



**REPORT ON THE WARRANT
FOR THE
ANNUAL TOWN MEETING**

**AMOS CLARK KINGSBURY HIGH SCHOOL
GYMNASIUM**

**ANNUAL TOWN MEETING
Monday, April 26, 2010
7:30 P.M.**

**Prepared by
BOARD OF SELECTMEN
March 2010**

PLEASE BRING THIS REPORT TO TOWN MEETING

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Section 2-8 of the Charter of the Town of Medfield states in part the following:

"A warrant report for the Annual Town Meeting shall be assembled and printed by the Board of Selectmen and placed in-distribution to the households of the town not less than one week prior to the town meeting. The warrant report shall contain for each article an explanation of the article by its petitioner, and a recommendation by the warrant committee. "

In conformance with the Charter provision, the Board of Selectmen has assembled, printed and placed in distribution this warrant report.

EXCERPTS FROM TOWN BYLAWS PERTAINING TO TOWN MEETING

ARTICLE I -- TOWN MEETINGS

SECTION 4. In the event that the Annual Adjourned Town Meeting or any Special Town Meeting shall not have been completed by 10:45 P.M. it shall be adjourned to a place and time determined by a majority of the voters then present; however, the Moderator shall be authorized to keep any such Annual or Special Town Meeting in session for an additional half hour period, if, in his opinion, the meeting will thereby be enabled to complete the remaining business.

The number of voters necessary to constitute a quorum at any Town Meeting shall be two hundred and fifty (250) provided that a number less than a quorum may from time to time adjourn the same. This section shall not apply to parts of meetings as are devoted exclusive to the election of town officers.

A vote of town meeting shall be subject to only one motion for reconsideration and such motion shall require a two-thirds vote. Action on a motion for reconsideration shall be postponed until the next session unless the current session has been declared to be the last. No motion for rescission will be in order.

SECTION 5. Any resident of the Town over fifteen and under eighteen years of age may attend a Town Meeting provided that, in the sole discretion of the Moderator there is sufficient room for such persons in addition to all registered voters attending said meeting. Such persons shall be seated in an area to be designated by the Moderator and shall not vote.

One speaker may speak in favor of an article or Warrant Committee recommendation and one from those wishing to speak against. The speaker may speak to the meeting for two minutes each, at a time or times deemed appropriate by the Moderator.

The Town Meeting may extend the time for speaking or the number of speakers by majority vote.

<i>ht</i>	<i>Page</i>	<i>Reference</i>	<i>Rank</i>	<i>Table of Basic Points of Motions</i>			<i>Second Required</i>	<i>Debatable</i>	<i>Amendable</i>	<i>Vote Required</i>	<i>May Reconsider</i>	<i>May Interrupt</i>
				PRIVILEGED MOTIONS								
126	1			Dissolve or adjourn sine die	Yes	No	No	Maj.	No	No		
123	2			Adjourn to a fixed time or recess	Yes	Yes	Yes	Maj.	No	No		
121	3			Point of no quorum	No	No	No	None	No	No		
120	4			Fix the time to (or at) which to adjourn	Yes	Yes	Yes	Maj.	Yes	No		
118	5			Question of Privilege	No	No	No	None	No	Yes		
				SUBSIDIARY MOTIONS								
99	6			Lay on the table	Yes	No	No	2/3	Yes	No		
97	7			The previous question	Yes	No	No	2/3	No	No		
96	8			Limit or extend debate	Yes	No	No	2/3	Yes	No		
94	9			Postpone to a time certain	Yes	Yes	Yes	Maj.	Yes	No		
92	10			Commit or refer	Yes	Yes	Yes	Maj.	Yes	No		
89	11			Amend (or substitute)	Yes	Yes	Yes	Maj.	Yes	No		
87	12			Postpone indefinitely	Yes	Yes	No	Maj.	Yes	No		
				INCIDENTAL MOTIONS								
104			Same rank as motion out of which they arise	Point of Order	No	No	No	None	No	Yes		
105		Appeal		Yes	Yes	No	Maj.	Yes	No	No		
107		Division of a question		Yes	Yes	Yes	Maj.	No	No	No		
109		Separate consideration		Yes	Yes	Yes	Maj.	No	No	No		
110		Fix the method of voting		Yes	Yes	Yes	Maj.	Yes	No	No		
111		Nominations to committees		No	No	No	Plur.	No	No	No		
112		Withdraw or modify a motion		No	No	No	Maj.	No	No	No		
114		Suspension of rules		Yes	No	No	2/3+	No	No	No		
				MAIN MOTIONS								
63	None			Main Motion	Yes	Yes	Yes	Var.	Yes	No		
73	•			Reconsider or rescind	Yes	•	No	Maj.	No	No		
100	None			Take from the table	Yes	No	No	Maj.	No	No		
54	None			Advance an article	Yes	Yes	Yes	Maj.	Yes	No		

• Same rank and debatable to same extent as motion being reconsidered.
+ Unanimous if rule protects minorities; out of order if rule protects absentees

MESSAGE FROM THE MODERATOR

To my friends in the Medfield Community:

Spring is upon us – the time when the townspeople of Medfield traditionally gather together, as we have for 360 years, to address the important local issues of the day. We are largely a self-reliant group. As with our pioneering forbearers who came out of Dedham to the east banks of the Charles River, we engage ourselves primarily with our work, our families, our homes and our personal interests. Self-reliance, and independent thought and action, are the hallmarks of personal and social advancement. But, in a complimentary way, our success and achievement is also a product of our commitment to common purpose. Our Annual Town Meeting is one important ‘living’ example of that commitment – we meet to provide for the structure and support of tremendously important values: the education for our children, a library and open spaces for all, the well-being of young and the old, municipal services, local commerce, recreation, and safety in our homes and streets.

Therefore, it is my honor and pleasure as your Town Moderator to invite all of the citizens of Medfield to attend our Annual Town Meeting to be held on Monday evening April 26, 2010 at 7:30PM at the Medfield High School gymnasium. I encourage you to come and participate. It is an extraordinary exercise of self-governance and community participation.

Last year we gathered as a Town in a climate of economic volatility and instability – in the previous months we had witnessed the unraveling of prominent financial institutions, the transformation of the governmental and business landscape, and we all harbored feelings of some degree of social discomfort and uncertainty. In 2010, many of the feelings persist – and many of the consequences of the economic downturn and financial uncertainty directly impact the Town of Medfield. Our capacity to provide for the common purpose is now focused on the fundamental services, programs and initiatives of the Town. Our 2010 Town Meeting agenda, and our operating budget, reflect both these economic realities and the focus on our core commitments.

I ask that you review this Report on the 2010 Warrant – and please bring your copy with you to the Town Meeting as a “scorecard” as we address the warrant articles and the Town’s operating budget. I look forward to seeing you on Monday evening, April 26 at the high school. Come, enjoy,

and participate, where the principles of self-reliance find their voice in the most democratic form of self-government, and where common purpose find's its voice in community.

Respectfully submitted,

Scott F. McDermott
Town Moderator

PREFATORY REMARKS BY THE CO-CHAIRMAN OF THE WARRANT COMMITTEE

My name is Jim Shannon and I serve, with Maryalice Whalen, as co-chair of the Warrant Committee. In addition to Maryalice, the other members of this year's committee are Dave Fischer, Diane Hallisey, Debbie Mozer, Jim O'Shaughnessy, T.J. Schlesinger and our new members Gus Murby and Cathy Steever. I want to thank all of the members for their long hours and service to the Town of Medfield. I would also like to thank the Town and School Departments for their cooperation and hard work throughout the budgeting process.

As the taxpayers, department heads, Board of Selectmen and town employees are well aware, the last few years have been very challenging for the Town of Medfield. The Town is faced with falling property values, reduced construction fees, reduced interest income, stagnant excise tax revenues and, most significantly, large reductions in state aid. At the same time, the Town is faced with rising expenses – especially relating to health insurance and pension costs which are up an average 10% per year over the last five years. While Medfield's challenges are duplicated on the state and national fronts, they are also present at the household level. Families are wrestling with high unemployment, a weak job market, fixed or falling incomes, declining retirement, home and asset values - all while many components of the cost of living like healthcare and school fees are rising.

How has the Town of Medfield reacted to these realities? At the November 2009 Budget Hearing, the Warrant Committee asked for department heads to "level-fund" their budgets for FY 2011. It is anticipated that non-union town employees will receive little or no pay adjustment in FY 2011. Department heads have been restrained in rehiring for vacant positions. The budget for capital expenditures has been cut to \$350,000 for the 2010 and 2011 fiscal years. The construction of replacements for the Town garage, public safety buildings and recreational facilities has been put on hold. Land purchases have been halted. The Town's "free cash" is expected to be at a historically low level. All of these cuts and deferred expenditures have been difficult for most departments, their employees and those serviced. We thank all for their cooperation and understanding.

As a result of good governance, strong planning and the difficult decisions made over the last few years, the Town of Medfield has managed to live within its means. For another year, the Town will be able to avoid a Proposition 2 ½ override. The Town's debt load is manageable and falling. The Town's school system, library, CENTER at Medfield, sports programs, recreational opportunities, open space and sense of community are the envy of many towns. While reinvestment in the town will certainly be needed in the future, this budget attempts to sustain these services while being sensitive to the burden on taxpayers.

Respectfully submitted,

James E. Shannon
Co-Chairman, Medfield Warrant Committee

REVIEW OF TOWN FINANCES

After the 2009 Annual Town Meeting, the Commonwealth of Massachusetts passed a fy10 budget that reduced state aid by \$345,707. There was also talk of another round of state aid cuts to be made in the fall if state revenues continued to decrease. To make sure that Medfield would have a balanced budget for fy10, the Board of Selectmen called a Special Town Meeting on October 19, 2009 to reduce operating and capital budgets by \$287,545 and to take such other actions as necessary. This Special Town Meeting also authorized the use of an additional amount of \$300,000 from Free Cash in the event that the Commonwealth instituted another round of state aid cuts. Fortunately, no more state aid reductions were made. When the Town was required to use this additional \$300,000 of Free Cash in setting the tax rate, even though it wasn't needed, town officials lowered their estimate of local receipts by \$300,000 to insure that an adequate level of Free Cash was available for fy11. The fy10 tax rate was set in December 2009 at \$14.24. It is difficult to compare tax rates from one year to another, since annual revaluation of property values can skew the results up or down. The best way to look at what has been happening is to look at revenues and expenditures over a period of time. Table I does this for the period from fy05 to fy11 (estimated).

Clearly, the Town's largest revenue source is the property tax, which provides almost two-thirds of total revenues. State aid is the second largest revenue source accounting for another 14 %. Together, these two revenue sources bring in about 80% of total Town funds. Over the seven-year period shown in Table I, these two major revenues have increased by a remarkably similar percentage, although the property tax growth has been more consistent, while state aid has gone up and down, reflecting economic conditions. Of the remaining revenue sources, the third largest, local receipts, has behaved similarly to state aid, increasing when the economy was healthy and falling as interest rates plunged, building activity fell off and car sales declined. The very large percentage increase in School Building Assistance is attributable to the reimbursement for the three school construction projects undertaken by the Town. If the total revenue (and expenditure) increase is divided by the six incremental changes over the seven-year period, the average annual increase is about \$1.3 million or 3%, not out of line with the rate of inflation or the cost of living increase during that same time period.

TABLE I
CHANGE IN REVENUES & EXPENDITURES FY05 – FY11(EST.)

