

2000 ANNUAL TOWN MEETING WARRANT

PERSONNEL RELATED ARTICLES

ARTICLE 7: AMEND CONSOLIDATED PERSONNEL BY-LAW

To see if the Town will vote to amend the Consolidated Personnel By-Law, Article 8 of the General By-law of the Town of Needham, by replacing the current Consolidated Personnel By-law in its entirety and by substituting therefor a revised Consolidated Personnel By-Law; or take any other action relative thereto.

INSERTED BY: Personnel Board

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

PERSONNEL BOARD RECOMMENDS THAT: Article be adopted

Article 7 Explanation: The Personnel Board is proposing major revision to the Consolidated Personnel By-law, which will be distributed to Town Meeting Members prior to May 1, 2000. Over the past year, the Board has been working to create a By-law which will allow Town boards, committees, appointing authorities, and department managers to manage the human resources of covered employees in the most efficient and effective manner possible. Most of the revision work has been to transition the By-law into the current context of modern human resources practices. Because HR is a constantly evolving field, the Board worked to make the By-law the enabling document that would sustain incremental changes and shifts in HR practices and trends, while preserving the integrity of the Town's structural constructs. The revision is intended to (1) set forth the purpose of the By-law; (2) define the roles and responsibilities of the parties responsible for the Town's HR system; and (3) provide more specific details in the three principal areas of personnel responsibilities -- Staffing Controls, Classification, and Compensation. The Board has moved policies and procedures out of the By-law, primarily because these should be updated from time to time, and it would not be practical to revise the By-law in order to do so.

Town Meeting Actions (10:30 pm 5/1/00 - 10:46 pm)

Disposition

Approved

Discussion

Mr. Rick Lunetta, Chairman personnel board

Describes function of board. 7% of employees in their purview.

Vivian Hsu, personnel board

Goal to redraft bylaw for today's practices. No significant changes in any structure or responsibilities.

Moved policies to manual to avoid requiring continual Town Meeting approval of non-statutory issues.

Ron Ruth. Finance Committee. Article affects them; codifies current practice.

Mr. Dan Matthews. Will serve form well.

Ms. Lois Bacon. Library Trustees. Trustees support. Library has most of the covered employees.

ARTICLE 8: AMEND CLASSIFICATION AND STANDARD RATES OF COMPENSATION

To see if the Town will vote to amend the Classification and Standard Rates of Compensation Schedule in its entirety by substituting therefor a new Classification and Standard Rates of Compensation Schedule; or take any other action relative thereto.

INSERTED BY: Personnel Board

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

PERSONNEL BOARD RECOMMENDS THAT: Article be adopted

Article 8 Explanation: In accordance with M.G.L. c. 41 Section 108A, the Town annually adopts a classification and compensation schedule for General Government employees, other than employees covered by labor contracts. The Personnel Board recommends classification and compensation levels for non-represented employees, as well as classification levels for employees whose titles are contained in a bargaining unit. The rates of pay for the latter are set during the collective bargaining process and are incorporated into

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the classification and compensation schedule. All proposed revisions to the Classification and Standard Rates of Compensation Schedule will be provided to Town Meeting Members before May 1, 2000.

Town Meeting Actions (10:47 pm 5/1/00 - 11:05 pm)

Disposition

Approved

Discussion

Vote to discuss with 9.

Ms. Patricia Ford. Personnel Board.

Recommend 2.5% this year.

Also police detail rate increase.

Also amend to keep Ridge Hill rate the same.

Some changes for temporary workers.

Mr. Richard Creem. On Article 9. No change except for Town Clerk's salary. Cannot be in compensation plan, Previously non-salary compensation was handled by a legal fiction to give her benefits equivalent to similar non-elected managers. Now no room in bylaw to use the old scheme at all. Must put all aspects of her compensation in the article each year.

Michele McQuillan, Finance. Article 8 2.5% is okay. Article 9. also consistent.

Mr. Dan Matthews. Selectmen. Study covers 80% of employees. Need to do it. Also support article 9.

