees receiving benefits	25	25	21
Retirees receiving Full Healthcare benefits	42	42	43
Retirees receiving Medicare Supplemental benefits	100	100	107

LINCOLN-SUDBURY REGIONAL HIGH SCHOOL BUDGET CONT'D

	FY14 Actual	FY15 Appropriated	FY16 Recommended
Average Class Size			
Academic (Engl., History, Math, Science, Lang.)	23.68	23.23	22.9
Electives are in every subject area, not separated)			
Students Participating in Athletics (Estimate)	1,303	1,300	1,300
Average Salaries			
Teachers	\$ 89,352	\$ 91,590	\$ 91,725
Administration	\$ 129,437	\$ 132,916	\$ 136,079
All Other	\$ 50,969	\$ 51,695	\$ 56,695
Active employees with health benefits	175	175	167
Retirees with health benefits	142	142	150
Healthcare benefits per active employee	\$ 10,931	\$ 10,931	\$ 10,246
Healthcare benefits per retiree	\$ 5,345	\$ 5,345	\$ 5,340
Retirement Assessment per L-S participant	\$ 3,079	\$ 3,117	\$ 3,366

LINCOLN-SUDBURY REGIONAL HIGH SCHOOL ENROLLMENT



	FY14	FY15	FY16
	Actual	Appropriated	Recommended
LINCOLN-SUDBURY REGIONAL HS			
Sudbury Operating Assessment	19,791,903	20,726,735	21,404,879
Sudbury Normal Cost Assessment	-	-	64,799
Total Operating Assessments	19,791,903	20,726,735	21,469,678

The Recommended Budget assumes a \$167,629 increase in Chapter 70 revenues and a \$22,988 decrease in Regional Transportation Aid as compared to FY15 budget levels. The amount remaining after deducting these revenues and other receipts is then apportioned to Lincoln and Sudbury by a ratio based upon the statutory assessment method for regional school districts per the Commonwealth of Massachusetts Department of Education guidelines. The FY16 budget ratio for Sudbury is 85.28% (down from 85.55% in FY15) and for Lincoln is 14.72%.

The FY16 Recommended Budget will provide the High School with an additional \$1,221,858 in total operating budget (which includes \$75,984 for the Normal cost for OPEB). For Sudbury the net operating assessment is \$742,942 over the FY15 amount. This represents an increase of 4.47% and 3.58%, respectively, over the LSRHS Fiscal Year 2015 budget, inclusive of pension, insurance, and OPEB Normal costs. The Recommended Budget is approximately \$475,000 less than the level service budget request.

In-School Enrollment at LSRHS has increased 7.6% from FY05 when the new school opened (1,503 students) to FY15 (1,617 students). Projections indicate enrollment remaining relatively flat through FY17 and then starting to drop in FY18 after a large current sophomore class graduates.

The Finance Committee recommends approval of a FY16 net operating budget assessment of \$21,469,678, (which includes a Normal cost assessment of \$64,799), and a FY16 debt assessment of \$666,506 from Sudbury to LSRHS.

MINUTEMAN VOCATIONAL TECHNICAL SCHOOL DISTRICT

	FY14	FY15	FY16
	Actual	Appropriated	Recommended
MINUTEMAN VOCATIONAL			
Operating Assessment	444,837	549,340	694,384
Total: Minuteman Vocational	444,837	549,340	694,384

The proposed FY16 operating budget for Minuteman shows an increase in the assessment to Sudbury of \$145,044 or 26.4% from the FY15 assessment. The overall FY16 operating budget for Minuteman increased by \$185,938 or 0.95% above the FY15 budget. Due to an expected decline in out of district student tuition receipts at Minuteman for FY16, the overall increase in district membership assessments was \$619,347 or 6.0% over the FY15 assessments. The increase in the assessment to Sudbury was due to changes in the enrollment mix of Sudbury students at Minuteman, increasing from 22 students to 25 students from FY15 to FY16, respectively.

The Finance Committee recommends approval of FY16 budget assessment to the District of \$694,384.

TOWN SERVICES BUDGET

	FY14	FY15	FY16
	Actual	Appropriated	Recommended
General Government	2,444,166	2,629,972	2,719,850
Public Safety	6,768,830	7,125,079	7,218,029
Public Works	5,058,712	4,981,982	5,152,060
Human Services	556,852	656,715	659,188
Culture & Recreation	1,090,174	1,150,691	1,233,397
Town-Wide Operations & Transfers	135,732	456,902	524,971
Subtotal before Benefits	<u>16,054,466</u>	<u>17,001,341</u>	<u>17,507,495</u>
Employee Benefits	4,051,192	4,378,611	4,566,368
Normal Cost for OPEB	-	-	62,402
Total Town Operating Expenses	<u>20,105,658</u>	<u>21,379,952</u>	<u>22,136,265</u>
Town Offsets	<u>(762,745)</u>	<u>(830,072)</u>	<u>(625,000)</u>
Net Town Operating Expenses	<u>19,342,913</u>	<u>20,549,880</u>	<u>21,511,265</u>
Town Salaries & Other Cash Compensation	10,757,124	11,842,213	12,145,891
Healthcare Benefits			
Active Employees	1,461,861	1,516,682	1,585,076
Retired Employees	394,606	418,276	403,400
Total Healthcare Benefits	<u>1,856,467</u>	<u>1,934,958</u>	<u>1,988,476</u>
Retirement Assessment Costs	1,902,658	2,041,745	2,180,193
Other Benefits & Insurances	292,066	401,908	397,699
Total Employee Benefits & Insurances	<u>4,051,192</u>	<u>4,378,611</u>	<u>4,566,368</u>
Town Only Employee Headcount (FTE)	160.63	161.01	162.88
Total Compensation (salaries, other cash payments & benefits) as a percentage of Operating Expenses (before Offsets)	73.7%	75.9%	75.5%
Average Salaries:			
Senior Managers	126,057	132,611	136,414
Department Heads	77,109	87,757	91,874
All Other Employees	53,851	59,637	60,042
Part time employees w/ health benefits	10	10	10
Active F/T employees w/ health benefits	119	119	119
Retirees w/ health benefits	120	120	120
Healthcare benefits cost per active employee	11,332	11,757	12,287
Healthcare benefits cost per retiree	3,288	3,486	3,362
Pension Assessment cost per Town Participants	7,099	7,618	8,135

	FY14	FY15	FY16
	Actual	Appropriated	Recommended
GENERAL GOVERNMENT			
Selectmen/Town Manager	347,909	365,636	378,563
ATM/Personnel	162,713	173,987	179,458
Law	165,359	155,716	157,903
Finance Committee	1,776	1,583	1,583
Accounting	301,001	319,478	298,485
Assessors	227,759	239,078	252,569
Treasurer/Collector	320,298	348,158	372,652
Information Systems	378,942	408,780	414,503
Town Clerk & Registrars	250,100	260,084	265,143
Conservation	97,115	101,963	128,651
Planning & Board of Appeals	191,194	255,509	270,340
Total General Government	2,444,166	2,629,972	2,719,850
Salaries & Other Cash Compensation	1,992,955	2,129,306	2,135,454
All Other Expenses	451,211	500,666	584,396
Total General Government	2,444,166	2,629,972	2,719,850
General Government Headcount (FTE)	29.72	28.71	28.86

The General Government portion of the budget represents the Executive, General Administration, Human Resources Management, Legal, Financial and quasi-judicial functions of the Town.

The FY16 recommended budget is increasing by \$89,878 or 3.4% compared to the FY15 budget. The General Government departments have small staffs yet are responsible for essential and mandated functions.

The General Government budget supports the same level of staffing and effort as the FY15 budget. There have been several changes in the Accounting and Treasurer/Collector areas this past year. So though it may appear that there is a large increase in some areas, it is more than offset by the decreases in other areas.

More hours have been added to the Conservation budget to increase the clerical support from 9 hours to 15 hours on a weekly basis. Permitting activities and inquiries have increased in Town recently and the office needs to have more hours open to the public than the current 9 hours allows. Additionally, with the addition of the Johnson Farm Conservation land a small increase has been added to tend to trail development and maintenance on Conservation properties.

	FY14 Actual	FY15 Appropriated	FY16 Recommended
PUBLIC SAFETY			
Police	3,165,283	3,406,330	3,453,529
Fire	3,388,729	3,497,492	3,535,325
Building Department	214,819	221,257	229,175
Offsets	(762,745)	(830,072)	(625,000)
Total Public Safety	6,006,085	6,295,007	6,593,029
Salaries & Other Cash Compensation	5,685,491	6,273,797	6,330,065
All Other Expenses	933,774	695,782	727,964
Capital	149,565	155,500	160,000
Offsets	(762,745)	(830,072)	(625,000)
Total Public Safety	6,006,085	6,295,007	6,593,029
Public Safety Headcount (FTE)	76.73	76.87	76.87

The Public Safety cluster consists of the Police and Fire Departments, Combined Dispatch and the Building Inspector. It is by far the largest of the Town's budget clusters, comprising 31% of the overall Town operating budget and where 47% of the Town's full-time equivalent ("FTE") employees work (exclusive of schools). Beginning in FY14, the Building Department has only the staff and expenses for Inspectional Services. Staff and expenses for maintenance of Town buildings have been moved to the newly created Combined Facilities Department, which is part of the Public Works cluster.

The FY16 recommended budget for this cluster is increasing by \$298,022 or 4.7% over the FY15 budget. This budget supports the same level of service and effort as the FY15 budget. The largest change in the budget is the reduction of offsets of \$205,072 due to a decrease in Ambulance RRA funds.

The Finance Committee recommends approval of a FY16 budget for Public Safety of \$7,218,029 (\$6,593,029 after offsets).