Revenues	fy05	fy06	fy07	fy08	fy09	fy10	fy11	inc.(dec.) fy05- fy11	%
	(000's)								
Tax levy	\$27,585	\$28,347	\$29,706	\$30,095	\$31,961	\$32,637	\$33,725	\$6,140	22.3%
State Aid	\$5,751	\$6,473	\$7,080	\$7,711	\$8,087	\$7,398	\$7,000	\$1,249	21.7%
School Building Assist. Authority (SBAA)	\$654	\$654	\$654	\$1,837	\$1,948	\$1,837	\$1,837	\$1,183	180.9%
Local Receipts	\$3,330	\$3,817	\$3,961	\$4,071	\$4,235	\$3,558	\$3,850	\$520	15.6%
Other Available Funds	\$2,541	\$1,656	\$1,740	\$1,458	\$3,406	\$1,273	\$1,000	(\$1,541)	-60.6%
Enterprise Fund	\$2,529	\$2,421	\$2,427	\$2,930	\$2,647	\$2,753	\$2,868	\$339	13.4%
Free Cash	\$770	\$870	\$1,000	\$1,024	\$700	\$800	\$682	(\$88)	-11.4%
Total									
Revenues	\$43,160	\$44,238	\$46,568	\$49,126	\$52,984	\$50,256	\$50,962	\$7,802	18.1%

The two largest categories of expenditures are for schools (52%) and debt service (18%), but the third largest category, pensions and insurance, (11%) has increased by 87% over the last seven years and is threatening the Town's ability to provide needed programs and services to its residents. Cities and towns across the Commonwealth, newspaper and television editorials, business and academic institutions have called for reform of the way that public pension and insurance costs are incurred and paid for. To date, while some small changes have been made, the special interests seem to have been able to keep major reforms at bay.

Town budgets have been increasing at an average of 3.7%, water and sewer enterprise budgets at 4.3% and the school department budget at 4.6%, far less than the 14.5% average annual increase in insurance and pensions. One encouraging note is the 16.5% decrease in debt service costs, as principal and interest on many of our capital construction and land acquisition projects continue to fall. The Town needs to address the cuts in capital expenditures for building maintenance and equipment replacement, however, to avoid a backlog of funding requests in the future.

FY11 Budgets

When the Board of Selectmen and the Warrant Committee met with department heads, boards and commissions in November 2009 to begin the budget process for fy11 (July 1, 2010 to June 30, 2011), the guidelines presented called for level funding of budgets at the appropriation amounts voted at the 2009 Annual Town Meeting, except for insurance and pensions, which were projected to increase at 10%. The recommendations contained in this report are for 7.1% increase for pensions and insurance, level funding of the School Department budget, a 3.5% increase in the Water and Sewer Enterprise budgets, a 0.2% increase in the Town budgets and a 0.3% decrease in the Debt Service budgets. The reason for the increase in the Town budgets was to provide for an appropriation of \$25,000 to the Stabilization Fund. Otherwise, the Town budgets would show a slight decrease. The cooperation of Town departments in level funding fy11 budgets is greatly appreciated and has made it possible to balance the budget, despite the pressures to maintain or increase services, and despite falling revenues. Medfield employees have also recognized the difficult economic times and have been working with the Town to maintain fiscal stability. The efforts of all were recognized recently, when Medfield's AA2 bond rating was confirmed.

Other Warrant Articles

With the lack of funds available for fy11, the warrant for this year's Annual Town Meeting contains only 23 articles. Article 1 is the Town election, which was on March 29, 2010. Article 2 is to accept departmental reports. Copies of the Annual Town Report are available at this town meeting or on-line at the Town's web site. Articles 3 through 9 are requests to reauthorize various revolving accounts that must be voted each year. Similarly, Article 10 is an annual acceptance of a state statute, which allows the Assessors to increase the amount of abatements and exemptions granted to certain eligible property owners. Articles 11, 12 and 13 deal with the salaries of elected officials and Town employees. Although no salary increases are anticipated in the budgets, collective bargaining negotiations are underway with several employee unions, and if a settlement is reached prior to the Town meeting, which requires a change in salary levels for any of these groups, these articles have been placed on the warrant. Even if no salary changes are proposed, however, these articles will be voted on to confirm current salary levels and to keep Town Meeting members informed of personnel developments.

Article 14 is the departmental operating budgets, which for fy11 comprises more than 95% of the Town's spending, making it far and away, the most significant article on the warrant. Article 15, the capital budget, contains funding for maintenance of town buildings and grounds, purchase and replacement of equipment and future land purchases. In recent years it has been reduced considerably. For fy11 the recommended appropriation is \$450,000. Article 16 seeks authorization for the Board of Selectmen to lease a small portion of land at the Town garage. Article 17 will complete the reimbursement of the Stabilization Fund for monies taken from it to purchase the Town ambulance. Article 18 continues the program of putting monies from sewer betterments paid-in-advance into a special purpose Stabilization Fund, while Article 19 puts surplus funds from the Town's self-insured group health insurance trust in a special purpose stabilization fund to continue funding unfunded retiree health insurance costs.

Article 20 requests an appropriation to pay for consultants to advise the Town on the various aspects of the cleanup, sale, land transfer, and reuse of the former Medfield State Hospital site. Article 21 would amend Section 17 Personal Wireless Communications Facilities of the Zoning By-law to recognize the changing technologies and the changing

regulatory environment in this field. Article 22 provides for the acceptance of three private ways as public ways. Article 23 authorizes the Board of Assessors to utilize an amount of free cash in setting the fy11 tax rate.

Conclusion

While shorter than most Town Meeting warrants, the fy11 Annual Town Meeting Warrant is still very important in maintaining the Town's fiscal health and in positioning the Town to meet its future fiscal, legal and regulatory responsibilities. The recommendations in this Warrant Report call for a balanced budget, while maintaining important Town programs and services. If these recommendations are followed, the Town will not require an override and will be prepared to face the more difficult issues of fy12. As a member of the Town's legislative body, the Town Meeting, you play an important role in determining the Town's future course. Please attend the Town Meeting on April 26, 2009 at the High School gymnasium, ask questions, discuss the issues and vote on the articles contained in this warrant report.

Ann B. Thompson, Chairman

Mark R. Fisher, Clerk

Osler L. Peterson
Board of Selectmen
Town of Medfield

TOWN OF MEDFIELD TAX LEVY FY05-FY11(est.)

all figures are in thousands (000's)

	actual										est. 03/23/10
	FISCAL05	FISCAL06	FISCAL07	FISCAL08	FISCAL09	FISCAL10	FISCAL11				
INCOME:											
TAX REVENUE:											
TAX LEVY	\$20,895	\$22,526	\$23,233	\$25,074	\$26,463	\$28,398	\$29,500				
DEBT EXCLUSIONS	\$5,277	\$4,996	\$4,620	\$3,645	\$3,526	\$3,164	\$3,141				
2 1/2 LEVY INCREASE	\$528	\$564	\$584	\$630	\$665	\$712	\$739				
NEW GROWTH	\$347	\$261	\$269	\$246	\$377	\$363	\$250				
TAX LEVY OVERRIDE	\$538	\$0	\$1,000	\$500	\$850	\$0	\$91				
UNEXPENDED TAX LEVY											
SUBTOTAL TAX REVENUE	\$27,585	\$28,347	\$29,706	\$30,095	\$31,881	\$32,637	\$33,721				

NON - TAX REVENUE:

FEDERAL AID	\$0	\$0	\$0	\$0	\$0	\$0	\$0
STATE AID	\$5,751	\$6,473	\$7,080	\$7,711	\$8,086	\$7,397	\$7,000
SCHOOL BUILDING ASSISTANCE	\$654	\$654	\$654	\$1,837	\$1,837	\$1,837	\$1,837
LOCAL RECEIPTS	\$3,330	\$3,817	\$3,961	\$4,071	\$4,327	\$3,558	\$3,850
OTHER FREE CASH (for state 9C budget cuts)	\$0	\$0	\$0	\$24	\$0	\$300	\$0
OTHER AVAILABLE FUNDS	\$2,541	\$1,656	\$1,740	\$1,458	\$3,516	\$1,273	\$1,000
ENTERPRISE FUND REVENUES	\$2,529	\$2,421	\$2,427	\$2,930	\$2,647	\$2,753	\$2,868
SUBTOTAL NON TAX REVENUE:	\$14,805	\$15,021	\$15,862	\$18,031	\$20,413	\$17,118	\$16,555

TOTAL INCOME FROM REVENUE

	\$42,390	\$43,368	\$45,568	\$48,126	\$52,294	\$49,755	\$50,276
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EXPENDITURES:**FIXED:**

SNOW DEFICIT/LAND DAMAGES/TAX TITLE	\$20	\$211	\$116	\$0	\$180	\$194	\$194
OVERLAY FOR TAX ABATEMENTS	\$162	\$253	\$178	\$180	\$268	\$211	\$225
STATE AID - CHERRY SHEET OFFSETS	\$29	\$30	\$29	\$30	\$29	\$25	\$25
STATE CHERRY SHEET ASSESSMENTS	\$383	\$379	\$404	\$419	\$454	\$511	\$524
SUBTOTAL FIXED EXPENDITURES:	\$594	\$873	\$727	\$629	\$931	\$941	\$968

APPROPRIATIONS:

CAPITAL BUDGET/OTHER ARTICLES	\$2,653	\$1,576	\$1,538	\$1,954	\$3,443	\$918	\$876
EMPLOYEE BENEFITS	\$3,005	\$3,511	\$4,185	\$4,570	\$5,143	\$5,191	\$5,627
SCHOOL BUDGET (TOWN)	\$20,698	\$21,763	\$23,686	\$24,918	\$26,130	\$26,240	\$26,360
SCHOOL BUDGET (VOCATIONAL)	\$71	\$117	\$146	\$194	\$158	\$184	\$222
TOWN BUDGETS	\$7,304	\$7,752	\$8,217	\$8,524	\$9,054	\$8,829	\$8,921
WATER & SEWER ENTERPRISE	\$1,436	\$1,429	\$1,521	\$1,588	\$1,650	\$1,747	\$1,807
SUB-TOTAL OPERATING BUDGETS	\$35,167	\$36,148	\$39,293	\$41,748	\$45,578	\$43,109	\$43,813

DEBT: NON-EXCLUDED DEBT

EXCLUDED DEBT (TAX LEVY OVERRIDE)
ENTERPRISE FUND DEBT (W&S)

	\$699	\$643	\$588	\$662	\$618	\$583	\$595
	\$6,233	\$6,117	\$5,517	\$5,654	\$5,451	\$5,149	\$5,088
	\$467	\$457	\$443	\$433	\$416	\$473	\$498
SUB-TOTAL DEBT	\$7,399	\$7,217	\$6,548	\$6,749	\$6,485	\$6,205	\$6,181

SUBTOTAL APPROPRIATIONS:

	\$42,566	\$43,365	\$45,841	\$48,497	\$52,063	\$49,314	\$49,994
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TOTAL EXPENDITURES:

	\$43,160	\$44,238	\$46,568	\$49,126	\$52,994	\$50,255	\$50,962
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DEFICIT:

FINANCED FROM FREE CASH	(\$770)	(\$870)	(\$1,000)	(\$1,000)	(\$700)	(\$500)	(\$686)
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certified free cash - july 1

	\$1,405	\$1,550	\$1,761	\$1,606	\$1,349	\$1,557	\$1,500
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TOWN OF MEDFIELD
RESERVE FUND TRANSFERS
FISCAL YEAR 2009

01-997-2-573000 APPROPRIATED FY 2009 138,000.00

<u>DEPARTMENT</u>	<u>TRANSFERRED</u>
01-610-2-520200 Library Bulding Maint-failure and repair of Library's HVAC system	12,000.00
01-751-2 Town Debt-Interest-borr costs+interest on Ban and MWPAT II Loa	43,736.00
60-410-2 Wat Ent-Well 6 motor repl \$24k & electric bills \$6k	30,000.00 **
01-610-2-520300 Library-handicap railing repairs	3,280.00
01-610-2-520600 Library elevator revised maintenance contr	632.26
01-426-2-520500 DPW truck lift (failure of old equip)	19,488.00
01-693-2-540260 Memorial Day Committee exp increase	428.54
01-141-2-520500 Assessor & Collector's server	6,000.00
01-292-1-510100 Animal Control Salaries	3,000.00
01-210-1-2-540000 Police Administration-utility and maint bills	8,000.00
	126,564.80