ARTICLE 9: ESTABLISH ELECTED OFFICIALS' SALARIES

To see if the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 2000, as required by the Massachusetts General Laws, Chapter 41, Section 108:

Town Clerk	\$51,388
Town Clerk with Six or more Years of Service in that Position	\$61,356 (1)
Selectmen, Chairman	\$1,800
Selectmen, Others	\$1,500
Assessor, in Office as of 1/17/96	\$10
Assessor, elected after 1/17/96	\$0;

(1) In addition, such compensation shall also include payment of longevity in the amount of \$2,454; the accumulation of 15 days of non-occupational sick leave per fiscal year; payment for 25% of unused sick leave at the time of retirement from Town Service in accordance with M.G.L. c. 32, in an amount not to exceed \$19,000; and a one-time payment in lieu of vacation leave in the amount of \$8,259.

or take any other action relative thereto.

INSERTED BY: Personnel Board

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

PERSONNEL BOARD RECOMMENDS THAT: Article be Adopted

Article 9 Explanation: In accordance with M.G.L. c. 41 Section 108, the Town must annually vote to set the salary and compensation for any Elected Town officials who receive compensation. The Town Clerk salary has been separated into two categories, newly elected Town Clerk, and Town Clerk with at least six years of service. This is done because Town elections are held in April and Town Meeting would not have a chance to vote on the salary of a newly elected Clerk until after the incumbent had been receiving a higher rate of pay for several months. It has been the practice of the Personnel Board to provide the Town Clerk, the only full-time elected official, with benefits as close to that of other full-time employees as possible. Payment for longevity, as well as buy-back of sick leave at the time of separation from Town service, is now included in the recommended salary and compensation article. As of July 1, 2000 the Town Clerk will no longer accrue and charge vacation leave. Therefore, the Personnel Board recommends a one time distribution of accumulated and unused vacation leave as of June 30, 2000.

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The annual stipends for the members of the Board of Selectmen have remained unchanged since 1977; the stipends for the members of the Board of Assessors were eliminated at the 1996 Annual Town Meeting. Members of the Board of Assessors in office at that time were grandfathered at a \$10 annual rate so that current members could retain their health insurance benefits.

Town Meeting Actions (11:06 pm 5/1/00)

Disposition

Approved as amended

Amendments

1. Wording
Aye

ARTICLE 10: FUND COLLECTIVE BARGAINING AGREEMENT - POLICE: UNITS A AND B

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and the Needham Police Units A and B, and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Article 24 to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

PERSONNEL BOARD RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 10 Explanation: At the time of the printing of this Warrant, the collective bargaining agreement has not been reached with this Union.

Town Meeting Actions

Disposition

Withdrawn by proponents

ARTICLE 11: FUND COLLECTIVE BARGAINING AGREEMENT - POLICE SUPERIOR OFFICERS

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and the Needham Police Superior Officers Association, and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Article 24 to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

PERSONNEL BOARD RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 11 Explanation: At the time of the printing of this Warrant, the collective bargaining agreement has not been reached with this Union.

Town Meeting Actions

Disposition

Withdrawn by proponents

ARTICLE 12: FUND COLLECTIVE BARGAINING AGREEMENT - FIRE: UNITS A, B, AND C

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and the Needham Fire Union: Units A, B, and C, and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Article 24 to fund same; or take any other action relative thereto.

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INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

PERSONNEL BOARD RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 12 Explanation: At the time of the printing of this Warrant, the collective bargaining agreement has not been reached with this Union.

Town Meeting Actions

Disposition

Withdrawn by proponents

ARTICLE 13: FUND COLLECTIVE BARGAINING AGREEMENT - AFSCME, COUNCIL 93, LOCAL 335 (CUSTODIANS AND MAINTENANCE WORKERS)

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and AFSCME, Council 93, Local 335 and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Article 24 to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

PERSONNEL BOARD RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 13 Explanation: At the time of the printing of this Warrant, the collective bargaining agreement has not been reached with this Union.

Town Meeting Actions (7:41 pm 5/3/00 and 5/10/00 10:29 pm - 10:37 pm)

Disposition

Approved

Discussion

Mr. Dan Matthews. Selectmen. Postpone to Wednesday May 10. Aye.

Mr. Daniel Matthews. Selectmen. Unit is basically School custodians. Same terms as previous (ITWA). Follow the Town Meeting resolution on increases.

Mr. Ford Peckham. Can pay,.

Mr. Richard Creem. Personnel board supports,

Mr. George Tarallo. Why larger percentages than 2 1/2%. Answer. Need to stay competitive

ARTICLE 14: FUND COLLECTIVE BARGAINING AGREEMENT - DPW NAGE

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and the Needham DPW / NAGE, and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Articles 24 - 27 to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

PERSONNEL BOARD RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 14 Explanation: At the time of the printing of this Warrant, the collective bargaining agreement has not been reached with this Union.