	FY14	FY15	FY16
	Actual	Appropriated	Recommended
PUBLIC WORKS			
Engineering	385,473	517,031	498,663
Streets & Roads	2,398,913	2,460,111	2,559,590
Snow & Ice	827,910	424,750	424,750
Trees and Cemetery	349,520	396,600	409,830
Parks and Grounds	229,264	223,751	227,911
Combined Facilities	867,633	959,740	1,031,316
Total Public Works	5,058,712	4,981,982	5,152,060
Salaries & Other Cash Compensation	1,905,243	2,136,878	2,185,465
All Other Expenses	2,054,836	2,149,315	2,299,358
Capital	270,723	271,040	242,487
Snow & Ice	827,910	424,750	424,750
Total Public Works	5,058,712	4,981,982	5,152,060
Public Works Headcount (FTE)	33.55	33.55	33.88

The Public Works cluster includes the Engineering, Streets and Roads, Trees and Cemeteries, Parks and Grounds Divisions, and Transfer Station Enterprise Fund. The Transfer Station Enterprise Fund is voted separately at Town Meeting. This cluster also includes the newly formed Combined Facilities Department, and ½ of the salary of the Facilities Director is included in this budget. The other ½ is included in the Sudbury Public Schools budget.

The FY16 budget for this cluster is increasing by \$170,078 or 3.4% over the FY15 budget. This budget includes the cost of capital leases for DPW equipment.

The Streets & Roads budget has some notable changes for FY16. The amount allocated for Vehicle Maintenance has been increased as the amounts actually spent have been higher in the past two years. Reserve Fund transfers have helped fill the gap but going forward it is important to properly fund this line item. It is estimated that the correct amount needed is \$250,000 annually primarily due to the increasing cost of vehicle parts. More and more computer technology has been added to vehicles and this makes replacement parts more expensive. There is also an increase for the cost of having some specialized repairs done by contractors instead of the department's two mechanics.

In addition, culvert repair and replacement has been added to this budget. For several years, the DPW has been monitoring a number of older culverts in Town, mostly built with corrugated steel, as they have become older and rust has been leading to deterioration of the culvert and weakening the road above the culvert. In FY14, the culvert under Landham Road had to be replaced, and in FY15, similar work was performed on a culvert under Horse Pond Road. This confirms the belief that other culverts dating back more than 35 to 40 years will need repair and replacement over the next few years. The DPW plans to allocate at least \$50,000 each year to this purpose.

The amounts budgeted for leases for DPW vehicles for FY16 is \$224,040, a decrease of \$28,153 or 12.6% from FY15. This reflects the recommendations of the Capital Improvement Advisory Committee and the Strategic Financial Planning for Capital Committee to end entering into new leases for heavy DPW vehicles

(rolling stock) beginning in FY16. Two major pieces of rolling stock are required in FY16, but the request is that they are purchased with cash and not leased over a multi-year period going forward. The snow and ice budget has been left level funded.

The Combined Facilities budget supports a higher level of staffing than the FY15 budget, but in essence a similar level of service. A new position of electrician, shared with SPS, has been added, but contracted services for electrician hours have been reduced by an offsetting amount. In anticipation of the new Police Station coming online there is an increase in cleaning and maintenance for that building as well as the need to keep providing some level of service for the old Police Station until it is disposed of. Furthermore, there is a modest increase to provide a few extra hours of clerical support to the Combined Facilities department.

The Finance Committee recommends approval of a FY16 budget for Public Works of \$5,152,060.

	FY14 Actual	FY15 Appropriated	FY16 Recommended
HUMAN SERVICES			
Board of Health	366,399	397,568	389,422
Council on Aging	153,841	200,216	210,535
Veterans Affairs	36,612	58,931	59,231
Total Human Services	556,852	656,715	659,188
Salaries & Other Cash Compensation	367,053	436,940	517,956
All Other Expenses	189,799	219,775	141,232
Total Human Services	556,852	656,715	659,188
Human Services Headcount (FTE)	6.65	7.29	8.22

The Human Services cluster includes the Board of Health, Council on Aging, and Veterans' Affairs Offices. The FY16 budget for this cluster is increasing by \$2,473 or 0.38% over the FY15 budget.

The Board of Health budget supports the same level of staffing and effort as the FY15 budget, but services are provided differently. A contract for nursing services was ended, and a full-time public nurse was hired. This will provide an increased number of hours available to the Board of Health, which will be targeted at enhancing the Town's planning and preparedness for emergency type events. The nurse will be working with the Medical Reserve Corps, as well as the Citizens Emergency Readiness Team, and the Fire Chief/Civil Defense Director, to upgrade our preparedness for many types of community level disasters and emergency events.

Additionally, in FY15, the Town moved services previously provided by contract for senior outreach and mental health services to a part-time employee status, but the bottom line for this department has not increased due to these changes. The Council on Aging budget supports the same level of staffing and effort as the FY15 budget. Note that in FY15, a new full-time position was added. Providing Veterans Affairs services through a regional agreement with the City of Marlborough continues to serve both communities well.

The Finance Committee recommends approval of a FY16 budget for Human Services of \$659,188.

	FY14 Actual	FY15 Appropriated	FY16 Recommended
CULTURE & RECREATION			
Goodnow Library	958,783	1,005,039	1,076,748
Recreation	124,689	137,188	145,343
Historical Commission	4,304	5,568	5,646
Historic Districts Commission	2,398	2,896	5,660
Total Culture & Recreation	1,090,174	1,150,691	1,233,397
Salaries & Other Cash Compensation	806,381	840,834	976,951
All Other Expenses	283,793	309,857	256,446
Total Culture & Recreation	1,090,174	1,150,691	1,233,397
Culture & Recreation Headcount (FTE)	13.98	14.59	15.05

The Culture & Recreation cluster includes the Goodnow Library, Recreation Department, Historical Commission, and the Historic Districts Commission.

The Goodnow Library budget supports upgrading the part-time Young Adult Librarian to Full-time status, to accommodate the growing number of teens who are participating in Library services for this age group. This budget also is increased to reflect the fact that the FY15 budget was not fully funded at levels that provided for the appropriate number of employees during evenings and weekends.

The budgets for Recreation, the Historical Commission, and the Historic Districts Commission support the same level of staffing and efforts as the FY15 budget. A staff person in the Planning and Community Development Department serves as recording secretary for the Historic District Commissions meetings.

The FY16 budget for this cluster is increasing by \$82,706 or 7.2% over the FY15 budget. This budget provides for an increase in library clerk hours.

The Finance Committee recommends approval of a FY16 budget for Culture & Recreation of \$1,233,397.

TOWN-WIDE OPERATING AND TRANSFER ACCOUNTS

	FY14 Actual	FY15 Appropriated	FY16 Recommended
Unclassified & Transfers			
Town-Wide Operating Expenses	135,732	152,653	154,790
Normal Cost for OPEB	-	-	62,402
Transfer Accounts	-	304,249	370,181
Total Unclassified & Transfers	135,732	456,902	587,373

The Unclassified and Transfer Accounts budget line item is made up of three categories – Town Wide Operating Expenses, Transfer Accounts, and, for the first time in FY16 the Normal cost for OPEB (Other Post Retirement Benefits). The FY16 budget for this area is increasing by \$130,471 or 28.6% over the FY15 budget.

Unclassified

This budget includes expenses that do not fit precisely into other cost centers and are shared by many departments or support Town-wide functions and responsibilities. Expenses include copiers, postage, telephone, Town Report, Town Meeting, the Memorial Day celebration and the July 4th parade.

Normal Cost for OPEB

An expense line is initiated in the FY16 budget to start contributing to the Normal cost for OPEB for current town employees. This amount does not cover the full normal costs associated with paying these future expenses, nor does this amount cover OPEB liabilities that have accrued from previous years. It is expected that by FY18 the full Normal cost for OPEB will be included in the budgets of all the cost centers.

Transfer Accounts

Transfer accounts are for Town operating department needs only and are counted as part of the Town’s share of the overall budget. Since the Town Manager does not have the same authority as the School Committees to move funds around to meet emergencies or unforeseen needs arising during the year, the Reserve Account is used as a source of funds to meet those instances where supplemental funding is needed. Money cannot be spent from the Reserve Account without approval of the Finance Committee. As other budgets get reduced, there are more areas where an unexpected and potentially large cost can arise and the Reserve Account allows the most flexibility for meeting those issues, particularly in the area of snow and ice removal costs.

Based on demands on this account in FY15, the Transfer Accounts line has been increased by \$65,932 or 21.7%.

The Finance Committee recommends approval of a FY16 budget for Unclassified and Transfer Accounts of \$587,373.

SHARED BENEFITS AND INSURANCE

	FY14	FY15	FY16
	Actual	Appropriated	Recommended
BENEFITS & INSURANCE			
Workers' Compensation	50,633	188,584	207,442
Unemployment Compensation	24,146	120,188	95,188
Medicare Tax	520,762	535,000	556,400
Life Insurance	3,260	4,563	4,563
Employee Medical Premiums	4,188,714	4,342,247	4,471,374
Retiree Medical Premiums/ OPEB	976,405	1,069,290	1,131,538
Retirement Assessment	3,257,976	3,494,181	3,738,774
Encumbrances	1,095	-	-
Property/Liab. Insurance	238,000	328,977	296,079
	9,260,991	10,083,030	10,501,358

	FY14	FY15	FY16
	Actual	Appropriated	Recommended
BENEFITS & INSURANCE			
Town	4,051,192	4,378,611	4,566,368
Schools	5,209,800	5,704,418	5,934,990
	9,260,992	10,083,030	10,501,358

This budget is for the benefits and insurance needs of SPS and Town departments only. The largest item in this area is for the health insurance premiums for SPS and Town employees and retirees.

Similar to last year, this budget presentation shows a breakout of the costs for the Town’s share of the medical premiums for SPS and Town retirees. Retirees pay 50% of the costs of their medical plans, and the Town has accepted Section 18, which means that all retirees who are Medicare eligible will be covered by Medicare when they reach age 65, which minimizes the cost of retiree health insurance.

The average increase to the active plans was approximately 4%; however the overall range was from -.19% to 9.22% depending on which plan an employee was on. The increase in the health benefits budget for Town employees and retirees is 2.8% or \$53,518. The Town and SPS continue to benefit from the “Opt Out” program for existing employees, the lower rate of the Town’s contribution for new hires versus existing employees, and the lower percentage of new hires choosing to be covered by the Town’s health insurance program compared to prior years. Overall the percent of Town/SPS employees covered by a Town health insurance plan has decreased by 18% from approximately 85% to 67% from 2012 to present.

For FY16, projected increases predominantly in worker’s compensation, medical premiums and the Middlesex County retirement assessment contribute to an overall increase of \$418,328 or 4.1% in the total Benefits and Insurance line.