** To be recovered fr Wat Ent in FY11 Budget

TOWN OF MEDFIELD
Transfers Requested Under the Provisions Of
Section 77 of the Acts of 2006
amends M.G.L. Chapter 44 section 33B
Fiscal Year 2009

<u>ORG TRF FROM:</u>	<u>RANSFERRED TO:</u>	<u>TRANSFER AMT</u>
01-210-1-1	01-210-2-2 From Pol Op Salaries to Pol Operations Expense	5,000.00
01-422-1	01-422-2 From Highway Salaries to Highway Operations	5,000.00
01-426-1	01-426-2 From Equipment Maint Salaries to Equip Maint	5,000.00

Town Debt by Category
as of
June 30, 2009

PURPOSE	LOCATION	DATE VOTED	AMOUNT AUTHORIZED	DATE ISSUED	AMOUNT OF		BALANCE	INTEREST		TOTAL PRINCIPLE	
					ISSUE	REMAIN		REMAIN	INTEREST DUE		
Sewer	MWPA Trust	October-96				\$579,000	\$218,509		\$24,613		
	MWPA Trust	April-09	\$1,009,030	Mar-09	\$1,031,406		\$978,842		\$194,748		
	South St sewers	Apr-96	\$958,000	August-98	\$350,000						
	Stagaceach, Pilgrim, etc.	April-96	\$1,350,000	August-98	\$1,120,000						
	Rocky Ln, Harding, etc.	April-98	\$4,800,000	August-98	\$3,840,000						
	Cedar, Maplewood, etc.	April-98	\$775,000	August-98	\$775,000						
	High, South, Homestead	April-99	\$50,000	August-99	\$50,000						
	Phase 1B ext., Nauset, Indian Hill, etc.	September-98	\$1,310,000	April-98	\$1,310,000		\$3,116,650		\$560,504		
	Cross, Philip, Nebo, etc.	April-98	\$4,000,000	March-01	\$4,000,000		\$585,596		\$164,607		
	Granite St. Sewers	May-01	\$1,700,000	March-02	\$1,700,000		\$2,200,000		\$611,350		
	TOTAL SEWERS		\$15,952,030				\$8,119,597		\$1,871,533		\$9,991,130
	Wells 1 & 2 treatment plant	Oct-93	\$500,000	January-96	\$500,000		\$153,700		\$16,760		
	Well # 6	April-95	\$1,600,000	January-96	\$1,600,000		\$500,900		\$54,959		
	Causeway water main	April-05	\$800,000	March-05	\$800,000		\$480,000		\$148,570		
	Forest St. water main	April-05	\$200,000	part of 1B sewer			\$129,404		\$54,085		
	TOTAL WATER ENTERPRISE		\$3,100,000				\$1,264,004		\$254,374		\$1,518,378
Sewer Enterprise	Wastewater Treatment Plant Improvemts	April-99	\$2,000,000	May-02	\$600,000	**26.1%	\$360,180		\$111,483		
	Wastewater Treatment Plant Improvemts	April-01	\$1,700,000	May-02	\$1,700,000	**73.9%	\$1,019,820		\$315,655		
	TOTAL SEWER ENTERPRISE		\$3,700,000				\$1,380,000		\$427,138		\$1,807,138
Land Purchase	West Mill Street	April-95	\$760,000	Feb. 96, Aug. 05	\$700,000		\$184,300		\$15,287		
	Quail Run	October-96	\$60,000	January-97	\$60,000	8.1%	\$13,681		\$1,204		
	Holmquist land off Homestead Road	April-94	\$500,000	January-95	\$210,000		\$0		\$0		
	Wallingford/Holmquist(Plain St)	Sept-98, June-99	\$2,300,000	August-99	\$2,300,000		\$1,203,750		\$217,405		
	Development Rights for Amcott Land	April-05	\$600,000	June-07	\$600,000		\$495,000		\$164,262		
	TOTAL LAND PURCHASE		\$4,220,000				\$1,896,731		\$396,138		\$2,294,869

Town Debt by Category
as of
June 30, 2009

PURPOSE	LOCATION	DATE VOTED	AMOUNT AUTHORIZED	DATE ISSUED	AMOUNT OF ISSUE	BALANCE 6/30/10	INTEREST		TOTAL PRINCIPLE	
							REMAIN	PAID	INTEREST DUE	PAID
Schools										
	High School	April-92	\$6,900,000	December-92	\$4,900,000	\$240,000	\$6,000			
	High School	October-93	\$2,900,000	January-95	\$4,900,000	\$1,205,983	\$115,983			
	High School Track	April-96	\$215,000	January-97	\$215,000	\$20,400	\$559			
	School Roof	April-99	\$650,000	August-98	\$650,000	\$314,600	\$56,807			
	Renovate Three Schools	Jan-02, Feb. 02	\$55,620,000	March-01	\$3,000,000	\$1,650,000	\$458,514			
				March-02	\$10,000,000	\$6,000,000	\$1,857,125			
				September-02	\$23,620,000	\$15,600,000	\$4,389,650			
	Wheelock Chairlift	April-06	\$100,000	June-07	\$100,000	\$70,000	\$14,000			
	TOTAL SCHOOL DEBT		\$66,385,000			\$25,100,000	\$6,876,638			\$31,976,638
Fire										
	Ladder Truck	September-95	\$425,000	January-98	\$425,000	\$0	\$0			
	Ambulance	April-00	\$135,000	June-00	\$135,000	\$0	\$0			
	Fire Pumper	April-06	\$375,000	June-07	\$375,000	\$300,000	\$85,149			
	TOTAL FIRE		\$935,000			\$300,000	\$85,149			\$385,149
Town Hall										
	Renovate/Expand Town Hall	April-96	\$2,300,000	April-97	\$2,300,000	\$833,000	\$93,981			
	Janes Avenue Parking Lot	September-95	\$275,000	January-96	\$275,000	\$0	\$0			
	Janes Avenue Parking Lot	April-96	\$100,000	April-97	\$100,000	\$22,633	\$1,992			
	TOTAL TOWN HALL		\$2,675,000			\$855,633	\$95,973			\$951,606
Library										
	Renovate/Expand Library	April-96	\$2,055,000	April-97	\$2,055,000	\$689,000	\$75,650			
	TOTAL LIBRARY		\$2,055,000			\$689,000	\$75,650			\$764,650
Council on Aging										
	Adult Community Center Plans	April-03	\$168,500	June-07	\$149,000	\$120,000	\$54,060			
	Adult Community Center Construction	April-04	\$2,000,000	June-07	\$2,000,000	\$1,655,000	\$579,456			
	Railroad crossing for center	April-05	\$250,000	not yet issued		\$0	\$0			
	Adft funding for Center Construction	June-06	\$800,000	June-07	\$800,000	\$665,000	\$224,813			
	TOTAL COUNCIL ON AGING		\$3,298,500			\$2,440,000	\$838,329			\$3,278,329

Town Debt by Category
as of
June 30, 2009

PURPOSE	LOCATION	DATE VOTED	AMOUNT AUTHORIZED	DATE ISSUED	AMOUNT OF ISSUE	BALANCE 6/30/10	INTEREST REMAIN	TOTAL PRINCIPLE INTEREST DUE
Dwight-Derby House	Purchase/Stabilize D-D House	October-96	\$275,000	April-97	\$275,000	\$62,324	\$5,486	
	TOTAL DWIGHT-DERBY HOUSE		\$275,000			\$62,324	\$5,486	\$67,810
Post Office	Post Office Relocation	September-95	\$500,000	January-96	\$185,000	\$46,100	\$3,818	
	Post Office Relocation			January-97	\$310,000	\$70,262	\$6,186	
	Post Office Relocation	Apr 96 & Oct 96	\$450,000	July-98	\$360,000	\$0	\$0	
	TOTAL POST OFFICE		\$950,000			\$116,362	\$10,004	\$126,366
DPW/Landfill	Landfill Closure	April-96	\$800,000	January-97	\$800,000	\$323,700	\$35,084	
	Street Sweeper	April-06	\$106,000	June-07	\$106,000	\$75,000	\$16,150	
	Public Works Garage Plans	April-06	\$100,000	June-07	\$100,000	\$40,000	\$3,000	
	TOTAL DPW/LANDFILL		\$1,006,000			\$438,700	\$54,244	\$492,944
Board of Health	Septic Repair revolving loan account	August-01			\$66,246	\$41,370	\$0	
	TOTAL BOARD OF HEALTH					\$41,370	\$0	\$41,370
TOTALS								
	Principal on outstanding debt				\$82,026,652	\$42,703,721	\$10,994,656	\$53,698,377
	Interest on outstanding debt							

* \$745,000 land

* 4/1/97 ref 8/105

** \$2.3M WWTP

** 3/5/02

REGULATIONS FOR CONSENT CALENDAR

I. Eligibility for Consent Calendar:

- a. Article must be printed in a form to enable action to be taken in the form of a “short motion” i.e., “I move that Article 2 be passed as printed in the Warrant.” If additional information is needed in order to take action under the article, such as by inserting a sum of money, the article will not be eligible under the Consent Calendar.
- b. There must be a unanimous agreement as to the action to be taken between the sponsors and the Warrant Committee and all other interested Boards and Citizens. The appearance of agreement will enable the article to be put on the Consent Calendar.
- c. In the event that articles on the Consent Calendar include those for “affirmative” action and those for “dismissal,” the Consent Calendar will be subdivided into those two parts.

II. Procedure for Consideration of Consent Calendar:

- a. No debate will be allowed on any article on the Consent Calendar.
- b. At the Town Meeting each article on the Consent Calendar will be clearly identified by number.
- c. An Article on the Consent Calendar will be removed from the Consent Calendar on the request of any voter present at the Town Meeting, and then be considered in the usual manner.
- d. All articles not removed from the Consent Calendar will be passed in one short form action e.g., “I move that Articles 2, 21, 24, 33, be passed as printed in the Warrant.”

CONSENT CALENDAR

The Consent Calendar is used to expedite town meeting proceedings. The articles are in chronological order and will be the first order of business. They will consist of the following articles, with the concurrence of the Chairman of the Board of Selectmen and the Chairman of the Warrant Committee:

Articles 2, 3, 4, 5, 6, 7, 8, 9 and 10 to be passed.

The procedure will be that the Moderator will announce the ground rules, which will be to identify the article, give an opportunity for anyone to have any article removed from the Consent Calendar, and at the conclusion thereof, the Moderator will entertain a motion as follows:

“I move that articles 2, 3, 4, 5, 6, 7, 8, 9 and 10 be passed as printed in the warrant.”

**TOWN OF MEDFIELD
WARRANT FOR THE ANNUAL TOWN MEETING
2010**

On Monday the twenty-sixth day of April, A.D. 2010 commencing at 7:30 P.M., the following articles will be acted on in the Amos Clark Kingsbury School gymnasium, located on South Street in said Medfield, viz.

Article 2. To see if the Town will vote to accept the reports of the several Town Officers for the past year.

(Board of Selectmen)

The reports are contained in the Annual Report.

**WARRANT COMMITTEE RECOMMENDS REPORTS BE
ACCEPTED**

Article 3. To see if the Town will vote to accept the following named sums as Perpetual Trust Funds for the care of lots in the Vine Lake Cemetery, the interest thereof as may be necessary for said care, viz.

PERPETUAL CARE 2009

Betty Govers	\$2,200.00
Sharon and Marc Green	\$2,200.00
Mary Vozzella	\$1,100.00
Sandra Ventresco	\$1,100.00
Ed Schmidt	\$1,100.00
David and Claire Cook	\$2,200.00
Deirdre Mailing	\$550.00
Patricia Connelly	\$1,100.00
Perry A. Constas	\$2,200.00
Robert and Mimi Alterio	\$2,200.00
Louis J. and Joan E. Fellini	\$2,200.00
Bruce and Susan Tobiasson	\$1,100.00
TOTAL:	\$19,250.00

(Cemetery Commissioners)

Transfers funds from the purchase of cemetery lots account to the Perpetual Care Trust fund. The income from this fund is used to as a revenue source to partially fund the Cemetery operating budget.

