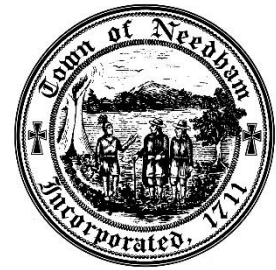


SELECT BOARD AGENDA

Regular Meeting

6:30 p.m. December 5, 2023



Needham Town Hall

Powers Hall & Zoom

Revised

Pursuant to Chapter 2 of the Acts of 2023, meetings of public bodies may be conducted virtually provided that adequate access is provided to the public.

To listen and view this virtual meeting on a phone, computer, laptop, or tablet, download the “Zoom Cloud Meeting” app in any app store or at www.zoom.us. At the above date and time, click on “Join a Meeting” and enter the meeting or click the link below to join the webinar:

Link:

<https://us02web.zoom.us/j/89068374046?pwd=UzBqaWlrNWZrSWdCQkpaZkYjd1RHQT09>

Webinar ID: 890 6837 4046

Passcode: 221095

One-Tap Mobile: +13092053325,,89068374046#

	7:00	Public Comment Period Citizens are encouraged to inform the Office of the Town Manager in advance via email (OTM@needhamma.gov), telephone (781) 455-7500 extension 204, or in person by the end of the business day prior to the meeting of their intent to participate in the public comment period. The Chair will first recognize those who have communicated in advance their desire to speak for up to three minutes. If time allows, others wishing to speak will be recognized in an order determined by the Chair for up to three minutes. The Board’s policy on public participation in meetings can be found here .
1.	6:30	Town Manager • ARPA Update • Stormwater By-Law Working Group • Preliminary FY2025 – FY2029 Capital Improvement Plan • Town Manager Report
2.	7:00	Public Hearing: Tax Classification • Board of Assessors • Melissa Motta, Director of Assessing • David Davison, Deputy Town Manager/Director of Finance

3.	7:30	Needham Power Choice • Paul Gromer, Peregrin Group • Marlana Patton, Peregrin Group
4.	8:00	Board Discussion • Indigenous People's Day Vote • Committee Reports

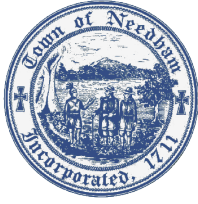
CONSENT AGENDA *Supporting Documents Attached

1.	Approve for calendar year 2024 requests for license renewals of Restaurant – All Alcoholic Licenses for each of the following establishments (subject to receipt of required completed paperwork): • Blue Restaurant Needham LLC d/b/a Blue on Highland • Cappella LLC d/b/a Cappella • Ceed Corp d/b/a Cook Needham • Eat Farmhouse LLC d/b/a The Farmhouse • Fu Yuan, Inc. d/b/a Fuji Steak House • Fusion Cuisine, Inc. d/b/a Gari • Henry Hospitality Inc. d/b/a The James • Low and Zhang Co. d/b/a Mandarin Cuisine • Metrowest Dining LLC d/b/a The Common Room • Needham Food and Beverage LLC d/b/a The Heights • New Garden, Inc. d/b/a New Garden • Sai Restaurants, Inc. d/b/a Masala Art • Sol Soul Family Foods, LLC d/b/a Hearth Pizzeria • Spiga, LLC d/b/a Spiga
2.	Approve for calendar year 2024 request for license renewal of Restaurant – Wine and Malt Beverage License for the following establishment (subject to receipt of required completed paperwork): • French Press LLC d/b/a French Press Bakery & Café • PM Story Corporation d/b/a Little Spoon
3.	Approve for calendar year 2024 requests for license renewals of Package Stores- All Alcoholic Beverages for the following establishments (subject to receipt of required completed paperwork): • Gordon's Fine Wines of Needham Inc. d/b/a Gordon's Fine Wine • Innovative Distributing Concepts, LLC d/b/a Bin Ends • MDM Wine2 LLC d/b/a Vinodivino • Needham Wine & Spirits, LLC d/b/a Needham Wine & Spirits • Reveler Beverage Company, LLC d/b/a Reveler Beverage • Shivmegh LLC d/b/a Needham Center Fine Wines • Volante Farms Inc d/b/a Volante Farms
4.	Approve for calendar year 2024 request for Innholder – All Alcoholic License Renewal for the following establishments (subject to receipt of required completed paperwork): • 365 Management Company LLC d/b/a Residence Inn by Marriott Needham