The Finance Committee recommends approval of a FY16 budget for Benefits and Insurance of \$10,501,358.

SHARED DEBT SERVICE

	FY14	FY15	FY16
	Actual	Appropriated	Recommended
DEBT SERVICE			
Long Term Debt Service. (non-exempt)	-	-	21,334
Existing Long Term Bond Int.	647,894	550,663	901,716
Existing Long Term Bond Principal	2,480,000	2,510,000	2,796,000
Town Debt Service Subtotal	3,127,894	3,060,663	3,719,050
LSRHS Debt Service, Sudbury Portion	1,946,995	688,613	666,506
Total: Debt Service	5,074,889	3,749,276	4,385,556
NON-EXEMPT DEBT/ADJUSTMENTS			
Non-Exempt Debt Service	-	-	(21,334)
Premium on Bonds	(13,189)	(20,275)	(16,270)
SBAB Debt Reimbursement	(1,681,224)	(1,681,224)	(1,681,224)
Sub-Total: Non-exempt debt adjustments	(1,694,413)	(1,701,499)	(1,718,828)
Total Exempt Debt to be raised	3,380,476	2,047,777	2,666,728

The Debt Service budget provides for the repayment of principal and interest on the long-term debt of both the Town and the Lincoln Sudbury Regional High School. The Town issues debt pursuant to votes of Town Meeting to begin construction projects or purchase expensive equipment or real property. The maximum amount of debt is authorized by Town Meeting, and then the Town Treasurer issues the debt after working with the Town Manager and the Town's Financial Advisor pending the approval of the Board of Selectmen. The treasurer of LSRHS issues its debt after working with the LSRHS School Committee, the School District's Financial Advisor and pursuant to votes of Town Meetings of both Lincoln and Sudbury.

The budget request for FY16 is for an appropriation of \$3,719,050 which is the total amount of gross debt service payments required for all Town of Sudbury debt. The 658,387 increase in Town Debt Service is due to recent bonding for the Police Station, repairs and renovations to Nixon School, and the purchase of Johnson Farm. A state grant, estimated at \$1,681,224, will be used to pay part of the debt service associated with school construction projects. In addition, Non-Exempt Debt Service and Premium Bonds will offset the Debt Service line item, resulting in total exempt debt to be raised of \$2,666,728. Town debt service payments fall into the following major bond issue categories: Municipal buildings and projects, open space acquisitions, recreational field development and Sudbury Public Schools projects. The appropriation for the LSRHS debt service payment for FY16 of \$666,506 is requested for and paid through the District's assessment to Sudbury.

The Finance Committee recommends approval of a FY16 budget for Town Debt Service for the Town of Sudbury of \$3,719,050.

See Appendix II for all statements of long-term debt service.

FY16 OPERATING CAPITAL

A capital expenditure is defined as major, non-recurring cost involving land acquisition, construction or rehabilitation of a facility, or purchase of equipment costing \$10,000 or more with a useful life of five years or more.

The operating capital budget (also referred to as capital budget cash) article is comprised of individual projects or items valued under \$50,000. These smaller capital expenditures are raised entirely within the tax levy in one fiscal year along with other operating expenses. The projects with the operating capital budget may take several years to complete, in which case the budget (funding) may be carried forward until fully expended, or unused balances are brought to Town Meeting for further consideration.

	FY14	FY15	FY16
	Actual	Appropriated	Recommended
OPERATING CAPITAL ARTICLE BY DEPARTMENT			
DPW/Highway	50,000	96,000	90,000
DPW/Parks & Grounds	-	45,000	-
Facilities/SPS	152,000	75,000	130,000
Facilities/Town	62,062	40,000	50,000
Fire	20,000	40,000	50,000
IT/General	-	-	32,750
Police	-	-	-
Recreation	-	-	40,000
Total	284,062	296,000	392,750

The FY16 Operating Capital budget will increase by \$96,750. In the past our Capital Operating Budget has been very small and there has continuously been a backlog of projects. Based on recommendations from the Strategic Capital Financing Committee, along with the Finance Committee, we are working to get this budget up to \$400,000 annually. In working towards this, the Town Manager’s FY16 Capital Operating budget is \$392,750.

The Finance Committee recommends approval of the Town Manager’s operating capital budget for FY16 for \$392,750.

See the FY16 Monied Articles exhibit in the FC section for the Finance Committee’s recommendations on all other capital articles.

FY16 ENTERPRISE FUND BUDGETS

	FY14 Actual	FY15 Appropriated	FY16 Recommended
TRANSFER STATION ENTERPRISE FUND			
Non-Clerical	105,917	110,570	113,476
Overtime	7,185	7,400	7,400
Clerical	8,416	9,621	9,985
Stipends	4,095	4,095	4,095
Sub Total: Personal Services	125,613	131,686	134,956
General Expense	7,549	25,000	25,000
Maintenance	24,045	32,000	32,000
Hauling & Disposal	60,188	102,000	100,000
Resource Recovery	12,263	21,500	21,500
Prior Year Encumbrances	17,069	-	-
Sub Total: Expenses	104,045	180,500	178,500
Capital Expense	-	-	184,800
Sub Total: Capital Expenses	-	-	184,800
Direct Costs	229,658	312,186	498,256
INDIRECT COSTS:			
Benefits/Insurance	21,567	16,255	16,700
Indirect Costs*	21,567	16,255	16,700
Total Costs	251,225	328,441	514,956
Enterprise Receipts	338,458	328,441	330,156
Retained Earnings Used	-	-	184,800
Transfers In	-	-	-
Total Revenue	338,458	328,441	514,956
Surplus/Deficit	87,233	-	-

*Paid for by Enterprise Revenue Transfer to Unclassified Benefits (General Fund)

The Transfer Station Enterprise Fund operates the transfer station, providing recycling, landfill monitoring, and the hauling and disposal of waste. The FY16 budget included a onetime use of enterprise reserves for the purchase of a 10 wheel roll off truck. This type truck is used to haul waste and recycling from the transfer station. It was last replaced in 2006. The typical replacement cycle is 7 to 10 years.

The Finance Committee recommends approval of a FY16 budget of \$514, 956 for the Transfer Station Enterprise Fund.

	FY14	FY15	FY16
	Actual	Appropriated	Recommended
POOL ENTERPRISE FUND			
Pool Staff Salaries	143,010	167,639	204,701
Overtime	893	1,056	-
Clerical	25,510	26,144	26,144
Part-time Supervisors	11,934	8,714	8,120
Receptionists	17,425	25,999	28,948
Sick Leave Buyback	1,947	3,500	3,500
WSI Lifeguards	67,580	73,227	74,459
Head Lifeguards	39,217	40,945	40,945
Pool Instructors	15,957	13,775	13,726
Sub Total: Personal Services	323,473	360,999	400,543
General Expense	37,937	38,000	45,000
Equipment Maintenance	31,766	30,000	30,000
Utilities	96,021	98,000	97,000
Programs	2,791	3,000	3,000
Equipment	8,840	3,000	2,500
Prior Year Encumbrances	-	-	-
Sub Total: Expenses	177,356	172,000	177,500
Capital Expense	-	14,892	-
Sub Total: Capital Expenses	-	14,892	-
Direct Costs	500,829	547,891	578,043
Total Costs	500,829	547,891	578,043
Enterprise Receipts	492,533	525,000	496,000
Retained Earnings Used	8,296	22,891	82,043
Transfers In	-	-	-
Total Revenue	500,829	547,891	578,043
Surplus/Deficit	(0)	-	-

The Atkinson Pool Enterprise Fund pays for the direct costs of the operation of the Atkinson Pool. The Atkinson Pool Enterprise Fund does not pay for the cost of health insurance and pensions. However, the Pool does continue to support all of its direct operating costs.

The Finance Committee recommends approval of a FY16 budget of \$578,043 for the Atkinson Pool Enterprise.

	FY14 Actual	FY15 Appropriated	FY16 Recommended
RECREATION FIELD MAINTENANCE ENTERPRISE FUND			
Field Maintenance Salaries ¹	62,753	109,812	109,904
Summer Help	7,703	7,182	7,182
Sub Total: Personal Services	70,456	116,994	117,086
General Expense	652	1,000	500
Field Maintenance	69,445	62,634	60,000
Park Maintenance	32,511	20,000	20,000
Utilities	8,923	10,000	10,000
Prior Year Encumbrances	-	-	
Sub Total: Expenses	111,530	93,634	90,500
Capital Expense	4,560	10,500	10,500
Sub Total: Capital Expenses	4,560	10,500	10,500
Direct Costs	186,546	221,128	218,086
INDIRECT COSTS:			
Benefits/Insurance	22,500	20,879	21,500
Indirect Costs*	22,500	20,879	21,500
Total Costs	209,046	242,007	239,586
Enterprise Receipts	202,269	206,000	203,000
Retained Earnings Used	6,778	36,007	36,586
Transfers In	-	-	-
Total Revenue	209,047	242,007	239,586
Surplus/Deficit	0	-	-

*Paid for by Enterprise Revenue Transfer to Unclassified Benefits (General Fund)

¹ Wage allocation for employees from Parks & Grounds Division

The Recreation Field Maintenance Enterprise Fund pays for all of its direct costs and part of the indirect costs associated with the maintenance and upkeep of the Town's many recreational playing fields.

The Finance Committee recommends approval of a FY16 budget of \$239,586 for the Recreational Field Maintenance Enterprise Fund.

FY16 CPA FUNDS BUDGET

The CPC has submitted several articles for consideration, only some of which have been reviewed by the Finance Committee as of the printing of this document. However, a complete budget for FY16 has been provided below.