Town Meeting Actions

Disposition

Withdrawn by proponents

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ARTICLE 15: FUND COLLECTIVE BARGAINING AGREEMENT - ITWA

To see if the Town will vote to approve the funding of a collective bargaining agreement between the Town and the Independent Town Workers Association, and to recommend amending the necessary line items in the Fiscal Year 2001 Operating Budget under Article 24 to fund same; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

PERSONNEL BOARD RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 15 Explanation: At the time of the printing of this Warrant, the collective bargaining agreement has not been reached with this Union.

Town Meeting Actions (7:45 pm 5/3/00 - 7:48 pm)

Disposition

Approved

Discussion

Mr. Dan Matthews. Selectmen. We need to pay fair and competitive wages.

3 year contract: 2 1/2% first year to 3 1/2% third year.

Mr. Ford Peckham. Finance Committee. Committee supports.

John Dennis. Personnel Board. Board supports.

FINANCE / BUDGET ARTICLES

ARTICLE 16: ACCEPT CHAPTER 73, SECTION 4 OF THE ACTS OF 1986 (CONTINUATION OF INCREASE IN PROPERTY TAX EXEMPTION LIMITS)

To see if the Town will vote to accept, for Fiscal Year 2001, the provisions of Section 4 of Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, which amends Chapter 59 of the General Laws relative to real estate property tax exemptions and approve an increase in the amount of 30% for each eligible exemption; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 16 Explanation and Summary of Chapter 73, Section 4 of the Acts of 1986 and Chapter 126 of the Acts of 1988: Town Meeting approval of the additional exemption, as well as application for the exemption by the taxpayer, must be made annually. Approval was first granted by the May 1993 Town Meeting. The Board of Selectmen has, each year, recommended that the exemption increase by the percentage increase in property taxes for the prior year. In fiscal year 2000 the exemption was 26%. Acceptance of Section 4 of Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, permits the Town to grant an additional exemption to certain taxpayers who are surviving spouses, surviving minors of deceased parents, persons over the age of 70, certain veterans and disabled veterans and their surviving spouses, parents of veterans who died in wartime service and blind individuals, and who qualify for an exemption under any one of the following clauses of Section 5 of Chapter 59 of the General Laws:

Clauses 17, 17C, 17D, 22, 22A, 22B, 22C, 22D, 22E, 37, 37A, 41, 41B, 41C, 42, or 43.

The additional exemption shall be uniform for all exemptions but shall not exceed one hundred percent of a taxpayers original exemption. No taxpayer may pay less tax than paid on the preceding year, except through the application of General Laws, Chapter 58, Section 8A or Chapter 59, Section 5, clause 18. The taxable valuation of the taxpayer's property shall not be less than ten percent of its fair cash value.

Town Meeting Actions

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Disposition

Adopted by Unanimous Consent.

ARTICLE 17: APPROPRIATE FOR TAX WORK-OFF PROGRAM

To see if the Town will vote to raise and appropriate \$7,500 for the purpose of conducting a tax work-off program, said sum to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 17 Explanation: In fiscal year 1996, the Town initiated a program whereby qualified elderly and disabled property owners could work up to 100 hours for the Town. In turn, the individual is paid approximately \$600 which is applied to their property tax bill. The funding request is unchanged from the amount approved in FY2000.

Town Meeting Actions (7:48 pm 5/3/00 - 7:52 pm)

Disposition

Approved

Discussion

Mr. William Powers. Selectmen. Have had ten people in the program this year.

Mr. Ron Ruth. Finance Committee. About \$6000 value last year. Support program.

ARTICLE 18: APPROPRIATE FOR KOREAN WAR MEMORIAL COMMITTEE

To see if the Town will raise and appropriate \$1,000 for the Korean War Memorial Committee for the incidental expenses of the Committee, said sum to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 18 Explanation: These funds are for the incidental expenses of this Committee. \$500 was appropriated in FY2000.

Town Meeting Actions (7:52 pm 5/3/00- 8:11 pm)

Disposition

Approved as amended

Amendments

1. J.H. Powers: *Replace War Memorial* in name of committee with *Semi-Centennial*.

Aye

Discussion

Mr. William Powers. Selectmen. Money has been raised.