WARRANT COMMITTEE RECOMMENDS PASSAGE

Article 4. To see if the Town will vote to re-authorize a Fire Alarm Revolving Fund, pursuant to the provisions of G.L. Chapter 44, Section 53E ½ to be used for fire alarm maintenance, equipment or supplies, funds not to exceed \$32,000 to come from the Maintenance Fee account and to authorize the Fire Chief to expend from said funds, or do or act anything in relation thereto.

(Fire Chief)

Revolving funds established under Massachusetts General Laws, Chapter 44, Section 53E ½ require annual acceptance by Town Meeting. This article authorizes the use of fees to help offset the expenses of maintaining the fire alarm system. The authority to maintain such a fund must be re-voted each year.

WARRANT COMMITTEE RECOMMENDS PASSAGE

Article 5. To see if the Town will vote to re-authorize an Ambulance Revolving Fund, pursuant to the provisions of G.L. Chapter 44, Section 53E ½ to be used for an Ambulance revolving fund for payment of principal and interest costs on the ambulance and/or purchase of a replacement ambulance, funds not to exceed \$30,000 to come from the Ambulance Mileage Fee Account and to authorize the Fire Chief to expend from said funds, or do or act anything in relation thereto.

(Fire Chief)

See explanation for Article 4 above. Monies accumulate in this Fund to finance the purchase or debt payments on the Fire Department ambulance.

WARRANT COMMITTEE RECOMMENDS PASSAGE

Article 6. To see if the Town will vote to re-authorize an Advanced Life Support Fund, pursuant to the provisions of G.L. Chapter 44, Section 53E

½ to be used for the payment of Advanced Life Support charges, funds not to exceed \$40,000 to come from the users of said services or their insurers and to authorize the Fire Chief to expend from said funds, or do or act anything in relation thereto.

(Fire Chief)

See explanation for Article 4 above. Advanced life support services are contracted for use with our Town ambulance staff to provide a higher level of medical care during transport.

WARRANT COMMITTEE RECOMMENDS PASSAGE

Article 7. To see if the Town will vote to re-authorize a Community Gardens Revolving Fund, pursuant to the provisions of G.L. Chapter 44, Section 53E ½ to be used for the payment of expenses for the operation of the Community Gardens Program, funds not to exceed \$1,000 to come from registration fees paid by gardeners and to authorize the Town Administrator to expend from said funds, or do or act anything in relation thereto.

(Town Administrator)

See explanation for Article 4 above. The funds will be used to pay the water bill and the cost of preparing and fertilizing the garden plots. The community garden is located off Plain St.

WARRANT COMMITTEE RECOMMENDS PASSAGE

Article 8. To see if the Town will vote to re-authorize a Rental Income Revolving Fund, pursuant to the provisions of G.L. Chapter 44, Section 53E ½ to be used for the processing of rental receipts and associated expenditures for the CENTER at Medfield, funds not to exceed \$30,000 and to authorize the Council on Aging and/or its Executive Director to expend from said funds, or do or act anything in relation thereto.

(Council on Aging)

See explanation for Article 4 above. The funds will be used to pay for utility, custodial, supervisory and administrative costs associated with the rental of the CENTER at Medfield. .

WARRANT COMMITTEE RECOMMENDS PASSAGE

Article 9. To see if the Town will vote to re-authorize a Library Revolving Fund, pursuant to the provisions of G.L. Chapter 44, Section 53E ½ to be used for payment of costs associated with providing photocopier/printer services to library users, with costs associated with providing after hours use of public meeting space to community organizations and for payment of costs associated with replacing lost or damaged materials; funds not to exceed \$15,000 to come from the fees charged for use of photocopiers/printers, from fees charged for use of meeting rooms after regular hours and from the fees charged for the replacement of lost or damaged materials; and to authorize the Library Director to expend from said funds, or do or act anything in relation thereto.

(Library Director)

See explanation for Article 4 above. The funds will be used for costs as detailed in Article 9 above.

WARRANT COMMITTEE RECOMMENDS PASSAGE

Article 10. To see if the Town will vote to accept for the fiscal year 2011 the provisions of section four of Chapter 73 of the Acts of 1986, in accordance with and subject to the provisions of said section four, providing for an additional exemption for a taxpayer who shall otherwise qualify for an exemption under clauses 17D, 22, 22A, 22B, 22C, 22D, 22E, 37A, 41C, 42 or 43 of section five of Chapter 59 of the General Laws, or do or act anything in relation thereto.

(Board of Assessors)

This section of the Massachusetts General Laws authorizes the Board of Assessors to increase the amount of property tax exemptions granted to certain eligible veterans, elderly, widows and disabled taxpayers by an amount not to exceed the exemption for which they are already entitled to receive. It must be voted each year by the Town Meeting.

WARRANT COMMITTEE RECOMMENDS PASSAGE

Article 11. To see if the Town will vote to appropriate a sum of money and determine in what manner said sum shall be raised for the purpose of funding the collective bargaining agreement with the Medfield

Firefighters' Association contract for the fiscal year 2010, or do or act anything in relation thereto.

(Personnel Board)

The contract currently being negotiated with the Medfield Firefighters' Association is for fy10 and fy11. If a settlement is reached prior to the Annual Town Meeting it may be necessary to appropriate funds in this article for the fy10 (current year) portion of the contract. If funds are required for the fy11 portion of the contract, they can be appropriated in the fire department budget. If a settlement is not reached by the Annual Town Meeting, this article will be dismissed.

WARRANT COMMITTEE WILL BE HEARD

Article 12. To see if the Town will vote to fix the salary and compensation of the following elected officers: Moderator, Town Clerk, Selectmen, Assessors, School Committee, Trustees of the Public Library, Park and Recreation Commissioners, Planning Board, Housing Authority and Trust Fund Commissioners, or do or act anything in relation thereto.

Officer	Present Salary	W.C. Recommends
Town Clerk	\$56,255	\$56,255
Selectmen, Chairman	900	900
Selectmen, Clerk	900	900
Selectmen, Third Member	900	900
Assessors, Chairman	900	900
Assessors, Clerk	900	900
Assessors, Third Member	900	900
Moderator	0	0
Housing Authority	0	0
School Committee	0	0
Library Trustees	0	0
Planning Board	0	0
Park and Recreation Commissioners	0	0
Trust Fund Commissioners	0	0

(Board of Selectmen)

There are no changes in salaries of elected officials for fy11.

WARRANT COMMITTEE RECOMMENDS PASSAGE

Article 13. To see if the Town will vote to amend the PERSONNEL ADMINISTRATION PLAN and CLASSIFICATION OF POSITIONS AND PAY SCHEDULE, effective July 1, 2010 to read as set forth in the warrant, or do or act anything in relation thereto.

**PERSONNEL ADMINISTRATION PLAN
CLASSIFICATION OF POSITIONS AND PAY SCHEDULE**

POLICE DEPARTMENT AS PER CONTRACT:

	Step 1	Step 2	Step 3
Sergeant			
7/1/2007	\$1,096.78	\$1,130.70	\$1,165.45
<i>bi weekly</i>	\$2,193.55	\$2,261.39	\$2,330.90
7/1/2008	\$1,129.52	\$1,164.45	\$1,206.24
<i>bi weekly</i>	\$2,259.03	\$2,328.89	\$2,412.48
7/1/2009	\$1,169.05	\$1,205.20	\$1,248.46
<i>bi weekly</i>	\$2,338.10	\$2,410.41	\$2,496.92

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Police Officer						
7/1/2007	\$841.04	\$867.05	\$893.86	\$921.51	\$950.01	\$979.39
<i>bi weekly</i>	\$1,682.08	\$1,734.10	\$1,787.72	\$1,843.02	\$1,900.02	\$1,958.78
7/1/2008	\$870.48	\$897.40	\$925.15	\$953.76	\$983.26	\$1,013.67
<i>bi weekly</i>	\$1,740.95	\$1,794.79	\$1,850.29	\$1,907.53	\$1,966.52	\$2,027.34
7/1/2009	\$900.94	\$928.81	\$957.53	\$987.14	\$1,017.67	\$1,049.15
<i>bi weekly</i>	\$1,801.89	\$1,857.61	\$1,915.05	\$1,974.29	\$2,035.35	\$2,098.29

	Step 1	Step 2	Step 3	Step 4	Step 5
Dispatcher					
7/1/2007	\$587.03	\$619.70	\$650.96	\$684.06	\$722.67
<i>bi weekly</i>	\$1,174.06	\$1,239.40	\$1,301.92	\$1,368.13	\$1,445.34
7/1/2008	\$603.17	\$636.74	\$668.86	\$702.88	\$742.54
<i>bi weekly</i>	\$1,206.34	\$1,273.48	\$1,337.72	\$1,405.75	\$1,485.08
7/1/2009	\$619.76	\$654.25	\$687.26	\$722.21	\$762.96
<i>bi weekly</i>	\$1,239.52	\$1,308.50	\$1,374.51	\$1,444.41	\$1,525.92

Specialist Range

7/1/2007	\$522.29	to	\$2,986.61	Annual Stipend
7/1/2008	\$540.57	to	\$3,091.14	Annual Stipend
7/1/2009	\$559.49	to	\$3,199.33	Annual Stipend

FIRE DEPARTMENT AS PER CONTRACT:

Lieutenant Firefighter/EMT*

7/1/2006	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<i>Hourly</i>	21.82	22.50	23.19	23.91	24.65	25.41
<i>Bi-Weekly</i>	1,832.88	1,889.59	1,948.04	2,008.27	2,070.39	2,134.42

7/1/2007

<i>Hourly</i>	22.47	23.17	23.89	24.63	25.39	26.17
<i>Bi-Weekly</i>	1,887.87	1,946.28	2,006.48	2,068.52	2,132.50	2,198.46

7/1/2008

<i>Hourly</i>	23.15	23.87	24.60	25.36	26.15	26.96
<i>Bi-Weekly</i>	1,944.51	2,004.67	2,066.67	2,130.57	2,196.48	2,264.41

Firefighter/EMT*

7/1/2006	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<i>Hourly</i>	\$19.71	\$20.32	\$20.90	\$21.54	\$22.18	\$22.86	\$23.53	\$24.24
<i>Bi-Weekly</i>	\$1,655.64	\$1,706.88	\$1,755.60	\$1,809.36	\$1,863.12	\$1,920.24	\$1,976.52	\$2,036.16

7/1/2007

<i>Hourly</i>	\$20.30	\$20.93	\$21.53	\$22.19	\$22.85	\$23.55	\$24.24	\$24.97
<i>Bi-Weekly</i>	\$1,705.20	\$1,758.12	\$1,808.52	\$1,863.96	\$1,919.40	\$1,978.20	\$2,036.16	\$2,097.48

7/1/2008

<i>Hourly</i>	\$20.91	\$21.56	\$22.18	\$22.86	\$23.54	\$24.26	\$24.97	\$25.72
<i>Bi-Weekly</i>	1756.44	\$1,811.04	\$1,863.12	\$1,920.24	\$1,977.36	\$2,037.84	\$2,097.48	\$2,160.48

* Based on a 42 hour week.