Sudbury Community Preservation Fund Balance Statement

	FY14 Actual	FY15 Appropriated	FY16 Budget
CPA FUNDS #2044 & #3400			
Beginning Fund Balances	\$ 4,165,166	\$ 4,498,542	\$ 3,120,611
<u>Revenues:</u>			
CPA Surcharge & Fees	1,643,844	1,600,000	1,690,000
Intergovernmental	895,751	425,000	490,100
Investment Income	28,051	50,000	20,000
Other	77,931	-	-
Total Revenues	2,645,577	2,075,000	2,200,100
<u>Expenditures</u>			
Major Land Purchases	-	1,000,000	-
Debt Service	1,144,630	1,217,635	1,268,738
Administrative	34,420	80,000	90,000
Other	790,355	812,500	1,267,000
Total Expenditures	1,969,405	3,110,135	2,625,738
Excess/(Deficiency)	676,172	(1,035,135)	(425,638)
Transfers In/(Out)	(342,796)	(342,796)	218,000
Ending CPA Operating Fund Balance	\$ 4,498,542	\$ 3,120,611	\$ 2,912,973
-			
	FY14 Actual	FY15 Appropriated	FY16 Budget
ENDING FUNDS BALANCE			
Projects (in-use)	\$ 14,362	\$ 200,000	\$ 1,200,000
Unassigned	\$ 4,484,180	\$ 2,920,611	\$ 1,712,973
	\$ 4,498,542	\$ 3,120,611	\$ 2,912,973

APPENDICES

APPENDIX I. BUDGET TERMS AND DEFINITIONS

Abatements and Exemptions (previously called Overlay): An amount set by the Assessors to create a fund to cover abatements of (and exemptions from) real and personal tax assessments for the current year, and raised on the tax levy. An abatement is a reduction provided by the Assessors in the assessed tax because of bona fide specific conditions or situations not considered when the tax was levied. An exemption is provided for a variety of purposes, which include, but are not limited to: buildings/property used for religious, government, charity, or pollution control. In addition, exemptions may also be provided to the elderly, handicapped, and veterans under certain conditions.

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.

Benefits and Insurance: This account in the shared expenses section of the budget is comprised primarily of benefits such as health insurance and retirement for both school and general government employees.

Capital Exclusion: A temporary increase in the tax levy to fund a capital project or make a capital acquisition.

Cherry Sheet: An annual statement received from the Department of Revenue detailing estimated receipts for the next fiscal year from the various state aid accounts as well as estimated state and county government charges payable to the state. The name “Cherry Sheet” derives from the color of the paper used.

Circuit Breaker Program: School districts are eligible for reimbursements for students with disabilities whose programs cost greater than four times the statewide foundation budget. “Circuit Breaker” means the reimbursement program for certain costs of special education as specified in M.G.L. c. 71B, § 5.

Debt Exclusion: An override to Proposition 2 ½ for the purpose of raising funds for debt service costs; remains for the life of the debt only.

Enterprise Fund: A separate fund, set up to provide a specific Town service, whereby all direct and indirect/overhead costs of providing the service are 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 required to fully disclose all costs and all revenue sources needed to provide a service.

Free Cash: Free cash is the available, undesignated fund balance of the general fund and is generated when actual revenue collections are in excess of estimates, when expenditures are less than appropriated, or both. A free cash balance is certified as of July 1 each year by the Department of Revenue and once certified, any or all of the certified amount may be used to defray Town expenses by a vote of the Town Meeting.

APPENDIX I. BUDGET TERMS AND DEFINITIONS CONT'D

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.

Levy Limit: The maximum amount a community can levy in any given year.

Local Receipts: This is the third largest source of revenue for the Town after property taxes and Cherry Sheet receipts. While it is comprised of a number of different items, the largest source is the auto excise tax.

New Growth: Proposition 2 ½ allows a community to increase its levy limit annually by an amount based upon the valuation of certain new construction and other growth in the tax base that is not the result of property revaluation. New growth becomes part of the levy limit and thus increases at the rate of 2.5% each year as the levy limit increases.

Normal Cost (OPEB): Normal cost generally represents the portion of the cost of projected benefits for active employees allocated to the current plan year.

Override: An override is passed by a majority vote at Town Meeting and at the ballot. There are three types of overrides: An Operating Override, which permanently increases the levy limit; a Debt Exclusion, which increases the levy limit only for the life of the debt; and a Capital Project Override, which increases the levy only for the year in which the project is undertaken.

OPEB: Post-employment benefits that an employee will begin to receive at the start of retirement. This does not include pension benefits paid to the retired employee. Other post-employment benefits that a retiree can be compensated for are life insurance premiums, healthcare premiums and deferred-compensation arrangements.

Proposition 2½: A Massachusetts General Law enacted in 1980 to limit property taxes.

Revolving Fund: Funds that may be used without appropriation and that are established for special uses. Recreation fees, for example, may be paid into a revolving fund. Revolving funds are established by state law or Town bylaw.

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 frequent Special Town Meetings.

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, or taking it out of, the Stabilization Fund requires a 2/3 vote of Town Meeting.

APPENDIX I. BUDGET TERMS AND DEFINITIONS CONT'D

Tax Levy: The property tax levy is the revenue a community can raise through real and personal property taxes. In Massachusetts, municipal revenues to support local spending for schools, public safety, general government and other public services are raised through the property tax levy, state aid, local receipts and other sources. The property tax levy is the largest source of revenue for most cities and towns.

Town-wide Operating Expenses: This account in the general government section of the budget is comprised primarily of operating expenses such as postage, telephone and property liability insurance, that support town-wide operations and are not assigned to any one department or cost center.

APPENDIX II. LONG-TERM DEBT SCHEDULES

TOWN DEBT SCHEDULE BY TYPE

Issue Types	Schools	Municipal	Pre-CPA	Total	Annual Debt Service	Principal Balance
Prior Principal Bal.	13,645,000	7,667,800	3,674,000			24,986,800
FY15 Principal	2,055,000	-	455,000	2,510,000		
FY15 Interest	512,013	-	38,650	550,663	3,060,663	22,476,800
FY16 Principal	1,785,000	482,800	539,000	2,806,800		
FY16 Interest	532,356	288,209	91,686	912,250	3,719,050	19,670,000
FY17 Principal	1,765,000	460,000	525,000	2,750,000		
FY17 Interest	402,775	278,638	83,013	764,425	3,514,425	16,920,000
FY18 Principal	1,765,000	455,000	510,000	2,730,000		
FY18 Interest	324,550	262,838	69,663	657,050	3,387,050	14,190,000
FY19 Principal	1,745,000	455,000	280,000	2,480,000		
FY19 Interest	250,325	243,638	57,863	551,825	3,031,825	11,710,000
FY20 Principal	2,025,000	455,000	90,000	2,570,000		
FY20 Interest	177,075	220,888	51,463	449,425	3,019,425	9,140,000
FY21 Principal	2,060,000	455,000	85,000	2,600,000		
FY21 Interest	89,413	198,138	46,963	334,513	2,934,513	6,540,000
FY22 Principal	240,000	355,000	85,000	680,000		
FY22 Interest	13,244	176,388	42,713	232,344	912,344	5,860,000
FY23 Principal	85,000	355,000	85,000	525,000		
FY23 Interest	8,050	158,638	38,463	205,150	730,150	5,335,000
FY24 Principal	80,000	355,000	85,000	520,000		
FY24 Interest	4,600	140,888	34,213	179,700	699,700	4,815,000
Remaining Debt Service	15,919,399	5,796,059	3,293,686	25,009,144	25,009,144	

LSRHSD DEBT SCHEDULE BY ISSUANCE DATE

Issue Dates	2007	Total	Annual Debt Service	Principal Balance
Principal Bal.				6,600,000
FY15 Principal	550,000	550,000		
FY15 Interest	254,925	254,925	804,925	6,050,000
FY16 Principal	550,000	550,000		
FY16 Interest	231,550	231,550	781,550	5,500,000
FY17 Principal	550,000	550,000		
FY17 Interest	210,238	210,238	760,238	4,950,000
FY18 Principal	550,000	550,000		
FY18 Interest	188,925	188,925	738,925	4,400,000
FY19 Principal	550,000	550,000		
FY19 Interest	166,925	166,925	716,925	3,850,000
FY20 Principal	550,000	550,000		
FY20 Interest	144,925	144,925	694,925	3,300,000
FY21 Principal	550,000	550,000		
FY21 Interest	122,925	122,925	672,925	2,750,000
FY22 Principal	550,000	550,000		
FY22 Interest	100,925	100,925	650,925	2,200,000
FY23 Principal	550,000	550,000		
FY23 Interest	78,925	78,925	628,925	1,650,000
FY24 Principal	550,000	550,000		
FY24 Interest	56,650	56,650	606,650	1,100,000
FY25 Principal	550,000	550,000		
FY25 Interest	34,031	34,031	584,031	550,000
FY26 Principal	550,000	550,000		
FY26 Interest	11,344	11,344	561,344	0

The Town of Sudbury is responsible for a portion of the District's annual debt service. For further details, see LSRHS and Debt Service narratives.

CPA FUND DEBT SCHEDULE

The Town is able to borrow long-term funds for CPA purposes. This schedule shows all debts outstanding relating to CPA. CPA debt service is budgeted and paid for separately from all other Town activities.