Mr. Ford Peckham. Finance Committee. 38th parallel divides freedom from totalitarianism. Committee also asks you to support with vote and check book and to participate and pray for peace.

Mr. Jack Logan. Chairman of Committee. Defense Department sent a certificate and a special flag. A monument committee was created to get the monument without being a town entity. The original committee is sponsoring many activities.

Mr. George Skinner. Chairman of monument committee. Have about \$9000. Need \$2800 more. A ceremony being planned on June 25.

Cynthia Contourie. Natick library lists names of war victims near the door,

Mr. Skinner. High School library has such a plaque.

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ARTICLE 19: APPROPRIATE FOR MEMORIAL PARK GARDEN

To see if the Town will vote to raise and appropriate \$1,000 for the purpose of maintaining the Memorial Park Garden, said sum to be spent under the direction of the Memorial Park Trustees and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Memorial Park Trustees

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 19 Explanation: The Memorial Park Garden was originally developed with donations and volunteers. The Memorial Park Trustees are requesting \$1,000 in order to fund a portion of the annual upkeep and maintenance of this garden.

Town Meeting Actions (8:11 pm 5/3/00 - 8:35 pm)

Disposition

Approved 131 - 64

Discussion

Mr. Jack Logan. Memorial Park Trustee. Garden condition has deteriorated due to Mr. Sockol's leaving. Needs funds.

Mr. Michael Crawford. Finance Committee. Does not support. Bad precedent.

Mr. Gerry Wasserman. Selectmen. 2 gardens funded in part by town: Town Hall and this one. Support, but not as a precedent. Ideas needed.

Mr. John Commando. Why is not DPW responsible? Wasserman. It would be a cost in any event.

Ms. Jane Howard. Oppose in principal. Could revolving fund be used? Logan: not established for that.

Mr. Alan Fanger. Cannot support when roads and sidewalks are not in repair.

Mr. Michael Greis. Not an iron-clad precedent.

Mr. J.H. Powers. Problem is policy for accepting gifts. We should do this now and then get a policy for the future.

Mr. Patrick Forde. Commissioner of trust funds. A fund could be set up. Let's do the \$1000 for this year.

ARTICLE 20: APPROPRIATE FOR COMPENSATED ABSENCE FUND

To see if the Town will vote to raise and appropriate \$46,000 for the purpose of funding compensated absences provided by Personal By-law, Personnel Policies or collective bargaining agreement, said sum to be spent under the direction of the Town Administrator and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 20 Explanation: The purpose of this Article is to begin to fund the Town's employee sick leave liability. Upon retirement, termination or death, certain employees are compensated for unused sick leave. This account, which would gradually be increased each year, would fund this liability.

Town Meeting Actions (8:36 pm 5/3/00 - 8:47)

Disposition

Approved

Amendments

Discussion

Mr. Dan Matthews. Selectmen. Policy of sick leave buy-back exposes town to unpredictable costs.

Mr. Paul Milligan. Finance Committee. Support.

Mr. Richard Creem. Personnel Board. Support.

Mr. Marvin Walter. Wellness programs reduce use of sick days. Perhaps buy back should be reduced with it. Is this

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called for by state law? Matthews: No. Thinking of ways to reduce exposure.

Ms. Elizabeth Mills. Where she worked you had to pre-declare your intention to retire in a give year.

Mr. Paul Siegenthaler. A sound policy.

Mr. John Commando. Lots of sick days given by town.

ARTICLE 21: APPROPRIATE FOR STRATEGIC PLANNING PROCESS

To see if the Town will vote to raise and appropriate the sum of \$25,000 for the purpose of conducting a Town strategic planning process, said sum to be spent under the direction of the Board of Selectmen and raised from the tax levy; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be made at Town Meeting

Article 21 Explanation: Strategic Planning is a structured method of planning which attempts to ensure that an organization understands its mission, is goal oriented, is ready for likely changes in its environment and has considered its options before choosing a path. Funding of this Article will permit the Selectmen to begin a townwide strategic planning process working with a wide variety of boards, committees, residents and representatives of community groups. The funds will be used for the Committee's expenses and for consultant services to assist the Committee.