PUBLIC SAFETY POSITIONS

Call Firefighter/EMT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	\$21.43	\$22.09	\$22.74	\$23.42	\$24.12	\$24.86	\$25.59	\$26.36

Animal Control Officer/Inspector	Step 1	Step 2	Step 3	Step 4	Step 5
	\$19.46	\$20.02	\$20.57	\$21.17	\$21.76
* Based on a 40-hour workweek	\$22.38	\$23.02	\$23.67	\$24.33	

Assistant Animal Control Officer	\$1,938.27	\$2,117.98	\$2,297.70	\$2,476.21	\$2,659.53
*Annual Stipend	\$2,839.25	\$3,017.76	\$3,232.45		

MANAGERIAL POSITIONS

<u>Grade Level I</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Administrative Asst. to the Selectmen/Town Administrator	\$45,921	\$51,778	\$57,635

<u>Grade Level II</u>			
No positions at this level	51,661	57,401	63,142

<u>Grade Level III</u>			
Council on Aging Director	57,401	63,142	68,882

<u>Grade Level IV</u>			
Park and Recreation Director	63,142	68,882	74,622

<u>Grade Level V</u>			
Asst Town Administrator	68,882	77,491	86,102
Principal Assessor	68,882	77,308	86,102
Town Accountant	68,882	77,308	86,102
Library Director	68,882	77,308	86,102
Treasurer	68,882	77,308	86,102

<u>Grade Level VI</u>			
No positions at this level	74,622	83,231	91,841

<u>Grade Level VII</u>			
Fire Chief	91,841	109,062	126,282
Police Chief*	91,842	109,061	126,282
Superintendent of Public Works	91,842	109,061	126,282

*Receives additional 15% of base salary as a result of Quinn Bill Educational Incentive

OTHER SALARIED POSITIONS

	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
<u>Grade Level I</u>			
Outreach Social Worker	45,921	51,661	57,401
Conservation Agent (part-time)	22,961	25,830	28,701
<u>Grade Level II</u>			
Director of Youth Outreach	50,156	55,729	61,303

HOURLY PAID POSITIONS

Grade	Min	S 2	S3	S4	S 5	S 6	S7	S 8	MAX
10	9.07	9.34	9.60	9.87	10.15	10.44	10.73	11.03	11.35
20	14.63	15.04	15.46	15.90	16.35	16.82	17.29	17.78	18.28
30	16.08	16.54	17.01	17.48	17.98	18.49	19.01	19.55	20.10
40	17.69	18.19	18.70	19.24	19.78	20.34	20.92	21.51	22.11
50	19.46	20.02	20.58	21.17	21.76	22.38	23.02	23.66	24.33
60	21.41	22.01	22.64	23.27	23.93	24.61	25.31	26.03	26.76
70	23.43	24.13	24.85	25.59	26.36	27.15	27.97	28.81	29.67
80	25.30	26.06	26.84	27.64	28.47	29.32	30.20	31.11	32.04
90	27.27	28.08	28.92	29.79	30.69	31.60	32.56	33.53	34.53

HOURLY GRADE LISTINGS

Grade 10

Page

Grade 20

Clerk Typist

Library Assistant

Laborer

Mini-Bus Driver

Police Matron

Special Police Officer

Traffic Supervisors

Grade 30

Office Assistant

Sr. Library Assistant

Truck Driver

Transportation Coordinator

Grade 40

Administrative Assistant

Elder Outreach Worker

Groundskeeper

Maintenance Technician

Grade 50

Payroll Administrator

Administrative Assistant II

Circulation Supervisor

Equipment Operator

Volunteer Coordinator

Water Technician

Grade 60

Administrative Assistant III

Children's Librarian

Park and Rec Program Coordinator

Reference Librarian

Grade 70

Sr. Equipment Operator

Sr. Groundskeeper

Water Operator

Tree Warden

Mechanic

Grade 80

Assistant Foreman

Grade 90

Senior Foreman

SPECIAL RATE/FEE POSITIONS- PART TIME/TEMPORARY

Annual

Veterans Agent	\$7,029
Sealer of Weights and Measures	\$2,393
Registrar	\$177
Police Intern	\$410 to \$557

Hourly

Police- Private Special Detail	\$29.94
Tree Climber	\$19.60

FIRE

Deputy Chief	\$3,609
Captain	\$2,165

Lieutenant	\$1,732
EMS Coordinator	\$1,650
Fire Alarm Superintendent	\$751
INSPECTORS	\$28.05 per inspection
Inspector of Buildings	\$5,419
Local Inspector of Buildings	\$727
Gas Inspector	\$1,493
Assistant Gas Inspector	\$274
Plumbing Inspector	\$4,428
Assistant Plumbing Inspector	\$1,016
Wiring Inspector	\$2,465
Assistant Wiring Inspector	\$727
Zoning Enforcement Officer	\$28.05 per inspection
Street Inspector	\$14.81 per inspection
PARK AND RECREATION	
Program Director	\$14,270 to \$17,011
Swim Pond Director	\$5,943 to \$8,163
Swim Pond Assistant Director	\$3,965 to \$5,444
Swim Team Coach/Guard	\$3,302 to \$4,489
Assistant Coach/Guard	\$2,115 to \$3,675
Water Safety Instructor	\$2,511 to \$3,675
Lifeguard	\$2,389 to \$3,403
Swim Pond Badge Checker	\$793 to \$1,225
Swim Pond Maintenance	\$926 to \$1,225
Swim Pond Set-up Workers	\$660 to \$2,721
Camp Director	\$2,642 to \$5,209
Camp Specialists	\$1,323 to \$5,155
Counselors	\$1,058 to \$2,722
Jr. Counselor	\$265 to \$817
Tennis Director	\$3,965 to \$5,444
Tennis Instructor	\$793 to \$1,363
Trainee	\$7.95

(Personnel Board)

No salary changes are proposed for fy11. Contract negotiations for Police and Fire unions are currently underway. If an amendment to this by-law is necessary as a result of these negotiations, it will be voted on at the next special or annual town meeting, as provided for in the terms of this by-law.

WARRANT COMMITTEE WILL BE HEARD

Article 14. To see if the Town will vote to raise and appropriate and/or transfer from available funds sums of money requested by the Selectmen or any other Town Officer, Board, Commission or Committee to defray operating expenses of the Town for the fiscal year commencing July 1, 2010, or such other sums as the Town may determine as required by General Laws, Chapter 41, Section 108, or do or act anything in relation thereto.

(Board of Selectmen)

This article requests appropriations for the operating budgets for the various town departments for fy11 (July 1, 2010 to June 30, 2011)

WARRANT COMMITTEE WILL BE HEARD

SEE OPERATING BUDGET NEXT PAGE

ARTICLE 14 OPERATING BUDGETS		APPROPRIATED	2009/2010 after	DEPT REQUEST	WARR COMM
ORGANIZATION	DEPARTMENT	2009/2010	art1-STM10/19/09	2010/2011	RECOMMENDS
CODE					
01-912-2	WORKERS COMPENSATION INSURANCE	\$ 147,000	\$ 140,000	\$ 132,000	\$ 132,000
01-914-2	HEALTH & LIFE INSURANCE	\$ 3,103,308	\$ 3,103,308	\$ 3,364,784	\$ 3,364,784
01-945-2	LIABILITY INSURANCE	\$ 180,000	\$ 155,000	\$ 155,000	\$ 155,000
	TOTAL	\$ 3,430,308	\$ 3,398,308	\$ 3,651,784	\$ 3,651,784
01-913-2	UNEMPLOYMENT COMPENSATION	\$ -	\$ -	\$ 100,000	\$ 100,000
01-916-2	MEDICARE INSURANCE	\$ 382,010	\$ 382,010	\$ 382,010	\$ 382,010
01-911-2	COUNTY RETIREMENT CONTRIBUTION	\$ 1,410,413	\$ 1,410,413	\$ 1,493,028	\$ 1,493,028
*****	TOTAL TOWN & SCHOOL EMPLOYEE BENEFITS	\$ 5,222,731	\$ 5,190,731	\$ 5,626,822	\$ 5,626,822
01-122-1	SELECTMEN-SALARIES	\$ 2,700	\$ 2,700	\$ 2,700	\$ 2,700
01-122-2	SELECTMEN-OPERATIONS	\$ 6,065	\$ 6,065	\$ 6,065	\$ 6,065
	TOTAL	\$ 8,765	\$ 8,765	\$ 8,765	\$ 8,765
01-123-1	TOWN ADMINISTRATOR-SALARIES	\$ 913,939	\$ 860,498	\$ 860,498	\$ 860,498
01-123-2	TOWN ADMINISTRATOR-OPERATIONS	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
	TOTAL	\$ 915,439	\$ 861,998	\$ 861,998	\$ 861,998
01-131-2	WARRANT COMMITTEE-OPERATIONS	\$ 150	\$ 150	\$ 150	\$ 150
01-134-1	TOWN ACCOUNTANT-SALARIES	\$ 85,278	\$ 85,278	\$ 85,328	\$ 85,328
01-134-2	TOWN ACCOUNTANT-OPERATIONS	\$ 44,792	\$ 44,792	\$ 45,217	\$ 45,217
	TOTAL	\$ 130,070	\$ 130,070	\$ 130,545	\$ 130,545
01-141-1	ASSESSORS-SALARIES	\$ 83,019	\$ 83,019	\$ 83,269	\$ 83,269
01-141-2	ASSESSORS-OPERATIONS	\$ 20,750	\$ 20,750	\$ 20,750	\$ 20,750
	TOTAL	\$ 103,769	\$ 103,769	\$ 104,019	\$ 104,019

ARTICLE 14 OPERATING BUDGETS		APPROPRIATED	2009/2010 after	DEPT REQUEST	WARR COMM
ORGANIZATION	DEPARTMENT	2009/2010	art1-STM10/19/09	2010/2011	RECOMMENDS
CODE					
01-145-1	TREASURER/COLLECTOR-SALARIES	\$ 84,473	\$ 84,473	\$ 84,523	\$ 84,523
01-145-2	TREASURER/COLLECTOR-OPERATIONS	\$ 56,070	\$ 56,070	\$ 56,070	\$ 56,070
	TOTAL	\$ 140,543	\$ 140,543	\$ 140,593	\$ 140,593
01-151-2	TOWN COUNSEL-OPERATIONS	\$ 79,601	\$ 79,601	\$ 79,601	\$ 79,601
01-152-1	HUMAN RESOURCE-SALARIES	\$ -	\$ -	\$ -	\$ -
01-152-2	HUMAN RESOURCE-OPERATIONS	\$ 1,850	\$ 1,850	\$ 1,850	\$ 1,850
	TOTAL	\$ 1,850	\$ 1,850	\$ 1,850	\$ 1,850
01-161-1	TOWN CLERK-SALARIES	\$ 56,655	\$ 56,655	\$ 56,705	\$ 56,705
01-161-2	TOWN CLERK-OPERATIONS	\$ 2,360	\$ 2,360	\$ 2,310	\$ 2,310
	TOTAL	\$ 59,015	\$ 59,015	\$ 59,015	\$ 59,015
01-162-1	ELECTION & REGISTR-SALARIES	\$ 531	\$ 531	\$ 531	\$ 531
01-162-2	ELECTION & REGISTR-OPERATIONS	\$ 13,000	\$ 20,000	\$ 20,500	\$ 20,500
	TOTAL	\$ 13,531	\$ 20,531	\$ 21,031	\$ 21,031
01-171-1	CONSERVATION COMM.-SALARIES	\$ 27,195	\$ 27,195	\$ 27,195	\$ 27,195
01-171-2	CONSERVATION COMM.-OPERATIONS	\$ 3,100	\$ 3,100	\$ 3,100	\$ 3,100
	TOTAL	\$ 30,295	\$ 30,295	\$ 30,295	\$ 30,295
01-175-2	PLANNING-OPERATIONS	\$ 12,900	\$ 12,900	\$ 12,900	\$ 12,900
01-176-2	ZONING & APPEALS-OPERATIONS	\$ 7,000	\$ 7,000	\$ 5,000	\$ 5,000
01-192-1	TOWN HALL-SALARIES	\$ 20,534	\$ 20,534	\$ 41,034	\$ 41,034
01-192-2	TOWN HALL-OPERATIONS	\$ 91,820	\$ 91,820	\$ 91,320	\$ 91,320
	TOTAL	\$ 112,354	\$ 112,354	\$ 132,354	\$ 132,354
01-195-2	TOWN REPORT/MEETING-OPERATIONS	\$ 8,000	\$ 8,000	\$ 8,000	\$ 8,000