Issues	Nobscot I & II	Cutting/ Dickson	Libby	Pantry Brook	Johnson Farm	Total	Annual Debt Service	Principal Balance
Prior Principal Bal.	5,470,000	2,425,000	1,440,000	3,010,000	1,000,000			13,345,000
FY 15 Principal	355,000	265,000	145,000	115,000		880,000		
FY 15 Interest	169,075	46,200	27,563	94,798		337,635	1,217,635	12,465,000
FY 16 Principal	355,000	260,000	145,000	115,000	50,000	925,000		
FY 16 Interest	160,678	40,900	24,663	92,498	35,991	354,729	1,279,729	11,540,000
FY 17 Principal	355,000	260,000	145,000	120,000	50,000	930,000		
FY 17 Interest	152,463	35,700	21,763	90,148	36,125	336,198	1,266,198	10,610,000
FY 18 Principal	355,000	255,000	135,000	120,000	50,000	915,000		
FY 18 Interest	143,644	30,500	18,863	87,148	34,625	314,779	1,229,779	9,695,000
FY 19 Principal	350,000	245,000	135,000	125,000	50,000	905,000		
FY 19 Interest	134,013	25,400	16,163	84,098	32,625	292,298	1,197,298	8,790,000
FY 20 Principal	350,000	240,000	130,000	125,000	50,000	895,000		
FY 20 Interest	123,888	20,500	13,463	80,973	30,125	268,948	1,163,948	7,895,000
FY 21 Principal	350,000	235,000	125,000	130,000	50,000	890,000		
FY 21 Interest	113,513	15,700	10,863	77,148	27,625	244,848	1,134,848	7,005,000
FY 22 Principal	350,000	230,000	125,000	135,000	50,000	890,000		
FY 22 Interest	102,700	12,175	8,988	73,173	25,125	222,160	1,112,160	6,115,000
FY 23 Principal	350,000	220,000	120,000	140,000	50,000	880,000		
FY 23 Interest	91,475	8,150	6,800	69,048	22,625	198,098	1,078,098	5,235,000
FY 24 Principal	350,000	215,000	120,000	145,000	50,000	880,000		
FY 24 Interest	79,844	4,300	4,700	64,773	20,125	173,741	1,053,741	4,355,000
FY 25 Principal	350,000	-	115,000	150,000	50,000	665,000		
FY 25 Interest	67,750	-	2,300	60,348	17,625	148,023	813,023	3,690,000
FY 26 Principal	350,000	-	-	155,000	50,000	555,000		
FY 26 Interest	55,219	-	-	55,773	15,125	126,116	681,116	3,135,000
FY 27 Principal	350,000	-	-	155,000	50,000	555,000		
FY 27 Interest	42,250	-	-	50,929	13,625	106,804	661,804	2,580,000
FY 28 Principal	350,000	-	-	165,000	50,000	565,000		
FY 28 Interest	28,844	-	-	45,729	12,125	86,698	651,698	2,015,000
FY 29 Principal	350,000	-	-	170,000	50,000	570,000		
FY 29 Interest	15,000	-	-	40,030	10,625	65,655	635,655	1,445,000
FY 30 Principal	100,000	-	-	175,000	50,000	325,000		
FY 30 Interest	6,000	-	-	33,906	9,125	49,031	374,031	1,120,000
FY 31 Principal	100,000	-	-	180,000	50,000	330,000		
FY 31 Interest	2,000	-	-	27,200	7,625	36,825	366,825	790,000
FY 32 Principal	-	-	-	190,000	50,000	240,000		
FY 32 Interest	-	-	-	19,800	6,125	25,925	265,925	550,000
FY 33 Principal	-	-	-	195,000	50,000	245,000		
FY 33 Interest	-	-	-	12,100	4,625	16,725	261,725	305,000
FY 34 Principal	-	-	-	205,000	50,000	255,000		
FY 34 Interest	-	-	-	4,100	3,125	7,225	262,225	50,000
FY 35 Principal	-	-	-	-	50,000	50,000		
FY 35 Interest	-	-	-	-	1,563	1,563	51,563	-
Remaining Debt Service	6,958,353	2,664,525	1,596,125	4,173,714	1,366,303	16,759,020	16,707,458	

APPENDIX III. EMPLOYEE HEADCOUNT

EMPLOYEE HEADCOUNT				
(Full Time Equivalents)				
Cost Center	FY14 Actual	FY15 Actual	FY16 Budget	FY14- FY16
LSRHS	212.91	216.22	217.37	4.46
	3.6%	1.6%	0.5%	2.1%
Sudbury K-8 Schools	396.18	414.03	413.33	17.15
	2.7%	4.5%	-0.2%	4.3%
Public Safety	76.73	76.87	76.87	0.14
Public Works	33.55	33.55	33.88	0.33
General Government	29.72	28.71	28.86	(0.86)
Human Services	6.65	7.29	8.22	1.57
Culture & Recreation	13.98	14.59	15.05	1.07
Town Operating Sub-total	160.63	161.01	162.88	2.25
	0.7%	0.2%	1.2%	1.4%
Town Enterprises	10.55	9.79	9.79	(0.76)
	-3.6%	-7.2%	0.0%	-7.2%
TOTAL	780.27	801.05	803.37	23.10
% Change from Prior	2.4%	2.7%	0.3%	3.0%

APPENDIX IV. FY14 EMPLOYEE COMPENSATION OVER \$100K^{1,2}

SUDBURY PUBLIC SCHOOLS

<u>Position</u>	<u>Salary</u>	<u>Other</u>
Superintendent	\$179,266	\$1,945
Assist Supt	\$133,250	\$0
Director of Business & Finance	\$131,988	\$3,345
Principal, Curtis	\$123,000	\$3,345
Principal, Noyes	\$118,884	\$2,970
Special Education Administrator	\$117,191	\$2,470
Principal, Nixon	\$116,263	\$2,470
Early Childhood Administrator	\$109,675	\$3,470
Principal, Haynes	\$106,334	\$2,845
Assist. Principal, Curtis	\$100,110	\$4,045
Assist. Principal, Noyes	\$100,006	\$2,470
Principal, Loring	\$100,000	\$2,972
Teacher, Curtis	\$98,403	\$15,830
Teacher, Curtis	\$98,403	\$5,645
Teacher, Curtis	\$98,403	\$4,530
Teacher, Haynes	\$98,403	\$3,845
Teacher, Noyes	\$98,403	\$4,345
Teacher, Noyes	\$98,403	\$2,545
Teacher, Noyes	\$98,403	\$2,545
Teacher, Loring	\$98,403	\$5,115
Teacher, Loring	\$98,403	\$2,545
Teacher, Loring	\$98,403	\$2,545
Teacher, Loring	\$98,403	\$2,345
Teacher, District	\$98,403	\$6,374
Teacher, District	\$98,403	\$2,954
Teacher, District	\$98,403	\$3,281

LSRHS

#	<u>Position</u>	<u>Salary</u>	<u>Other</u>
1	Superintendent/Principal	\$ 170,000	\$ -
3	Housemaster	\$ 130,801	\$ -
1	Director of Student Services	\$ 130,801	\$ -
1	Interim Business Administrator	\$ 130,000	\$ -
1	Housemaster	\$ 124,887	\$ -
1	Coordinator of Curriculum	\$ 124,887	\$ -
1	Athl. & Activities Dir./Teacher	\$ 120,387	\$ -
1	Technology Coordinator	\$ 105,085	\$ 13,982
1	Department Coordinator	\$ 105,085	\$ 10,200
1	Department Coordinator	\$ 105,085	\$ 9,700
1	Teacher	\$ 105,085	\$ 8,000
1	Department Coordinator	\$ 105,085	\$ 6,700
1	Department Coordinator	\$ 102,040	\$ 9,700
2	Department Coordinator	\$ 105,085	\$ 5,200
2	Teacher	\$ 105,085	\$ 5,000
4	Teacher	\$ 105,085	\$ 4,500
5	Teacher	\$ 105,085	\$ 4,000
1	Teacher	\$ 105,085	\$ 3,500
1	Department Coordinator	\$ 99,082	\$ 9,200
2	Department Coordinator	\$ 99,082	\$ 8,700
1	Teacher	\$ 102,040	\$ 5,400
1	Teacher	\$ 102,040	\$ 5,000
1	Teacher	\$ 102,040	\$ 4,500
2	Teacher	\$ 105,085	\$ 1,000
4	Teacher	\$ 102,040	\$ 4,000
1	Teacher	\$ 99,082	\$ 6,600
1	Teacher	\$ 99,082	\$ 6,500
5	Teacher	\$ 102,040	\$ 3,500
1	Teacher	\$ 99,082	\$ 6,100
1	Teacher	\$ 105,085	\$ -
1	Teacher	\$ 99,082	\$ 4,367
1	Teacher	\$ 102,040	\$ 1,367
1	Teacher	\$ 99,082	\$ 4,000
1	Teacher	\$ 102,040	\$ 1,000
2	Teacher	\$ 99,082	\$ 3,500
1	Teacher	\$ 99,082	\$ 3,500
1	Teacher	\$ 99,082	\$ 1,367

Town

Position	Salary	Other*	Overtime
Town Manager	160,000	24,153	-
Police Chief	137,175	8,760	-
DPW Director/Town Engineer	123,443	8,742	-
Finance Director/Treasurer/Collector	118,695	2,745	-
Fire Chief	114,256	22,424	-
Director of Planning & Community Devel.	108,905	6,548	-
Combined Facilities Director	103,367	6,250	-
Assistant Town Manager/HR Director	100,811	3,317	-
Police Lieutenant	109,071	23,712	1,425
Director of Technology	97,418	5,531	-
Health Director (Retired)	96,647	5,798	-
Assistant Fire Chief	88,797	12,325	-
Highway Operations Manager	88,597	5,221	9,803
Town Accountant (Retired)	80,281	31,401	-
Fire Captain/Emt	75,140	26,689	40,016
Fire Captain/Emt	75,140	27,194	29,827
Fire Captain/Emt	75,140	32,405	11,919
Police Sergeant	66,154	36,084	21,693
Police Sergeant	66,154	26,260	16,791
Police Sergeant	64,793	22,888	15,812
Police Sergeant	64,732	23,590	23,677

*In FY14, other includes payments for move to GIC insurance & closing of Health Trust. Retiree pay includes retirement sick buyback.

¹ Salaries are base pay.

² Other compensation paid to employees may include annuities, deferred compensation match, career incentive, merit pay, stipends, longevity, regular or retirement sick buy-back, or any other compensation paid by the Town or Schools, other than base salary or overtime.

APPENDIX V. COLLECTIVE BARGAINING

BARGAINING UNIT AND CONTRACT FINANCIAL TERMS

LINCOLN-SUDBURY REGIONAL HIGH SCHOOL

Three year contract covering school years 2016, 2017, and 2018. Cost of living adjustments (COLA) of 1%, 2.5% and 3% for fiscal years 2016 through 2018, respectively; increase in active employee contributions to health insurance, from 30% to 35%, beginning in the 2017 fiscal year; graduated increases in retiree contributions to health insurance that reach 50% in the 2018 fiscal year.

SUDBURY PUBLIC SCHOOLS, K-8

The next three year contract covering school years 2016, 2017, and 2018 remains unsettled as of the printing of this document.

TOWN

FIRE

The next three year contract covering school years 2016, 2017, and 2018 remains unsettled as of the printing of this document.

POLICE

The next three year contract covering school years 2016, 2017, and 2018 remains unsettled as of the printing of this document.

PUBLIC WORKS

The next three year contract covering school years 2016, 2017, and 2018 remains unsettled as of the printing of this document.