Town Meeting Actions (8:47 pm 5/3/00 - 8:55 pm)

Disposition

Refer

Amendments

1. Refer to Selectmen.

Aye

Discussion

Mr. Gerry Wasserman. Selectmen. Need to look at the process before doing the plan. Will set up a committee.

Mr. James Healy. Synergy needed with Government Review Committee. Should come back with more vision.

Mr. Paul Siegenthaler. Government Review Committee is more of a tactical committee.

Wasserman. Agree. Will come back with clarity.

Mr, William Powers. Selectmen. Clearly need to be specific.

ARTICLE 22: ACCEPT MGL CHAPTER 194 OF THE ACTS OF 1998 (RETIREMENT BENEFITS FOR CERTAIN RETIREES)

To see if the Town will vote to accept Chapter 194 of the Acts of 1998; or take any other action relative thereto.

INSERTED BY: Needham Retirement Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 22 Explanation: The Town has already accepted legislation which provides this benefit to those who retired after January 12, 1988. This Article will provide equity to those who retired prior to that date. There are twenty individuals who retired prior to January 12, 1988 having elected Retirement Option C, which provides for a monthly benefit to be paid to the beneficiary (usually the spouse) upon the death of the retiree. Four retirees have lost their spouses and, therefore, their benefits will "Pop Up" to the Retirement Option A benefit if this legislation is accepted. This presents a one time cost to the Retirement System of \$8,608. For the remaining sixteen retirees who may be affected, the estimated increase in benefits could be a maximum of \$31,000 per year, which will occur only if the beneficiary dies prior to the retiree.

Town Meeting Actions

Disposition

Adopted by Unanimous Consent

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ARTICLE 23: ACCEPT MGL CHAPTER 127 SECTION 51 OF THE ACTS OF 1999 (3 PERCENT COLA ADJUSTMENT FOR RETIREES)

To see if the Town will vote to accept MGL Chapter 127, Section 51 of the Acts of 1999; or take any other action relative thereto.

INSERTED BY: Retirement Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 23 Explanation: This will allow the Retirement Board to grant an annual Cost of Living Adjustment (COLA) to those qualified retirees of up to three percent (3%). The current legislation provides for a COLA to be paid which reflects the increase in the Consumer Price Index as determined by the Commissioner of Social Security. In FY1999, a 2.1 % COLA increase was provided. In FY2000, a 1.3% COLA increase was provided. According to the Retirement Board Actuary, because the Town has already assumed a COLA of three percent in its actuarial analysis, there is no additional impact on the Town's retirement liability.

Town Meeting Actions

Disposition

Adopted by Unanimous Consent

ARTICLE 24: APPROPRIATE THE FY2001 OPERATING BUDGET

To see what sums of money the Town will vote to raise and appropriate for the necessary Town expenses and charges; or take any other action relative thereto.

INSERTED BY: Finance Committee

FINANCE COMMITTEE RECOMMENDS THAT: Article be adopted as shown on pages 9 - 14.

Town Meeting Actions (9:19 pm 5/3/00 - 11:05 pm)

Disposition

Approved as amended

Amendments

1. See budget page. Mr Healy's amendment for line 021 was approved.

Discussion

Mr. Paul Milligan. Finance Committee.

Anticipated revenue has gone up since budget printed. But that still gives \$700,000 less for warrant issues and new debt service than last year.

Reasons are (all in town wide expenses):

Health Insurance

Debt service

Minuteman assessment

9:33 pm John Connolly. How many at Minuteman? What can be done.

Mr. Milligan. Choice program going away which subsidizes out-of-area students. Still might cost towns more because of reduced enrollment.

Mr. Matthews. 30 students.

Mr. Jerry Browne. Arlington got less. Can the budget be rejected to achieve this?

Mr. James Healy. Six communities must reject to require Minuteman to rework budget. Hard to do that in practice. Thinks we should reject this budget but set aside the money. Moves to amend line 021 to \$495,000.

Mr. George Tarallo. Education costs less in Needham. Matthews. It always costs more for vocational education. Disagrees with amendment.

Ms. Susan Abbott. Cost of Town Meeting? Email vote? Answer: \$1200 - 1500.

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Mr. Tarallo. Transportation? Matthews. Included.

Mr. William Powers. Years ago joined Minuteman due to our own inadequacy in vocational education.

Mr. Gerry Browne. Supports Healy amendment. Must send a message.

Mr. Paul Siegenthaler. Why did FY2000 go down. Matthews. Based on Student numbers.