ARTICLE 14 OPERATING BUDGETS

ORGANIZATION CODE	DEPARTMENT	APPROPRIATED		2009/2010 after		DEPT REQUEST		WARR COMM	
		2009/2010	art1-STM10/19/09	2010/2011	2010/2011	RECOMMENDS	RECOMMENDS		
01-210-1-2	POLICE ADMINISTRATION-OPERATIONS	\$ 80,854	\$ 80,854	\$ 80,854	\$ 80,854	\$	\$	\$ 80,854	\$ 80,854
01-210-2-1	POLICE OPERATIONS-SALARIES	\$ 1,974,746	\$ 1,959,746	\$ 1,959,746	\$ 1,959,746	\$	\$	\$ 1,959,746	\$ 1,959,746
01-210-2-2	POLICE OPERATIONS-OPERATIONS	\$ 148,794	\$ 148,794	\$ 148,794	\$ 148,794	\$	\$	\$ 148,794	\$ 148,794
	TOTAL	\$ 2,123,540	\$ 2,108,540	\$ 2,108,540	\$ 2,108,540	\$	\$	\$ 2,108,540	\$ 2,108,540
01-210-4-2	TRAFFIC MARKINGS/SIGN-OPERATIONS	\$ 34,895	\$ 34,895	\$ 34,895	\$ 34,895	\$	\$	\$ 34,895	\$ 34,895
01-210-5-1	SCHOOL TRAFFIC-SALARIES	\$ 46,343	\$ 46,343	\$ 46,343	\$ 46,343	\$	\$	\$ 46,343	\$ 46,343
01-210-5-2	SCHOOL TRAFFIC-OPERATIONS	\$ 2,175	\$ 2,175	\$ 2,175	\$ 2,175	\$	\$	\$ 2,175	\$ 2,175
	TOTAL	\$ 48,518	\$ 48,518	\$ 48,518	\$ 48,518	\$	\$	\$ 48,518	\$ 48,518
01-220-6-1	FIRE & RESCUE ADMINISTRATION-SALARIES	\$ 121,234	\$ 121,234	\$ 121,234	\$ 121,234	\$	\$	\$ 121,234	\$ 121,234
01-220-6-2	FIRE & RESCUE ADMINISTRATION-OPERATIONS	\$ 5,461	\$ 5,461	\$ 5,461	\$ 5,461	\$	\$	\$ 5,461	\$ 5,461
	TOTAL	\$ 126,695	\$ 126,695	\$ 126,695	\$ 126,695	\$	\$	\$ 126,695	\$ 126,695
01-220-7-1	FIRE & RESCUE OPERATIONS-SALARIES	\$ 639,787	\$ 639,787	\$ 639,787	\$ 639,787	\$	\$	\$ 639,787	\$ 639,787
01-220-7-1	FIRE & RESCUE OPERATIONS-OPERATIONS	\$ 103,692	\$ 103,692	\$ 103,692	\$ 103,692	\$	\$	\$ 103,692	\$ 103,692
	TOTAL	\$ 743,479	\$ 743,479	\$ 743,479	\$ 743,479	\$	\$	\$ 743,479	\$ 743,479
01-241-1	INSPECTIONS-SALARIES	\$ 102,000	\$ 102,000	\$ 102,000	\$ 102,000	\$	\$	\$ 102,000	\$ 102,000
01-241-2	INSPECTIONS-OPERATIONS	\$ 8,078	\$ 8,078	\$ 8,078	\$ 8,078	\$	\$	\$ 8,078	\$ 8,078
	TOTAL	\$ 110,078	\$ 110,078	\$ 110,078	\$ 110,078	\$	\$	\$ 110,078	\$ 110,078
01-244-1	SEALER-SALARIES	\$ 2,393	\$ 2,393	\$ 2,393	\$ 2,393	\$	\$	\$ 2,393	\$ 2,393
01-244-2	SEALER-OPERATIONS	\$ 152	\$ 152	\$ 152	\$ 228	\$	\$	\$ 228	\$ 228
	TOTAL	\$ 2,545	\$ 2,545	\$ 2,545	\$ 2,621	\$	\$	\$ 2,621	\$ 2,621
01-291-2	MEMA-OPERATIONS (CIVIL DEFENSE)	\$ 13,415	\$ 13,415	\$ 13,415	\$ 13,415	\$	\$	\$ 13,415	\$ 13,415
01-292-1	ANIMAL CONTROL-SALARIES	\$ 63,601	\$ 63,601	\$ 63,601	\$ 65,417	\$	\$	\$ 65,417	\$ 65,417
01-292-2	ANIMAL CONTROL-OPERATIONS	\$ 13,402	\$ 13,402	\$ 13,402	\$ 11,586	\$	\$	\$ 11,586	\$ 11,586
	TOTAL	\$ 77,003	\$ 77,003	\$ 77,003	\$ 77,003	\$	\$	\$ 77,003	\$ 77,003

ARTICLE 14 OPERATING BUDGETS

ORGANIZATION CODE	DEPARTMENT	APPROPRIATED 2009/2010	2009/2010 after art1-STM10/19/09	DEPT REQUEST 2010/2011	WARR COMM RECOMMENDS
01-522-2	PUBLIC HEALTH NURSE-OPERATIONS	\$ 8,921	\$ 8,921	\$ 8,921	\$ 8,921
01-523-2	MENTAL HEALTH NURSE-OPERATIONS	\$ 7,988	\$ 7,988	\$ 7,988	\$ 7,988
01-541-1	COUNCIL ON AGING-PERSONNEL	\$ 118,838	\$ 118,838	\$ 118,711	\$ 118,711
01-541-2	COUNCIL ON AGING-OPERATIONS	\$ 59,710	\$ 59,710	\$ 59,850	\$ 59,850
	TOTAL	\$ 178,548	\$ 178,548	\$ 178,561	\$ 178,561
01-543-1	VETERANS-SALARIES	\$ 7,029	\$ 7,029	\$ 7,029	\$ 7,029
01-543-2	VETERANS-OPERATIONS	\$ 4,531	\$ 4,531	\$ 4,531	\$ 4,531
	TOTAL	\$ 11,560	\$ 11,560	\$ 11,560	\$ 11,560
01-599-1	OUTREACH-SALARIES	\$ 115,108	\$ 115,108	\$ 115,408	\$ 115,408
01-599-2	OUTREACH-OPERATIONS	\$ 5,511	\$ 5,511	\$ 5,511	\$ 5,511
	TOTAL	\$ 120,619	\$ 120,619	\$ 120,919	\$ 120,919
01-610-1	LIBRARY-SALARIES	\$ 385,424	\$ 385,424	\$ 385,424	\$ 385,424
01-610-2	LIBRARY-OPERATIONS	\$ 226,867	\$ 226,867	\$ 226,750	\$ 226,750
	TOTAL	\$ 612,291	\$ 612,291	\$ 612,174	\$ 612,174
01-630-1	PARK & RECREATION-SALARIES	\$ 203,511	\$ 203,511	\$ 206,213	\$ 206,213
01-630-2	PARK & RECREATION-OPERATIONS	\$ 80,331	\$ 80,331	\$ 77,661	\$ 77,661
	TOTAL	\$ 283,842	\$ 283,842	\$ 283,874	\$ 283,874
01-650-2	HISTORICAL COMMISSION-OPERATIONS	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
01-692-2	GRAVE MARKERS/FLAGS-OPERATIONS	\$ 1,300	\$ 1,300	\$ 1,300	\$ 1,300
01-693-2	MEMORIAL DAY-OPERATIONS	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
01-996-2	STABILIZATION	\$ -	\$ -	\$ 25,000	\$ 25,000
01-997-2	RESERVE FUND	\$ 125,000	\$ 125,000	\$ 125,000	\$ 125,000
*****	TOTAL TOWN DEPARTMENTS	\$ 8,906,551	\$ 8,836,110	\$ 8,921,129	\$ 8,921,129

ORGANIZATION CODE	DEPARTMENT	ARTICLE 14 OPERATING BUDGETS			WARR COMM RECOMMENDS
		APPROPRIATED 2009/2010	2009/2010 after art1-STM10/19/09	DEPT REQUEST 2010/2011	
01-710-2	TOWN DEBT-PRINCIPAL	\$ 4,248,066	\$ 4,248,066	\$ 4,335,979	\$ 4,335,979
01-751-2	TOWN DEBT-INTEREST	\$ 2,011,600	\$ 1,957,285	\$ 1,844,630	\$ 1,844,630
	TOTAL DEBT PAYMENTS	\$ 6,259,666	\$ 6,205,351	\$ 6,180,609	\$ 6,180,609
01-301-2	REGIONAL VOC SCHOOL-OPERATIONS	\$ 184,994	\$ 183,994	\$ 221,894	\$ 221,894
01-910-1	SCHOOL ADMINISTRATION-PERSONNEL	\$ 766,521	\$ 780,921	\$ 778,032	\$ 778,032
01-910-2	SCHOOL ADMINISTRATION-OPERATIONS	\$ 149,674	\$ 135,274	\$ 143,774	\$ 143,774
01-920-1	SCHOOL INSTRUCTION-PERSONNEL	\$ 18,568,650	\$ 18,551,650	\$ 18,869,266	\$ 18,869,266
01-920-2	SCHOOL INSTRUCTION-OPERATIONS	\$ 933,006	\$ 933,006	\$ 779,704	\$ 779,704
01-930-1	OTHER SCHOOL-PERSONNEL	\$ 648,579	\$ 648,579	\$ 656,106	\$ 656,106
01-930-2	OTHER SCHOOL-OPERATIONS	\$ 27,623	\$ 27,623	\$ 27,083	\$ 27,083
01-940-1	SCHOOL MAINTENANCE-PERSONNEL	\$ 1,232,336	\$ 1,213,336	\$ 1,241,669	\$ 1,241,669
01-940-2	SCHOOL MAINTENANCE-OPERATIONS	\$ 1,732,708	\$ 1,648,708	\$ 1,556,274	\$ 1,556,274
01-950-2	SCHOOL TRANSPORTATION-OPERATIONS	\$ 1,281,629	\$ 1,281,629	\$ 1,255,664	\$ 1,255,664
01-970-2	SCHOOL FIXED ASSETS-OPERATIONS	\$ 56,200	\$ 56,200	\$ 48,546	\$ 48,546
01-990-1	SCHOOL TUITION-PUB/PRIV-PERSONNEL	\$ 18,261	\$ 18,261	\$ 14,668	\$ 14,668
01-990-2	SCHOOL TUITION-PUB/PRIV-OPERATIONS	\$ 944,759	\$ 944,759	\$ 989,161	\$ 989,161
*****	TOTAL TOWN SCHOOLS	\$ 26,359,946	\$ 26,239,946	\$ 26,464,915	\$ 26,359,947
	ENTERPRISE FUND OPERATIONS				
60-410-1	WATER-SALARIES	\$ 299,753	\$ 299,753	\$ 301,550	\$ 301,550
60-410-2	WATER-OPERATIONS	\$ 494,134	\$ 494,134	\$ 521,587	\$ 521,587
60-410-2	WATER RESERVE FUND	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000
	TOTAL	\$ 833,887	\$ 833,887	\$ 863,137	\$ 863,137
61-420-1	SEWER-SALARIES	\$ 218,972	\$ 218,972	\$ 220,469	\$ 220,469
61-420-2	SEWER-OPERATIONS	\$ 604,130	\$ 604,130	\$ 633,660	\$ 633,660
61-420-2	SEWER RESERVE FUND	\$ 90,000	\$ 90,000	\$ 90,000	\$ 90,000
	TOTAL	\$ 913,102	\$ 913,102	\$ 944,129	\$ 944,129
*****	TOTAL ENTERPRISE FUND	\$ 1,746,989	\$ 1,746,989	\$ 1,807,266	\$ 1,807,266