ENGINEERING

The next three year contract covering school years 2016, 2017, and 2018 remains unsettled as of the printing of this document.

SUPERVISORY

The next three year contract covering school years 2016, 2017, and 2018 remains unsettled as of the printing of this document.

CIVILIAN DISPATCHERS

The next three year contract covering school years 2016, 2017, and 2018 remains unsettled as of the printing of this document.

NOTE: Percentage increases are for cost of living only and do not include changes for step, longevity or merit increases.

APPENDIX VI. CURRENT SALARY SCHEDULES & CLASSIFICATION PLANS

SUDBURY PUBLIC SCHOOLS							
TEACHER SALARY SCHEDULE							
FY15: 7/1/14 - 6/30/15							
Bachelors		Masters		Masters +30		Masters +60	
Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	45,846	1	49,062	1	51,882	1	54,358
2	47,752	2	51,103	2	54,041	2	56,619
3	49,739	3	53,229	3	56,289	3	58,974
4	51,808	4	55,443	4	58,630	4	61,428
5	53,963	5	57,750	5	61,069	5	63,983
6	56,208	6	60,152	6	63,610	6	66,645
7	58,546	7	62,654	7	66,256	7	69,417
8	60,981	8	65,261	8	69,012	8	72,305
9	63,519	9	67,976	9	71,883	9	75,313
10	66,161	10	70,803	10	74,873	10	78,446
11	68,913	11	73,749	11	77,988	11	81,709
12	71,780	12	76,817	12	81,232	12	85,107
13	74,766	13	80,012	13	84,612	13	88,649
14	77,876	14	83,341	14	88,132	14	92,336
15	81,016	15	87,508	15	92,538	15	96,953
16		16	91,037	16	96,270	16	100,863

SUDBURY PUBLIC SCHOOLS							
SUPPORT STAFF SALARY SCHEDULE							
FY15: 7/1/14 - 6/30/15							
Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	11.43	11.84	12.37	12.82	13.35	13.84	15.34
2	11.76	12.25	12.74	13.30	14.39	16.59	18.13
3	14.79	15.37	15.96	16.59	17.25	17.93	19.86
4	15.96	16.59	17.25	17.93	18.63	19.35	21.44
5	17.25	17.93	18.63	19.35	20.12	20.90	23.16
6	18.63	19.35	20.12	20.90	21.72	22.56	25.00
7	20.12	20.90	21.72	22.56	23.48	24.37	27.01
8	21.72	22.56	23.45	24.37	25.35	26.33	29.16
9	23.57	24.52	25.47	26.45	27.49	28.59	31.64

**APPENDIX VI. SALARY SCHEDULES & CLASSIFICATION PLANS
SUDBURY PUBLIC SCHOOLS CONT'D**

JOB CLASSIFICATION FOR SUPPORT STAFF							
Level 1	n/a						
Level 2	Cafeteria Helper						
Level 3	Cafeteria Cook						
Level 4	Lunchroom Supervisor						
Level 5	Cafeteria/Manager, Early Childhood Assistant (Clerical), Administrative Assistant						
Level 6	School Administrative Assistant, MS Student Services Administrative Assistant, Central Office Student Services Administrative Assistant						
Level 7	Library/Media Paraprofessional, Teacher Assistant						
Level 8	Administrative Assistant to the Principal						
Level 9	Administrative Assistant to the Director of Student Services, Tutor, ABA Tutor, METCO Academic Advisor						

NURSES' SALARY SCHEDULE 2014 - 2015							
UNKNOWN - IN NEGOTIATIONS							
			Step	Salary			
			1				
			2				
			3				
			4				
			5				

CUSTODIAN SALARY SCHEDULE 2014 - 2015								
		Level	Custodian	MA-1	MA-2			
		1	17.88	21.87	27.68			
		2	18.60	22.66	28.72			
		3	19.33	23.49	29.77			
		4	20.04	24.38	30.89			
		5	20.77	25.29	32.06			
		6	21.61	26.21	33.24			
		7	22.91	28.29	35.90			
		8	23.80					
		9	24.67					
		10	24.90					
		11	26.32					
		Differentials:						
		Night Custodian				1.02		
		Head Custodian				1.40		
		Supervisor				1.78		
MA-1 is Maintenance Assistant 1, MA-2 is Maintenance Assistant 2								

APPENDIX VI. SALARY SCHEDULES & CLASSIFICATION PLANS

LINCOLN SUDBURY REGIONAL SCHOOL DISTRICT

2014-2015

\$500 Added Max Step Day 1

Step	B	M	M+15	M+30	M+45	M+60
1	44,227	47,767	49,200	50,675	52,195	53,761
2	45,997	49,676	51,167	52,702	54,283	55,911
3	47,837	51,664	53,214	54,810	56,454	58,148
4	49,751	53,731	55,342	57,003	58,712	60,474
5	51,741	55,880	57,557	59,283	61,061	62,893
6	53,810	58,116	59,859	61,654	63,504	65,410
7	55,962	60,439	62,254	64,121	66,044	68,026
8	58,201	62,856	64,742	66,685	68,686	70,746
9	60,529	65,372	67,332	69,352	71,433	73,576
10	62,950	67,986	70,026	72,126	74,291	76,519
11	65,468	70,705	72,827	75,011	77,262	79,580
12	68,087	73,534	75,740	78,013	80,353	82,763
13	70,810	76,476	78,770	81,132	83,568	86,074
14	73,643	79,535	81,920	84,377	86,910	89,516
15	76,589	82,716	85,197	87,754	90,385	93,097
16	81,041	86,025	88,605	91,263	94,001	96,821
17	81,541	91,526	92,436	98,101	101,029	104,044

2014-2015

2% COLA Delayed Until the 13th Pay Period

Step	B	M	M+15	M+30	M+45	M+60
1	45,112	48,722	50,184	51,689	53,239	54,836
2	46,917	50,670	52,190	53,756	55,369	57,029
3	48,794	52,697	54,278	55,906	57,583	59,311
4	50,746	54,806	56,449	58,143	59,886	61,683
5	52,776	56,998	58,708	60,469	62,282	64,151
6	54,886	59,278	61,056	62,887	64,774	66,718
7	57,081	61,648	63,499	65,403	67,365	69,387
8	59,365	64,113	66,037	68,019	70,060	72,161
9	61,740	66,679	68,679	70,739	72,862	75,048
10	64,209	69,346	71,427	73,569	75,777	78,049
11	66,777	72,119	74,284	76,511	78,807	81,172
12	69,449	75,005	77,255	79,573	81,960	84,418
13	72,226	78,006	80,345	82,755	85,239	87,795
14	75,116	81,126	83,558	86,065	88,648	91,306
15	78,121	84,370	86,901	89,509	92,193	94,959
16	82,662	87,746	90,377	93,088	95,881	98,757
17	83,172	93,357	94,285	100,063	103,050	106,125

APPENDIX VI. SALARY SCHEDULES & CLASSIFICATION PLANS

LINCOLN SUDBURY REGIONAL SCHOOL DISTRICT CONT'D

NURSES' SCHEDULE

	2014-15*	B	M+cert
1		41,384	45,098
2		43,039	46,903
3		44,761	48,778
4		46,552	50,729
5		48,414	52,757
6		50,350	54,868
7		52,365	57,062
8		55,946	60,964

(*) 2% COLA delayed until the 13th pay period

FY15 SUPPORT STAFF SCHEDULES

Category A	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Scale 1	11.16	11.57	11.99	12.48	12.95	13.46
Scale 2	12.53	13.02	13.60	14.09	14.60	15.19
Scale 3	13.99	14.44	15.02	15.61	16.13	16.77
Scale 4	15.33	15.91	16.59	17.15	17.78	18.49
Scale 5	16.74	17.41	18.07	18.75	19.41	20.18
Scale 6	18.11	18.86	19.57	20.28	20.98	22.07
Scale 7	19.55	20.28	21.08	21.85	22.64	23.54
Scale 8	20.87	21.77	22.56	23.42	24.26	25.47
Scale 9	22.34	23.19	24.05	24.87	25.89	26.93
Scale 10	23.67	24.61	25.59	26.56	27.49	28.58

Category B	Step 1	step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Scale 1	21.08	21.87	22.80	23.67	24.64	25.59	26.63	28.15
Scale 2	22.94	23.83	24.78	25.75	26.81	27.89	29.04	30.65
Scale 3	24.80	25.77	26.77	27.89	29.00	30.16	31.36	32.87

Tech	Step 1	Step 2	Step 3	Step 4	step 5	Step 6	Step 7	Step 8
Scale	54,095	56,258	58,509	60,850	63,284	65,814	68,449	71,156

Trainer Scale	Step 1	step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	38,340	39,922	41,585	43,333	45,244	47,073	48,958	50,916

Trainer Cont'd	Step 9	step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
	52,953	55,071	57,271	59,564	61,948	64,424	67,001	70,181