Mr. Greis. Not sure why we say we are satisfied when the cost is more. Not pleased with no representative tonight.

Mr. Gerry Wasserman. Selectmen. Not fully satisfied but pleased.

Mr. Siegenthaler. Why not in school budget? Mr. Paul Denver defers to Mr. Stephen Theall, superintendent. Moved out of school budget years ago.

Mr. Healy. Problem came with 1993 school reform law,

10:12 pm Ms. Jill Owens. Why line 205 so much increase? Answer. Were vacancies in 99. Step and lane changes this year. Also 2 positions reclassified.

Mr. Brad Christianson. Parking meter fund? Explained that it is used for various expenses. Wishes to see this money used for infrastructure such as crosswalks.

10:26 pm Mr. Paul Denver. School Committee. Explains some new positions.

Mr. Alan Fanger. Can we do anything about unfunded mandates? Answer. Reforms now in legislature.

Mr. George Tarallo. Clock in this hall!

Mr. Denver. Line 303 increase will go to textbooks. Supported by Finance Committee. Money comes from KASE, a separate board. They amass funds because they don't pay rent.

Mr. Ted Baker. Likes KASE but asks are we going to have a mix of KASE (for pay) and full day kindergarten? That would be a bad situation. Answer. There will be an equitable change to full day kindergarten when it happens.

Mr. Brad Christianson. Where are crosswalk signs covered? Answer. Line 502.

10:54 pm Ms. Cynthia Contourie. Line 510 PPBC Salaries are more than Fincom salaries. Answer, PPBC has a full time employee.

ARTICLE 25: APPROPRIATE THE FY2001 WATER ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and appropriate the following sums of money to operate the Water Division of the DPW during fiscal year 2001; under the provision of G.L. Chapter 44, Section 53F ½:

	<u>Expended FY 99</u>	<u>Appropriated FY 2000</u>	<u>Recommended FY2001</u>
901 Salaries	\$556,841	914,219	698,247
902 Purchase of service	213,599	243,300	242,200
903 Expenses	193,176	269,527	266,627
904 Capital outlay	19,522	54,500	20,000
905 MWRA assessment	329,482	356,384	356,384
906 Emergency repairs	41,175	50,000	50,000
907 Debt service	<u>614,966</u>	<u>925,000</u>	<u>1,045,000</u>
Total	\$1,968,761	2,812,930	2,678,458

Or take any other action relative thereto.

INSERTED BY: Board of Selectmen/ Finance Committee

FINANCE COMMITTEE RECOMMENDS THAT: Budget to be Amended and Recommendation to be made at Town Meeting

Article 25 Explanation: The Water Enterprise Fund budget is a self-supporting account. That is, water user fees and charges cover the entire cost of operations. The decrease in the Salaries line-item reflects a return to normal staffing patterns following the start-up of the new Water Treatment Facility, which required 24 hour a day staffing for six months.

Town Meeting Actions (7:54 pm 5/8/00 - 8:26 pm)

Disposition

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Adopted as amended

Amendments

1. Raise line 901 to **704,781** and lower line 907 to **964,000** .

Aye

Discussion

Mr. Paul Smith. Finance Committee. Discusses the history and significance of these three funds. These are not constrained by proposition 2 1/2. "Retained earnings" in these budgets are different from the related concept of "free cash" in the general fund.

Mr, Jack Cogswell. Selectmen. Reminder of retained earnings. Need them for:

- Working capital
- Revenue shortfall
- Unanticipated MWRA increases
- Emergency expenses
- Depreciation reserve for equipment
- Reserve for pollution control surcharges
- Unanticipated recycling increases

Expect to return to normal staffing at the new treatment plant July 1.

Mr, Steve Rosenstock. Why extra water charges last year? Answer used less town water, more MWRA water, during construction.

Mr. Marvin Walter. Do selectmen project any return of retained earnings to users? Smith yes. Cogswell this is part of the yearly rate calculations.

Mr. James Healy. Retained earnings are not really like reserve fund. Disagrees with purchase of capital from retained earnings.

Mr, George Tarallo. Questions self-supporting concept.