ARTICLE 14 OPERATING BUDGETS		APPROPRIATED	2009/2010 after	DEPT REQUEST	WARR COMM
ORGANIZATION	DEPARTMENT	2009/2010	arr11-STM10/19/09	2010/2011	RECOMMENDS
CODE					
	S U M M A R Y				
	TOTAL TOWN & SCHOOL EMPLOYEE BENEFITS	\$ 5,222,731	\$ 5,190,731	\$ 5,626,822	\$ 5,626,822
	TOTAL TOWN DEPARTMENTS	\$ 8,906,551	\$ 8,836,110	\$ 8,921,129	\$ 8,921,129
	TOTAL DEBT PAYMENTS	\$ 6,259,666	\$ 6,205,351	\$ 6,180,609	\$ 6,180,609
	TOTAL REGIONAL VOC SCHOOL	\$ 184,994	\$ 183,994	\$ 221,894	\$ 221,894
	TOTAL SCHOOLS	\$ 26,359,946	\$ 26,239,946	\$ 26,464,915	\$ 26,359,947
	TOTAL WATER & SEWER ENTERPRISE	\$ 1,746,989	\$ 1,746,989	\$ 1,807,266	\$ 1,807,266
	TOTAL OPERATING BUDGET	\$ 48,680,877	\$ 48,403,121	\$ 49,222,635	\$ 49,117,667
	LESS: CEMETERY- PERP CARE CREDIT	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000
	LESS: FROM WATER ENTERPRISE FUND	\$ 1,315,486	\$ 1,315,486	\$ 1,379,467	\$ 1,379,467
	LESS: FROM SEWER ENTERPRISE FUND	\$ 1,436,373	\$ 1,436,373	\$ 1,388,273	\$ 1,388,273
	LESS: FROM PENSION RESERVE FUND	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000
	LESS: FROM SEW BETT STABILIZATION FUND	\$ 400,000	\$ 400,000	\$ 400,000	\$ 400,000
	LESS: FROM OVERLAY SURPLUS	\$ 130,000	\$ 130,000	\$ -	\$ -
	LESS: FROM BOND PREMIUM	\$ 7,375	\$ 7,375	\$ 6,947	\$ 6,947
	LESS: FROM MSBA REIMB FR '92 HS PROJECT	\$ 653,827	\$ 653,827	\$ 653,827	\$ 653,827
	LESS: FROM MWPAT TIT V SEPTIC LOAN RECPTS	\$ -	\$ -	\$ 4,174	\$ 4,174
	LESS: FROM MSBA BAN INT REIMB	\$ 105,638	\$ 105,638	\$ 98,182	\$ 98,182
	LESS: FROM MSBA GR TO OFFSET SCH DEBT	\$ 1,183,536	\$ 1,183,536	\$ 1,183,535	\$ 1,183,535
	TOTAL SUBJECT TO LEVY	\$ 5,372,235	\$ 5,372,235	\$ 5,254,405	\$ 5,254,405
	LESS: PROP 2 1/2 DEBT EXCLUSIONS	\$ 43,308,642	\$ 43,030,886	\$ 43,968,230	\$ 43,863,262
	LEVY NET OF DEBT EXCLUSIONS	\$ 5,271,727	\$ 5,271,727	\$ 5,087,693	\$ 5,087,693
	LESS: PROP 2 1/2 DEBT EXCLUSIONS	\$ 38,036,915	\$ 37,759,159	\$ 38,880,537	\$ 38,775,569

WATER ENTERPRISE FUND
FISCAL YEAR 2011
ESTIMATED REVENUES AND EXPENDITURES

WATER ENTERPRISE REVENUES & AVAILABLE FUNDS:		
USER CHARGES	\$ 1,479,467	
TOTAL WATER REVENUES		\$ 1,479,467

TOTAL COSTS APPROPRIATED IN THE WATER DEPARTMENT ORGANIZATION CODE 60-410-1 AND 60-410-2:		
PERSONNEL	\$ 301,550	
OPERATIONS	\$ 521,587	
RESERVE FUND PROJECTS:		
- NEW METERS	\$ 40,000	

APPROPRIATED IN CAPITAL BUDGET FROM WATER FREE CASH		
REPLACE 2 WATER DEPT FORD PICKUP TRUCKS	\$ 100,000	
SUB-TOTAL WATER DEPARTMENT COSTS		\$ 963,137

ALLOCATED EXPENSES APPROPRIATED IN OTHER DEPARTMENTAL BUDGETS:		
DEBT SERVICE:		
PRINCIPAL 01-710-2	\$ 184,364	
INTEREST 01-751-2	\$ 65,708	
BONDING COST	\$ 5,000	
TOTAL DEBT SERVICE		\$ 255,072

INSURANCE	\$ 53,569	
CNTY RETIREMENT CONTRIBUTION	\$ 41,357	
SHARED EMPLOYEES	\$ 128,913	
SHARED FACILITIES	\$ 7,419	
FY09 RFT FR GEN FD/WELL 6+ELECTRICITY	\$ 30,000	
SUB-TOTAL ALLOCATED EXPENSES		\$ 261,258

TOTAL-ALLOCATED EXPENSES	\$ 516,330
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ESTIMATED EXPENSES	(1,479,467)
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ESTIMATED WATER FUND SURPLUS (DEFICIT)	\$ -
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<u>CALCULATION OF GENERAL FUND SUBSIDY:</u>		
ENTERPRISE FUND REVENUES AND AVAILABLE FUNDS	\$ 1,479,467	
LESS: TOTAL COSTS	\$ (1,479,467)	
LESS: PRIOR YEAR DEFICIT	\$ -	
GENERAL FUND SUBSIDY		\$ -

<u>SOURCES OF FUNDING FOR COSTS APPROPRIATED IN ENTERPRISE FUND</u>		
ENTERPRISE FUND REVENUES AND AVAILABLE FUNDS	\$ 1,479,467	
TAXATION	\$ -	
FREE CASH	\$ -	
NON-ENTERPRISE AVAILABLE FUNDS	\$ -	
TOTAL SOURCES OF FUNDING FOR COSTS		\$ 1,479,467
APPROPRIATED IN THE WATER ENTERPRISE FUND		\$ 1,479,467

FY10 WATER ENTERPRISE RATE STRUCTURE:

0 - 10,000	\$27.68	
10,001 - 35,000	\$2.40 PER THOUSAND GALLONS	
35,001 - 70,000	\$3.81 PER THOUSAND GALLONS	
OVER 70,000 GALLONS	\$5.35 PER THOUSAND GALLONS	

NOTE: FY11 WATER RATES HAVE NOT BEEN SET

SEWER ENTERPRISE FUND
FISCAL YEAR 2011
ESTIMATED REVENUES AND EXPENDITURES

SEWER ENTERPRISE REVENUES & AVAILABLE FUNDS:	
USER CHARGES	\$ 1,388,273
TOTAL SEWER REVENUES	\$ 1,388,273

TOTAL COSTS APPROPRIATED IN THE SEWER DEPARTMENT ORGANIZATION CODE 61-420-1 AND 61-420-2:	
PERSONNEL	\$ 220,469
OPERATIONS	\$ 633,660
RESERVE FUND PROJECTS:	
- INFILTRATION INFLOW	\$ 50,000
- NEW METERS	\$ 40,000

SUB-TOTAL SEWER DEPARTMENT COSTS	\$ 944,129
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ALLOCATED EXPENSES APPROPRIATED IN OTHER
DEPARTMENTAL BUDGETS:
DEBT SERVICE:

PRINCIPAL 01-710-2	\$ 157,136	
INTEREST 01-751-2	\$ 83,556	
STATE LOAN BONDING COST	\$ 2,415	
TOTAL DEBT SERVICE		\$ 243,107

INSURANCE	\$ 31,868	
CNTY RETIREMENT CONTRIBUTION	\$ 34,638	
SHARED EMPLOYEES	\$ 128,913	
SHARED FACILITIES	\$ 5,618	
SUB-TOTAL ALLOCATED EXPENSES		\$ 201,037

TOTAL-ALLOCATED EXPENSES	\$ 444,144
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ESTIMATED EXPENSES	\$ (1,388,273)
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ESTIMATED SEWER FUND SURPLUS (DEFICIT)	\$ -
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<u>CALCULATION OF GENERAL FUND SUBSIDY:</u>	
ENTERPRISE FUND REVENUES AND AVAILABLE FUNDS	\$ 1,388,273
LESS: TOTAL COSTS	\$ (1,388,273)
LESS: PRIOR YEAR DEFICIT	\$ -

GENERAL FUND SUBSIDY	\$ -
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<u>SOURCES OF FUNDING FOR COSTS APPROPRIATED IN ENTERPRISE FUND:</u>	
ENTERPRISE FUND REVENUES AND AVAILABLE FUNDS	\$ 1,388,273
TAXATION	\$ -
FREE CASH	\$ -
NON-ENTERPRISE AVAILABLE FUNDS	\$ -

TOTAL SOURCES OF FUNDING FOR COSTS APPROPRIATED IN THE SEWER ENTERPRISE FUND	\$ 1,388,273
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FY10 SEWER ENTERPRISE RATE STRUCTURE:

<u>RESIDENTIAL</u>	<u>BASED ON 75% OF WATER CONSUMPTION</u>
0 - 10,000	\$79.23 EVERY 6 MONTHS
10,001 AND OVER	\$7.93 PER THOUSAND GALLONS
<u>COMMERCIAL</u>	<u>BASED ON 100% OF WATER CONSUMPTION</u>
0 - 10,000	\$79.23 EVERY 6 MONTHS
10,001 AND OVER	\$7.93 PER THOUSAND GALLONS
SEPTIC DISPOSAL FEE	\$110.00/1,000 GAL

NOTE: FY11 SEWER RATES HAVE NOT BEEN SET

Article 15. To see if the Town will vote to raise and appropriate from the Fiscal 2011 Tax Levy and/or transfer from available funds and/or borrow for Capital Expenditures including the following:

**FY11 CAPITAL BUDGET
RECOMMENDATIONS**

DEPARTMENT

PROJECT

Board of Selectmen

Aerial Flyover for GIS

Library

Roof Top Air Handler Replacement
Carpet Replacement

Fire Department

Replace Command Vehicle
Technology Upgrade

Conservation Commission

Land Acquisition and Maintenance

School Department

Wheelock Wheelchair Lift Cafetorium Stage

Dale Street Window Replacement
Upgrade Emergency Lighting

Middle School Replace Intercom System

District Wide Energy Improvements
Pick up Truck Replacement

Police Department

Traffic Light Upgrade Program
Cruiser Replacement

Public Works

Subdivision Resurfacing
Replace 1994 Ford Pickup

Water Enterprise

Replace Ford 550 Pickup
Replace Ford 250 Pickup

Parks and Recreation

Replace windows at the Pfaff Center
John Deere Mower

**FY11 CAPITAL BUDGET
RECOMMENDATIONS**

<u>DEPARTMENT</u>	<u>PROJECT</u>	<u>REQUEST</u>	<u>RECOMMEND</u>
Board of Selectmen	Aerial Flyover for GIS	\$10,000	\$10,000.00
Library	Roof Top Air Handler Replacement	7,250	\$7,250.00
	Carpet Replacement	15,000	\$15,000.00
Fire Department	Replace Command Vehicle	38,000	\$38,000.00
	Technology Upgrade	7,500	\$7,500.00
Conservation Commission	Land Acquisition and Maintenance	\$50,000	\$5,000.00
School Department	Wheelchair Lift		
<i>Wheelock</i>	Cafetorium Stage	\$28,800	

	<i>Dale Street</i>	Window Replacement	\$95,000	\$68,750.00
		Upgrade Emergency Lighting	\$24,650	
	<i>Middle School</i>	Replace Intercom System	\$31,000	
	<i>District Wide</i>	Energy Improvements	\$38,000	
		Pick up Truck Replacement	\$29,000	\$29,000.00
Police Department		Traffic Light Upgrade Program	\$6,000	\$6,000.00
		Cruiser Replacement	\$33,500	\$33,500.00
Public Works		Subdivision Resurfacing	\$40,000	\$40,000.00
		Replace 1994 Ford Pickup	\$50,000	\$50,000.00
	<i>Water Enterprise</i>	Replace Ford Pickup	\$60,000	\$60,000.00
		Replace Ford Pickup	\$40,000	\$40,000.00
Parks and Recreation		Replace windows at the Pfaff Center	\$40,000	\$40,000.00
		John Deer Mower	\$16,215	
			\$659,915	\$450,000.00

To be funded by:

Tax Levy	\$350,000
Water and Sewer Enterprise Fund	\$100,000

Total \$450,000

(Capital Budget Committee)

This article contains department requests for capital spending projects for fy11 and the recommendations of the Capital Budget Committee as to which of these projects should be funded. The Capital Budget is funded at a \$450,000 level ,with \$100,000 coming from enterprise fund revenues and \$350,000 from the tax levy.