**APPENDIX VI. SALARY SCHEDULES & CLASSIFICATION PLANS
FY15 TOWN NON-UNION EMPLOYEES**

Position	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Yrly/Hrly	Yrly/Hrly	Yrly/Hrly	Yrly/Hrly	Yrly/Hrly	Yrly/Hrly	Yrly/Hrly	Yrly/Hrly
Asst. Town Mgr/HR Director	16	92,490	96,112	99,874	103,784	107,850	112,071	116,460	121,662
Combined Facilities Director		50.62	52.61	54.67	56.81	59.03	61.34	63.74	66.59
Dir. of Planning & Community Dev.									
Director of Public Works									
Finance Director									
Fire Chief									
Police Chief									
	15	84,863	88,183	91,638	95,225	98,953	102,827	106,853	111,628
		46.45	48.27	50.16	52.12	54.16	56.28	58.49	61.10
Town Accountant	14	77,865	80,914	84,080	87,371	90,790	94,346	98,039	102,420
		42.62	44.29	46.02	47.82	49.69	51.64	53.66	56.06
Community Housing Coordinator	12	65,555	68,121	70,787	73,556	76,436	79,427	82,537	86,225
Mgmt. Analyst, D.P.W.		35.88	37.29	38.74	40.26	41.84	43.47	45.18	47.19
Community Social Worker	11	60,151	62,505	64,951	67,491	70,135	72,879	75,730	79,114
Public Health Nurse		32.92	34.21	35.55	36.94	38.39	39.89	41.45	43.30
Assistant Building Inspector	10	55,194	57,353	59,597	61,928	64,352	66,870	69,489	72,592
Financial Analyst		30.21	31.39	32.62	33.90	35.22	36.60	38.03	39.73
Senior Admin Ass't to Town Mgr. (40 hrs/wk)									
Technical and Network Specialist (40 hrs/wk)									
Assistant Library Director	9	50,646	52,626	54,685	56,825	59,048	61,357	63,758	66,608
Assistant Town Accountant		27.72	28.80	29.93	31.10	32.32	33.58	34.90	36.46
Asst. Recreation Dir & Adaptive Spo	8	46,471	48,291	50,179	52,142	54,179	56,300	58,504	61,117
Assistant Aquatic Director		25.44	26.43	27.47	28.54	29.65	30.82	32.02	33.45
Assistant Planner									
Assistant Treasurer/Collector									
Associate Assessor/Data Collector									
Children's Librarian									
Head of Circulation, Library									
Head of Technical Services, Library									
Housing Specialist									
Selectmen's Office Supervisor/Information Officer (40 hrs/wk)									
Aquatic Supervisor	7	42,639	44,306	46,040	47,843	49,715	51,661	53,684	56,081
Assistant Children's Librarian		23.34	24.25	25.20	26.19	27.21	28.28	29.38	30.70
Assistant Town Clerk									
Benefits Coordinator/Hum. Res. Ass't									
Office Supervisor									
Planning & Zoning Coordinator									
Youth Coordinator (incl. Teen Center)									

**APPENDIX VI. SALARY SCHEDULES & CLASSIFICATION PLANS
FY15 TOWN NON-UNION EMPLOYEES CONT'D***

Position	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Yrly/Hrly	Yrly/Hrly	Yrly/Hrly	Yrly/Hrly	Yrly/Hrly	Yrly/Hrly	Yrly/Hrly	Yrly/Hrly
Accounting Assistant/Payroll	6	39,487	41,034	42,639	44,306	46,040	47,843	49,715	51,937
Acct. Administrative Ass't-DPW		<i>21.61</i>	<i>22.46</i>	<i>23.34</i>	<i>24.25</i>	<i>25.20</i>	<i>26.19</i>	<i>27.21</i>	<i>28.43</i>
Admin. Assistant, P&R - COA - BOH									
Assessing Financial Analyst									
Conservation Assistant									
COA Info. & Referral Specialist									
Program Coordinator - COA									
Program Coordinator - Park & Recr.									
Reference Librarian									
Secretary/Legal Secretary									
Young Adult/Reference Librarian									
Accounting Asst/Accounts Payable	5	36,570	38,002	39,487	41,034	42,639	44,306	46,040	48,096
Building Maintenance Asst. (40 hrs/wk)		<i>20.02</i>	<i>20.80</i>	<i>21.61</i>	<i>22.46</i>	<i>23.34</i>	<i>24.25</i>	<i>25.20</i>	<i>26.33</i>
Census Administrator									
Department Assistant									
Vital Records Administrator									
Accounting Clerk	4	33,870	35,198	36,570	38,002	39,487	41,034	42,639	44,543
Bldg. Maint. Custodian (40 hrs/wk)		<i>18.54</i>	<i>19.27</i>	<i>20.02</i>	<i>20.80</i>	<i>21.61</i>	<i>22.46</i>	<i>23.34</i>	<i>24.38</i>
Library Assistant									
Lead Van Driver, Senior Center									
Selectmen's Office Clerk II/Recording Secretary									
Recording Secretary	3	31,371	32,597	33,870	35,198	36,570	38,002	39,487	41,253
		<i>17.17</i>	<i>17.84</i>	<i>18.54</i>	<i>19.27</i>	<i>20.02</i>	<i>20.80</i>	<i>21.61</i>	<i>22.58</i>
Clerk I	2	29,057	30,194	31,371	32,597	33,870	35,198	36,570	38,205
Van Driver, Senior Center (FT)		<i>15.90</i>	<i>16.53</i>	<i>17.17</i>	<i>17.84</i>	<i>18.54</i>	<i>19.27</i>	<i>20.02</i>	<i>20.91</i>
Head Lifeguard	1	26,916	27,965	29,057	30,194	31,371	32,597	33,870	35,384
		<i>14.73</i>	<i>15.31</i>	<i>15.90</i>	<i>16.53</i>	<i>17.17</i>	<i>17.84</i>	<i>18.54</i>	<i>19.37</i>

***All positions listed above are 35 hours per week unless otherwise noted. Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 35 hours per week.**

FY15 TOWN NON-UNION INDIVIDUALLY RATED EMPLOYEES

LIBRARY

	<u>Minimum</u>	<u>Step 1</u>	<u>Step 2</u>
Library Page	9.29	9.69	10.04

HIGHWAY/PARK AND RECREATION

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
Temporary Laborer	10.23	10.64	11.05	11.45	11.86	12.27
Temporary Snow Removal Equipment Operator	17.28	17.69	18.09	18.50	---	---

DEPARTMENTAL TEMPORARY OR SEASONAL HELP

Temporary or Seasonal Help	10.23	10.64	11.05	11.45	11.86	12.27
Temporary Special Project Help	14.71	15.47	16.24	17.00	17.77	18.53

TECHNOLOGY DEPT. TEMPORARY OR SEASONAL HELP

	<u>1</u>	<u>2</u>	<u>3</u>
Level I	10.23	11.31	12.39
Level II	15.74	17.70	19.66
Level III	19.81	22.29	24.76

PARK AND RECREATION

Part-time or seasonal hourly rated salary range. (Salary paid from program fees)

<u>Position</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
Preschool Director	22.52	23.52	24.52	25.52
Preschool Instructor	11.00	11.50	12.00	
Recreation Staff	9.00 - 15.00			
Teen Center Staff	9.00 - 19.00			

Seasonal Camp Staff

<u>Position</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Camp Director	19.00	20.00	21.00	22.00	23.00	24.00	25.00
CIT Director	13.00	14.00	15.00	16.00			
Program Specialist	10.00	10.50	11.00	12.00			
Head Counselor	9.50	10.00	10.50	11.50			
Counselor	9.00	9.50	10.00	10.50			
Preschool Camp Director	17.00	18.00	19.00	20.00			
Preschool Counselor	9.00	9.50	10.00	10.50			
Camp Nurse	22.50	23.50	24.50	25.50			
Office Assistant	9.00	9.50	10.00	10.50			
Inclusion Aide	12.00	12.50	13.00	14.00			
Adventure Camp Counselor	10.50	11.00	11.50	12.00			
Assistant Camp Director	14.00	15.00	16.00	17.00			

**APPENDIX VI. SALARY SCHEDULES & CLASSIFICATION PLANS
FY15 TOWN NON-UNION INDIVIDUALLY RATED EMPLOYEES CONT'D**

ATKINSON POOL

Lifeguard	9.50-11.50
Lifeguard in Training	9.00
Water Safety Instructor	10.50-20.50
Swim Aide in Training	9.00
Supervisor (Shift-PT)	11.00-13.50
Pool Receptionist	10.00-13.00
Camp Swim Staff	9.50-12.50

ATKINSON POOL (Specialty Instruction)

Diving (Certified)	20.00	22.00	24.00	26.00	lon-certified: 10.00*
Water Exercise (Certified)	17.00	19.00	21.00	23.00	25.00 27.00 \$29.00
* Non-certified instructors are required to become certified within one year.					
Private Swim Instructor	\$30/ 30 minute lesson				
Semi Private Swim Instructor	\$55/ 30 minute lesson				

SENIOR CENTER

Van Driver (Part-time)	12.24
Substitute Van Driver	10.25
Morning Receptionist	11.25
Fish Coordinator	10.00
Bridge's Coordinator	15.00
Senior Tax Work-off Program Coordinator	12.00
Veteran's Tax Work-off Program Coordinator	12.00
Head Volunteer Coordinator	18.00

Fitness/Art/Educational/Therapy/Outreach Positions: \$25 - \$50/ hour*

MISCELLANEOUS SINGLE RATED

Election Warden and Election Clerk	9.05
Deputy Election Warden/Clerk	9.05
Election Officer & Teller	9.00
Plumbing Inspector	42.89
Adm Asst. To Director of Veterans Svc.	13.77 14.28 14.79
Conservation Agent (Temporary)	30.00
Call Firefighter	\$250 annual stipend and Step 1 Firefighter hourly rate

*In special circumstances for positons with unique skills the rate may be higher.

**APPENDIX VI. SALARY SCHEDULES & CLASSIFICATION PLANS
FY15 TOWN UNION EMPLOYEES**

POLICE - FY15						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Sergeant						
Hourly	30.00	30.69	31.41	32.12	32.76	33.74
Annual	60,289	61,682	63,124	64,546	65,831	67,808
Patrolman						
Hourly	25.00	25.58	26.18	26.77	27.30	28.12
Annual	50,247	51,406	52,615	53,796	54,865	56,513
Student Officer						
Hourly	22.50	23.02	N/A	N/A	N/A	N/A
Annual	45,222	46,265	N/A	N/A	N/A	N/A
Note: Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 38.5 hours per week. Overtime pay is calculated by multiplying 1.5 times these hourly rates.						
<u>SINGLE RATED</u>						
Crome Prevention Officer	\$925/Yr			Detective		\$1,900/Yr
Photo/Fingerprint Officer	\$925/Yr			Training Officer		\$925/Yr
Juvenile Officer	\$925/Yr			Parking Clerk		\$925/Yr
Motorcycle Officer*	\$426.50/Yr			Mechanic		\$925/Yr
Fleet Maintenance Officer	\$925/Yr			Firearms Officer		\$925/Yr
Traffic Officer	\$925/Yr			DARE Officer		\$925/Yr
*Half-time position						

COMBINED DISPATCH - FY15								
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Dispatcher								
Hourly	20.21	21.00	21.82	22.68	23.57	24.49	25.46	26.58
Annual	39,376	40,922	42,527	44,195	45,927	47,731	49,603	51,800
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.								