ARTICLE 26: APPROPRIATE THE FY2001 WASTEWATER ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and appropriate the following sums of money to operate the Sewer Division of the DPW during fiscal year 2001; under the provisions of G.L. Chapter 44, Section 53F 1/2:

	<u>Expended</u> <u>FY99</u>	<u>Appropriated</u> <u>FY2000</u>	<u>Recommended</u> <u>FY2001</u>
908 Salaries	\$368,012	385,809	391,239
909 Purchase of service	100,086	105,900	101,400
910 Expenses	50,143	61,070	61,070
911 Capital outlay	30,640	65,600	7,500
912 MWRA assessment	4,088,380	4,519,711	4,519,711
913 Emergency repairs	27,420	20,000	20,000
914 Debt service	<u>852,626</u>	<u>995,000</u>	<u>985,000</u>
TOTAL	\$5,517,306	6,153,090	6,085,920

Or take any other action relative thereto.

INSERTED BY: Board of Selectmen/Finance Committee

FINANCE COMMITTEE RECOMMENDS THAT: Budget to be Amended and Recommendation to be made at Town Meeting

Article 26 Explanation: The Wastewater Enterprise Fund budget (Sewer Division) is a self-supporting account. That is, sewer user fees and charges cover the entire cost of operations.

Town Meeting Actions (5/8/00 8:27 pm - 8:31 pm)

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Disposition

Adopted as Amended

Amendments

1. Raise line 908 to **395,328** and lower line 914 to **957,000** .

Aye

Discussion

Mr. Smith. Salary will probably go up again in November after contract negotiations.

Mr. Cogswell. Rates reduced last year from retained earnings.

ARTICLE 27: APPROPRIATE THE FY2001 SOLID WASTE/RECYCLING ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and appropriate the following sums of money to operate the Solid Waste and Recycling Division of the DPW during fiscal year 2001; under the provisions of G.L. Chapter 44, Section 53F ½:

	<u>Expended FY99</u>	<u>Appropriated FY2000</u>	<u>Recommended FY2001</u>
915 Salaries	\$362,647	\$365,603	\$387,924
916 Purchase of service	633,307	675,700	693,700
917 Expenses	80,314	97,600	103,600
918 Capital outlay	0	0	1,000
919 Emergency repairs	0	0	0
920 Debt service	<u>222,815</u>	<u>232,408</u>	<u>240,000</u>
TOTAL	\$1,299,083	\$1,371,311	\$1,426,224

INSERTED BY: Board of Selectmen / Finance Committee

FINANCE COMMITTEE RECOMMENDS THAT: Budget to be Amended and Recommendation to be made at Town Meeting

Article 27 Explanation: This budget is funded through a combination of property tax revenues(approximately \$829,000) and user fees (approximately \$597,000). The increase in salaries is to restore one position that was eliminated in FY2000. This staff person will assist in the new DEP mandated inspection program, the recyclables processing program and the yard waste screening program. The increase in the purchase of service line item is for contractual increases in tipping and transportation costs. The Capital Outlay request is for a scale intercom system and a new heat pump for the transfer station office.

Town Meeting Actions (5/8/00 8:31 pm - 9:07 pm)

Disposition

Adopted as Amended

Amendments

1. Raise line 915 to **390,402** , lower line 916 to **673,700** , and lower line 920 to **232,000** .

Aye

Discussion

Mr. Paul Milligan. Finance Committee. Moved someone into this budget and highway engineer to main budget.

Mr. Jerry Wasserman. Selectmen. More on the additional person. State requirements cost money. More work on yard waste required.

Mr. Ted Weiner. On experimental added hours. Is it a shift? Answer. Not yet approved. Not a shift.

On money. He expects costs to rise (especially from Milbury plant). He and Mr. Weitzen believe there is excess capacity at RTS. Could amount to \$500,000 annually. Why don't we privatize? Feels we don't need to spend so much money at RTS.

Mr. John Connolly. Would like a retained earning line item. Mr. Milligan. Agrees.

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Mr. Michael Greis. Wants explanation of use of capital. Also finds dual support of RTS odd.

Wasserman. Never intended RTS to be self-supporting.

Mr. Mark Fachetti. Amend to recommend retained earnings line item. Answer. Cannot be done for this article.

Mr. Cogswell. Don't see totals even if you do that.

Mr. Richard Weitzen. Thinks there are ways to save money. Even suggests curbside pickup. Feels there is excess capacity at RTS.