WARRANT COMMITTEE RECOMMENDS PASSAGE

Article 16. To see if the Town will vote to declare a portion of Town-owned land located off North Meadows Road on which the DPW garage is located and shown on Assessors' Map 44 as Parcel 14, to be partially surplus and available for disposition (lease) PROVIDED THAT any non-municipal use be compatible and not interfere with the active ongoing municipal uses and to see if the Town will authorize the Board of Selectmen to prepare and issue "Invitation(s) to Bid" or "Requests(s) for Proposals" for the disposition (lease) of said portion of land to one or more commercial cable television providers for use by them as a cable head-end facility, in accordance with the requirements of G.L. Chapter 30B, Section 16, and to enter into a lease or leases with said provider(s) for up to twenty (20) years for said use for such annual rent and upon such terms and conditions as the Board of Selectmen shall determine to be in the Town's best interests, or do or act anything in relation thereto.

(Board of Selectmen)

A small piece of land at the town garage is presently occupied by Comcast for use as a head-end facility for its cable television operations. The Town needs to formalize this with a long-term lease, which will provide additional revenues. If the Town Meeting approves this article an RFP will be issued, making this location available to the highest bidder.

WARRANT COMMITTEE RECOMMENDS PASSAGE

Article 17. To see if the Town will vote to appropriate a sum of money from the Ambulance Mileage Fee Fund to the Stabilization Fund to reimburse the Stabilization Fund for a portion of the funds advanced to assist with the purchase of an ambulance, purchased under the authorization of Article 26 of the 2008 Annual Town Meeting, or do or act anything in relation thereto.

(Town Accountant)

Two years ago, the Town Meeting authorized the purchase of a replacement ambulance for the Fire Department. At that time there were not sufficient funds available in the Ambulance Mileage Fee Fund to pay for the ambulance purchase. The Town Meeting appropriated \$60,000 from the Stabilization Fund to help pay for the new ambulance, with the understanding that the Stabilization Fund would be reimbursed from the Ambulance Mileage Fee Fund as monies were available. This article will appropriate the final \$19,000 to fully reimburse the Stabilization Fund for the ambulance purchase.

WARRANT COMMITTEE RECOMMENDS PASSAGE

Article 18. To see if the Town will vote to transfer \$212,583 from sewer betterments paid in advance to the Sewer Stabilization Fund, established under Article 31 of the 2004 ATM in accordance with the provisions of G.L., Chapter 40, Section 5B as amended by Chapter 46 of the Acts of 2003, or do or act anything in relation thereto.

(Town Accountant)

The Town has borrowed funds for twenty years to construct sewers in various parts of the Town. Abutters to the sewer lines are assessed for this betterment and can pay this assessment all-at-once, or over five, ten or twenty years. Because of the low interest rates and the mortgage interest deductions, many have paid off the betterment in its entirety. To recapture the interest lost on these payoffs and to spread the repayment of sewer debt over the life of the issued bonds, the funds can be placed in an interest bearing stabilization fund and a portion appropriated annually as an offset to the principal and interest operating budgets. The amount requested to be transferred to the fund this year is \$212,583. The balance in this Fund as of December 31, 2009 was \$2,653,543. The operating budget

recommendations propose to transfer \$400,000 from this fund to help pay for the principal and interest costs on next year's sewer debt.

WARRANT COMMITTEE RECOMMENDS PASSAGE

Article 19. To see if the Town will vote to transfer a sum of money from the Retiree Health Insurance Trust Fund to the Unfunded Retiree Health Insurance Stabilization Fund, established under Article 26 of the 2006 ATM for the purpose of setting aside monies to cover the unfunded retiree health insurance costs in accordance with the provisions of G.L., Chapter 40 Section 5B as amended by Chapter 46 of the Acts of 2003, or do or act anything in relation thereto.

(Town Administrator)

Last year the Town changed from a self-insured health insurance program to a fully-insured program for its employees. As a result of this change, a balance remains in the Retiree Health Insurance Trust Fund. The Town has an unfunded liability for retiree health insurance benefits and this article proposes appropriating a portion of that balance to fund this liability. The amount recommended is \$100,000. When all of the remaining bills for the self-insurance fund are paid, the remaining balance of the Town's share in the Trust Fund will be available for appropriation for this purpose. The current balance at this time is approximately \$350,000. About half of this balance will be refunded to retirees, reflecting their portion of contributions to the Trust Fund.

WARRANT COMMITTEE RECOMMENDS PASSAGE

Article 20. To see if the Town will vote to appropriate a sum of money and determine in what manner said sum shall be raised for the purpose of hiring consultants to advise the Town on matters concerning the disposition and reuse of the former Medfield State Hospital property, said funds to be expended under the direction of the Board of Selectmen, with the understanding that the Board of Selectmen may authorize any other Town board, commission, committee or department to expend a portion of said funds for such purposes, or do or act anything in relation thereto.

(Board of Selectmen)

The Commonwealth's Division of Capital Asset Management and Maintenance(DCAM), the agency charged with disposing of the former Medfield State Hospital property is developing a plan to clean up contaminated sites at that property and, is negotiating a Memorandum of Agreement(MOA) with the Town to establish the parameters for redevelopment of the site, selection of a developer, and transfer of ownership of the open lands. This process entails many planning, legal and environmental issues that the Town will need to take positions on, in the course of these negotiations. To be informed and aware of the implications of these decisions, the Town and its various boards and departments may need to engage consultants for advice. This article will provide funds to be raised on the tax levy, for that purpose.

WARRANT COMMITTEE WILL BE HEARD

Article 21. To see if the Town will vote to amend the Town of Medfield Zoning By-Law, Section 17: Personal Wireless Communications Facilities, by striking the existing section and replacing it with a new section containing revisions summarized as follows:

- 17.1 Purpose: Expand purposes of By-Law to include aesthetic considerations.
- 17.2 Definitions: Clarify existing definitions and add new definitions including "Personal Wireless Equipment," "Application" and "Applicant."
- 17.3 Location: Revise permitted locations, types of facilities allowed, and, consistent with federal law, authorize placement of facilities outside specified locations to avoid an effective prohibition of applicant's provision of wireless services.
- 17.4 General Requirements: Clarify requirements and provide new enforcement mechanisms.
- 17.5 Application Process: Clarify existing submittal requirements and add new requirements including provision for peer review at applicant's expense.

17.6 Design Guidelines: Clarify and tighten dimensional requirements and limitations including maximum height and minimum setbacks and distances.

17.7 Special Permit Review: Set out detailed criteria which applicant must address to Zoning Board of Appeal's satisfaction including need for service, facility, and location, type of facility, impact upon aesthetics and environment and minimization thereof, provision for future capacity, and compliance with federal and state statutes and regulations.

17.8 Invalidity: Add new section containing saving provision.

A copy of the complete text of the proposed amendment being on file and available for public inspection at the Medfield Town House in the Town Clerk's office and copies also being available for public inspection in the Planning Board's office and at the Memorial Public Library, or do or act anything in relation thereto.

(Planning Board)

In 1997 the Town Meeting adopted an amendment to the Zoning by-law, Section 17. Personal Wireless Communications Facilities, to regulate the location and installation of equipment and towers, primarily, to provide coverage for cell phones. Since that time, much has changed and the wireless world has expanded to provide video games, entertainment centers, wireless home offices, security systems, internet access, and wireless cable access. What was then needed to provide coverage for cell phone service along major streets, now requires coverage in residential neighborhoods, schools and virtually, all parts of the Town. To provide this coverage, more antennae, ground facilities and towers will be required and this by-law revision addresses that need, while protecting the concerns of the Town and its residents. The federal government has determined that local communities must provide adequate coverage to wireless service providers. If the Town does not do so, the Federal Communications Commission and the federal courts can overrule local regulations and substitute their judgment for that of the Town.

WARRANT COMMITTEE WILL BE HEARD

Article 22. To see if the Town will vote to accept as public ways the following named streets, or parts thereof:

Baker Road from Station 0+0 to Station 7+0
Richard Road from Station 0+0 to Station 2+18
Brastow Drive from Station 0+0 to Station 2+32

As laid out by the Board of Selectmen and as shown on a plan referred to in the Order of Layout on file with the Town Clerk's office and to authorize the Board of Selectmen to acquire by eminent domain or otherwise, such rights, titles and easements, including drainage easements, as may be necessary to accomplish such purposes, or do or act anything in relation thereto.

(Board of Selectmen)

Town Meeting must vote to accept a street as a public way. To qualify for acceptance, a street must be built in accordance with the Planning Board's Subdivision Rules and Regulations. Then a street must be laid out by the Board of Selectmen, acting as a Board of Survey, which establishes the design including boundary lines, grades and necessary drainage and utility easements for the street. Once a street is accepted as a public way, the Town assumes responsibility for its care and maintenance. (A station is 100 feet.)

WARRANT COMMITTEE RECOMMENDS PASSAGE

Article 23. To see if the Town will authorize the Board of Assessors to use a sum of money from free cash in the Treasury for the reduction of the tax rate for the fiscal year 2011, or do or act anything in relation thereto.

(Board of Assessors)

The certified free cash as of July 1, 2009 is \$1,556,547. The Warrant Committee will recommend an amount to be taken from free cash to reduce the tax rate at the end of the Annual Town Meeting.

WARRANT COMMITTEE WILL BE HEARD

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**TOWN OF MEDFIELD
TALENT BANK**

Town government needs citizens who are willing to give time in the services of their community. The Talent Bank was organized in 1975 as a means of compiling names of citizens willing to serve, voluntarily, on boards, committees, and as resource people. Names in this file are available for use by all town officers, the Selectmen and the Moderator.

Talent bank files include categories consistent with the changing needs of the town. Complete the questions, indicate your areas of interest, and return immediately to:

Town Government Talent Bank
c/o Board of Selectmen
Town Hall
Medfield, MA 02052

Name _____ Phone No. _____ Date _____

Address _____ How long have you
lived in Medfield? _____

Occupation _____

Background _____

Availability: Weekly _____ Monthly _____

Check and list in order of preferences: (1, 2, 3, 4)

PLANNING AND PRESERVATION

- Conservation Commission
- Subdivision Control Activities
- Planning Board Activities
- Master Plan Implementation
- Sign Advisory
- Recycling Committee

HOUSING

- Housing Authority
- Fair Housing Committee
- Affordable Housing Committee

EDUCATION

- School Committee Activities
- Resource person for schools
- Other _____

HEALTH

- Sanitation
- Board of Health

RECREATION

- Park Commission Activities
- Youth Work
- Other _____

FINANCE

- Warrant Committee
- Capital Outlay Committee
- Other _____

OTHER

- Insurance Advisory Committee
- Historical Commission
- Council on Aging
- Hazardous Waste Committee
- Water and Sewer Board
- Cable TV
- Personnel Board
- Medfield Local Cultural Council
- Other _____

TOWN OF MEDFIELD
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