**APPENDIX VI. SALARY SCHEDULES & CLASSIFICATION PLANS
FY15 TOWN UNION EMPLOYEES CONT'D**

Highway Grid - FY15								
Position	BASIS	START	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Foreman	Annual	52,415	53,990	55,606	57,275	58,995	61,060	63,477
Master Mechanic	Hourly	24.36	25.09	25.75	26.40	27.08	28.02	29.14
Assistant Mechanic	Hourly	23.30	24.05	24.71	25.34	26.04	26.96	28.03
Heavy Equip Operator	Hourly	21.75	22.25	22.98	23.71	24.48	25.32	26.31
Tree Surgeon	Hourly	21.75	22.25	22.98	23.71	24.48	25.32	26.31
Light Equip Operator	Hourly	20.39	20.97	21.36	21.79	22.24	23.00	23.91
Tree Climber	Hourly	20.39	20.97	21.36	21.79	22.24	23.00	23.91
Heavy Laborer	Hourly	19.27	19.68	20.21	20.75	21.30	22.06	22.92
Light Laborer	Hourly	17.57	17.95	18.42	18.89	19.37	20.06	20.85
Landfill Monitor	Hourly	15.99	N/A	N/A	N/A	N/A	N/A	N/A

Notes: 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. Crew Leaders receive an annual stipend of \$4,095.

Engineering Grid - FY15							
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
E1 Eng Aide I	36,103	37,190	38,308	39,456	40,643	41,863	43,519
E2 Eng Aide II	41,518	42,760	44,050	45,367	46,730	48,133	50,038
E3 Eng Aide III	47,747	49,174	50,651	52,170	53,736	55,348	57,538
E4 Jr. Civil Eng	54,904	56,549	58,248	59,996	61,794	63,648	66,168
E5 Civil Eng	61,767	63,629	65,536	67,500	69,523	71,610	74,443
E6 Sr. Civil Eng	65,504	67,471	69,496	71,581	73,722	75,934	78,939
E7 Asst Town Eng	77,044	79,354	81,735	84,189	86,714	89,316	92,851

Notes: Hourly rates are obtained by dividing the annual rates by 52.2 weeks and 40 hours per week.

**APPENDIX VI. SALARY SCHEDULES & CLASSIFICATION PLANS
FY15 TOWN UNION EMPLOYEES CONT'D**

FIRE - FY15						
	MIN	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Firefighter						
Annual	50,096	51,255	52,387	53,620	55,743	56,554
Hourly	22.85	23.38	23.89	24.46	25.43	25.80
Firefighter/EMT-B						
Annual	52,438	53,598	54,733	55,965	58,181	59,004
Hourly	23.92	24.45	24.96	25.53	26.54	26.91
Firefighter/EMT-P						
Annual	56,722	57,882	59,017	60,249	62,465	63,309
Hourly	25.87	26.40	26.92	27.48	28.49	28.88
Lieutenant						
Annual	57,233	58,558	59,852	61,262	63,687	64,613
Hourly	26.11	26.71	27.30	27.94	29.05	29.47
Lieutenant/EMT-B						
Annual	59,911	61,236	62,532	63,940	66,470	67,412
Hourly	27.33	27.93	28.52	29.16	30.32	30.75
Lieutenant/EMT-P						
Annual	64,805	66,130	67,427	68,835	71,366	72,331
Hourly	29.56	30.16	30.75	31.40	32.55	32.99
Fire Captain						
Annual	65,389	66,904	68,381	69,992	72,762	73,821
Hourly	29.83	30.52	31.19	31.92	33.19	33.67
Fire Captain/EMT-B						
Annual	68,448	69,962	71,442	73,051	75,943	77,019
Hourly	31.22	31.91	32.59	33.32	34.64	35.13
Fire Captain/EMT-P						
Annual	74,040	75,553	77,036	78,644	81,536	82,639
Hourly	33.77	34.46	35.14	35.87	37.19	37.69

Single Rated FY15

Call Firefighter	\$250 annual stipend and Step 1 Firefighter hourly rate above
Fire Prevention Officer	\$800 /year
Fire Alarm Superintendent	\$800 /year
Master Mechanic	\$800 /year
Technology Coordinator	\$800 /year
Fire Department Training Officer	\$800 /year
Emergency Medical Tech. Coord.	\$800 /year
Fire Alarm Foreman	\$800 /year

Additional Stipends FY15

EMS Coordinator	\$2000/year
Equipment/Supplies/Recert Coordinator	\$1200/year

**APPENDIX VI. SALARY SCHEDULES & CLASSIFICATION PLANS
FY15 TOWN UNION EMPLOYEES CONT'D**

SUPERVISORY - FY15							
Level/Position*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SA-1	58,043	60,317	62,683	65,140	67,694	70,348	73,490
Supv. Of Buildings ¹							
SA-2	63,272	65,753	68,332	71,010	73,792	76,686	80,112
Town Clerk ²							
Conservation Coord.							
SA-3	68,963	71,668	74,476	77,397	80,431	83,584	87,319
Hwy. Operations Dir.							
Director of Assessing							
C.O.A. Director							
SA-4	75,169	78,117	81,177	84,360	87,665	91,102	95,173
Health Director	77,951	80,292	82,704	85,182	87,739	91,179	95,253
Technology Admin	78,578	80,935	83,362	85,864	88,440	91,906	96,013
Building Inspector	75,169	78,117	81,177	84,360	87,665	91,102	95,173
Treasurer/Collector	75,169	78,117	81,177	84,360	87,665	91,102	95,173
Pk. And Rec. Director	75,169	78,117	81,177	84,360	87,665	91,102	95,173
Town Planner	75,169	78,117	81,177	84,360	87,665	91,102	95,173
SA-5	81,937	85,148	88,485	91,956	95,561	99,306	103,742
Police Lieutenant							
Assistant Fire Chief							
Library Director							
SA-6	89,312	92,810	96,448	100,231	104,160	108,243	113,080
Town Engineer							
SA-7	97,370	101,187	105,157	109,277	113,561	118,012	123,285
* Note all positions in each level have the same step compensation unless otherwise indicated							
¹ This position also receives an annual stipend of \$13,050 as Wiring Inspector							
² This position also receives an annual stipend of \$782 as Registrar of Voters							

ROADSIDE CLEANUP DAY

SATURDAY, MAY 9, 2015

**Please join Sudbury residents in our
Annual Roadside Cleanup and general
beautification of business districts, public areas
and parks.**



**To adopt a street segment or park for the Roadside Cleanup,
please visit www.sudbury.ma.us.**

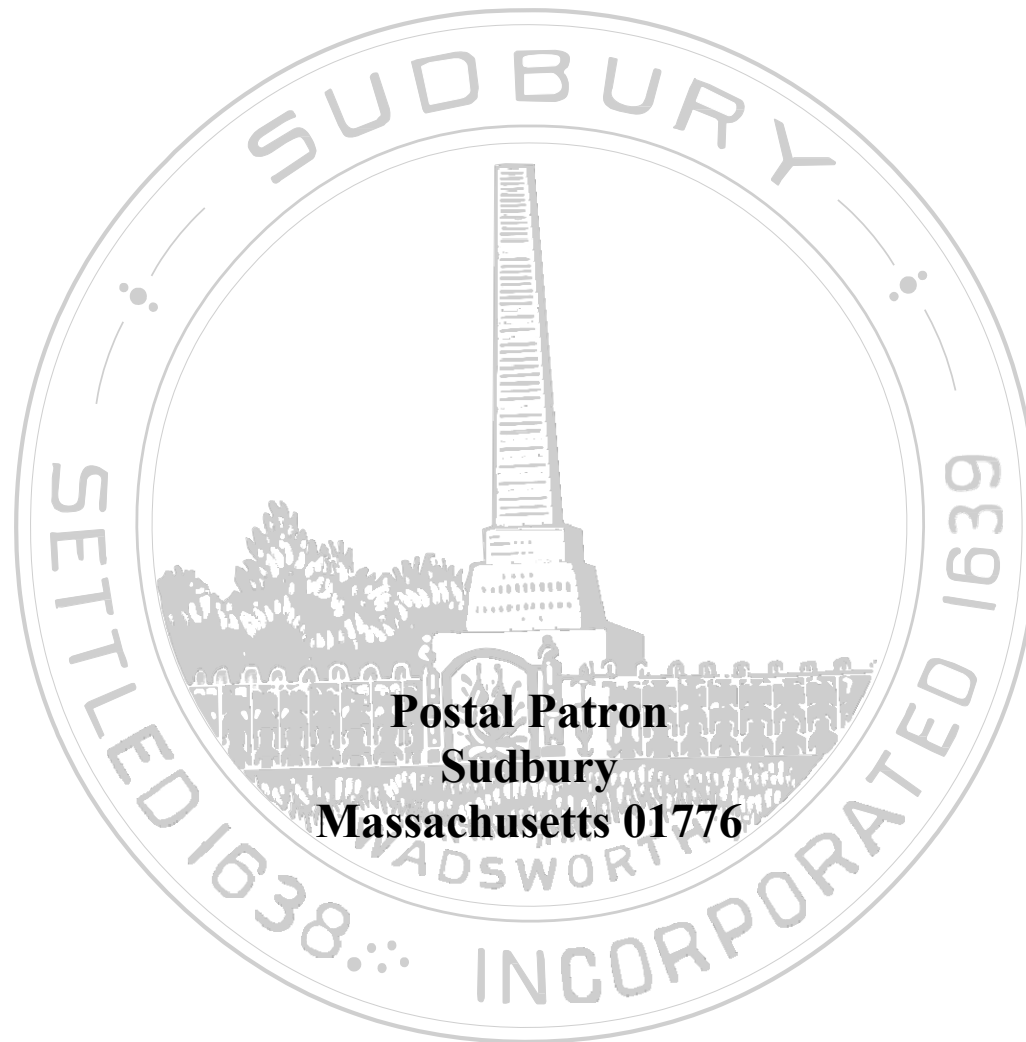
**Participants are encouraged to use their own bags (no special
type is required), and bags will be available in the Selectmen's
Office for those who need them.**

We look forward to seeing you and thank you for your help!

*Sudbury Board of Selectmen
Sudbury Town Manager*

**Board of Selectmen
Sudbury, MA 01776**

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