ARTICLE 28: CONTINUE DEPARTMENTAL REVOLVING FUNDS

To see if the town will vote to continue revolving funds for certain town departments pursuant to the provisions of G.L., Chapter 44, Section 53E ½ for the fiscal year beginning July 1, 2000:

<u>Revolving Fund</u>	<u>Authority to Spend</u>	<u>Revenue Source</u>	<u>Use of Fund</u>	<u>FY2001 Budget</u>
School Busing	School Committee	Fee Based Busing Program Receipts	Transportation of students to and from School	\$200,000
Memorial Park	Memorial Park Trustees	Food Concessions	Improvements to Memorial Park	\$4,100
Local Transportation	Council on Aging Director	MBTA, Grant Revenues, Town Appro.	Transportation program for COA	\$40,000
Yard Waste Processing Program	Board of Selectmen /DPW Director	Appropriation from Town and Participating Communities	Multi-community yard waste processing program	\$75,000
Home Composting Bin Account	Board of Selectmen / DPW Director	DEP Grant / Sales of Bins	Purchase of additional home composting bins	\$2,000
Human Rights Committee Invest. Account	Board of Selectmen / Town Administrator	MCAD	Costs related to the Investigation of MCAD complaints	\$2,000
Senior Center Activities	Council on Aging Director	Program Fees	Costs related to social programs for elderly	\$1,000

or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 28 Explanation and Summary of G.L. Chapter 44, Section 53E ½ : A revolving fund established under the provisions of G.L. Chapter 44, Section 53E ½ must be authorized annually by vote of the Town Meeting. The fund shall be credited with only the departmental receipts received in connection with the programs supported by such revolving fund and expenditures may be made from the revolving fund without further appropriation, subject to the provisions of Section 53E ½.

The Annual Town Meeting authorization for each revolving fund shall specify:

- (1) the programs and purposes for which the revolving fund may be expended;*
- (2) the departmental receipts which shall be credited to the revolving fund;*
- (3) the board, department or officer authorized to expend from such fund; and*
- (4) a limit on the amount which may be expended from such fund in the ensuing year.*

In any fiscal year the Board of Selectmen and the Finance Committee may approve an increase in the amount to be spent from the revolving fund, but in no event shall any agency, board, department or officer be authorized to expend in any one fiscal year more than one percent

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of the amount raised by the Town by taxation in the most recent fiscal year for which a tax rate has been certified pursuant to G.L. Chapter 59, section 23.

Town Meeting Actions

Disposition

Adopted by Unanimous Consent

ARTICLE 29: AUTHORIZATION TO EXPEND STATE FUNDS FOR WAYS

To see if the Town will vote to authorize the Board of Selectmen to permanently construct, reconstruct, resurface, alter or make specific repairs upon all or portions of various Town Ways and authorize the expenditure of \$700,000 provided or to be provided by the Commonwealth of Massachusetts through the Massachusetts Highway Department; or take any other action relative thereto.

INSERTED BY: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 29 Explanation: State law requires that Town Meeting approve the use of funds received from the State for road construction purposes including engineering or to address traffic improvements. In FY2000, the Town received approximately \$467,000 from the State.

Town Meeting Actions (5/8/00 9:31 pm - 9:42 pm)

Disposition

Approved

Discussion

Mr. Jack Cogswell. Selectmen. Two risks: Big Dig and its financial appetite. TIP is a state project. This article is chapter 90, however (minor connectors). Both programs being cut. Some of this money will be spent on TIP-eligible roads.

Mr. James Masterman. Finance Committee. Adopt.

Mr. Marvin Walter. Are Articles 29 and 51 all that we can spend on roads? Cogswell. Additive.

ARTICLE 30: TRANSFER OF UNDESIGNATED FUND BALANCE

To see if the Town will vote to transfer \$2,565,745 from the Undesignated Fund Balance Account (Free Cash) to meet, in part, appropriations made at this Town Meeting, and to authorize the Board of Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 2001; or take any other action relative thereto.

INSERTED BY: Finance Committee

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article 30 Explanation: Undesignated fund balance is the result of unexpended appropriations and revenue in excess of estimates from fiscal year 1999. It also includes the collection of previously delinquent taxes.

Town Meeting Actions (5/8/00 9:43 pm - 9:44 pm)

Disposition

Adopted as Amended

Amendments

1. To 2,745,685.

Aye

Discussion

Mr, Paul Milligan. Addition is KASE money.