	Needham Lending Company LLC d/b/a Sheraton Needham Hotel
5.	Approve for calendar year 2024 requests for license renewals of Club – All Alcoholic Beverage Licenses for the following establishments (subject to receipt of required completed paperwork): - Lt. Manson Carter Post 2498 V.F.W. of U.S. - The Needham Golf Club Inc. - Village Club Building Association Inc. d/b/a The Village Club
6.	Approve for calendar year 2024 requests for license renewals of Common Victualler Licenses for the following establishments (subject to receipt of required completed paperwork): 1056 Gyro and Kebab House Corp. d/b/a Gyro and Kebab House 365 Management Company LLC d/b/a Residence Inn by Marriott Needham - A New Leaf LLC d/b/a A New Leaf - Bagels' Best, Inc. d/b/a Bagels' Best Bakery Café - Blue on Highland, LLC d/b/a Blue on Highland - Boston Bread LLC d/b/a Panera Bread - Capella LLC d/b/a Cappella - Ceed Corp. d/b/a Cook Needham - Chapel Street Corporation d/b/a Fresco - Coffee and Fresh Bagels Inc. d/b/a Café Fresh Bagel - K & K Pie Company, Inc. d/b/a Domino's Pizza - ND Donuts d/b/a Dunkin' (1203 Highland Avenue) - ND Donuts d/b/a Dunkin' (260 Chestnut Street) - ND Donuts d/b/a Dunkin' (399 Great Plain Avenue) - French Press LLC d/b/a French Press Bakery & Café - Fu Yuan, Inc. d/b/a Fuji Steak House - Fusion Cuisine d/b/a Gari - H & B Pizza, Inc. d/b/a Sweet Tomatoes Pizza - Henry Hospitality Inc. d/b/a The James - International House of Pizza Inc. d/b/a Needham House of Pizza - Low and Zhang Co. d/b/a Mandarin Cuisine - Needham Food and Beverage LLC d/b/a The Heights - Needham Lending Co LLC d/b/a Sheraton Needham - Niki Corp. d/b/a Town House of Pizza - North Hill Inc. d/b/a North Hill Café - Sai Restaurant, Inc. d/b/a Masala Art - Shallots Needham Inc d/b/a Sweet Boba - Sol Soul Family Foods LLC d/b/a Hearth Pizzeria - Spiga, LLC d/b/a Spiga - Starbucks Corporation d/b/a Starbucks Coffee - Subway of Needham LLC d/b/a Subway - TH McCoy Restaurant Group, LLC d/b/a McDonald's - The Needham Golf Club, Inc - Treat LLC d/b/a Treat Cupcake Bar - Village Club Building Association Inc. d/b/a The Village Club

	• Volante Farms Inc. d/b/a Volante Farms • Yeat, Inc. d/b/a Sweet Basil
7.	Approve for calendar year 2024 the following requests for Class II Used Car Dealer Licenses (subject to receipt of required completed paperwork): • Auto International Ltd. • Center Automotive • Chestnut Motors • Copley Motorcars Corp. • Needham Service Center
8.	Approve for calendar year 2024 requests for various license renewals as detailed below for the following establishments (subject to receipt of required completed paperwork): • Needham Lending Co LLC d/b/a Sheraton Needham – Innkeeper License • Babson College – Lodging License • Blue on Highland, LLC d/b/a Blue on Highland – Seven Day Entertainment License • Henry Hospitality Inc. d/b/a The James – Seven Day Entertainment License • Sol Soul Family Foods, LLC d/b/a Hearth Pizzeria – Seven Day Entertainment License • Sai Restaurant, Inc. d/b/a Masala Art – Seven Day Entertainment License • Needham Lending Co LLC d/b/a Sheraton Needham – Seven Day Entertainment License • Ceed Corp. d/b/a Cook Needham – Seven Day Entertainment License • The Needham Golf Club Inc. – Weekday Entertainment License
9.	Accept the following donations to the Needham Free Public Library: • From Maxim Tulebaev, <i>Needham Public Library</i>, acrylic on canvas, donated by the artist (no estimated value); • <i>Tenacity in Children and Handbook of Resiliency in Children</i>, by Sam Goldstein and Robert Brooks, Evan Haller (estimated total value \$175), donated by one of the authors, Sam Goldstein; • <i>The Lioness of Boston</i>, by Emily Franklin (estimated value \$29), donated by the author; • <i>A History of Boston</i>, by Daniel Dain (estimated value \$55), donated by the author; • \$1,000 from the Hazard Family Foundation, for the permanent donation fund; • \$5,000 from Ann MacFate for the Ann MacFate Fund for the Visually Impaired; and • \$7,963.57 from Tom Harkins, for the creation of a trust fund named in his honor.
10.*	In accordance with Section 20B of the Town Charter, and upon the recommendation of the Town Manager and the Personnel Board, adopt a revised classification and compensation plan (Schedule A) for FY2024.
11.	Accept the following donation to the Needham Health Division:

	• \$2,500 for the Needham Domestic Violence Action Committee (DVAC) from the FRIENDS of Needham Board of Health & Traveling Meals Program
12.	Accept the following donations to Needham Youth and Family Services: • Two grants from the MetroWest Health Foundation in the amount of \$7,500 each to be used to support clinical interns; and • \$200 gift card from Wegman's to be used towards future programs
13.	Accept the following donation to the Needham Council on Aging: • A hearing device from the Needham Commission on Disability under retired NCOD member Babs Moss's name
14.	Accept the following donation made to the Needham Community Revitalization Trust Fund: • \$500 from Carol DeLemos
15.	Accept the following donation to Needham Parks and Forestry Division: • Planters with winter greens assortment worth an estimated value of \$538.50 from the Needham Garden Center and Copley Motor Cars to be planted in Patrolmans Plaza



**Select Board
TOWN OF NEEDHAM
AGENDA FACT SHEET**

MEETING DATE: 12/5/2023

Agenda Item	American Rescue Plan Act Funding
Presenter(s)	Kate Fitzpatrick, Town Manager

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED
The Town Manager will provide the Board with an update on ARPA spending, commitments, grants, and projects. Some of the project encumbrances have not yet been completed, reflecting a larger than actual uncommitted balance on the attached chart. Approximately \$113,000 may be available for allocation to ARPA projects. As previously noted, some of the funds held for the sluice gate may be available to be reallocated to the stormwater hydrology study, depending on the final design and bid pricing.	
2.	VOTE REQUIRED BY SELECT BOARD
N/A – Discussion Only	
3.	BACK UP INFORMATION ATTACHED
a. ARPA Proposal Budget with Expended Balances dated November 30, 2023	

ARPA Proposal Budget with Expended Balance

Category	Description	State/County	Budget	Adjusted Budget	Total Expended	Unexpended	Encumbered	Uncommitted Balance
COVID-19 Direct Impact	Contact Tracers	State	\$60,000.00	\$23,910.00	\$23,910.00	\$0.00		\$0.00
	Epidemiologist	State	\$140,000.00	\$216,077.47	\$133,421.21	\$82,656.26	\$82,656.26	\$0.00
	Public Health Nurse	State	\$160,000.00	\$279,083.00	\$154,419.00	\$124,664.00	\$124,664.00	\$0.00
	Mental & Behavioral Health Staffing	State	\$190,000.00	\$265,548.00	\$159,044.99	\$106,503.01	\$106,503.01	\$0.00
	Mental & Behavioral Health Services	State	\$190,000.00	\$48,350.75	\$46,850.75	\$1,500.00	\$1,500.00	\$0.00
	COVID-19 Test Kits for School Staff and residents of limited means and those in high risk groups	State	\$229,800.00	\$229,800.00	\$229,800.00	\$0.00	\$0.00	\$0.00
	Other - Rentals	State	\$4,246.00	\$4,246.00	\$4,246.00	\$0.00	\$0.00	\$0.00
	Other - Town COVID-19 Test Kits	State	\$2,984.78	\$2,984.78	\$2,984.78	\$0.00	\$0.00	\$0.00
	Other - Not yet assigned	State	\$92,969.22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Subtotal		\$1,070,000.00	\$1,070,000.00	\$754,676.73	\$315,323.27	\$315,323.27	\$0.00
Ventilation Upgrades	Library Chiller	State	\$0.00	\$369,000.00	\$0.00	\$369,000.00	\$333,548.52	\$35,451.48
	Subtotal		\$0.00	\$369,000.00	\$0.00	\$369,000.00	\$333,548.52	\$35,451.48
Technology Improvements	Support for Hybrid Meetings, Communications & Remote Work	State	\$175,000.00	\$441,123.33	\$18,570.58	\$422,552.75	\$222,552.75	\$200,000.00
	NeoGov E-Forms Module	State	\$31,613.48	\$31,613.48	\$17,567.61	\$14,045.87	\$14,045.87	\$0.00
	Other - Not yet assigned	State	\$68,386.52	\$2,263.19	\$0.00	\$2,263.19	\$0.00	\$2,263.19
	Subtotal		\$275,000.00	\$475,000.00	\$36,138.19	\$438,861.81	\$236,598.62	\$202,263.19
Economic Development	Grant Program	State	\$460,000.00	\$445,000.00	\$389,979.14	\$55,020.86	\$0.00	\$55,020.86
	Public Art	State	\$20,000.00	\$20,000.00	\$15,622.71	\$4,377.29	\$0.00	\$4,377.29
	Other - Rental of Tents	State	\$18,725.00	\$18,725.00	\$18,725.00	\$0.00	\$0.00	\$0.00
	Other - Not yet assigned	State	\$1,275.00	\$16,275.00	\$0.00	\$16,275.00	\$0.00	\$16,275.00
	Subtotal		\$500,000.00	\$500,000.00	\$424,326.85	\$75,673.15	\$0.00	\$75,673.15
Water/Sewer/Drains	Temp Project Manager	State	\$500,000.00	\$471,336.60	\$53,831.10	\$417,505.50	\$346,167.90	\$71,337.60
	Rosemary Sluice Gate Replacement/NPDES Stormwater	State	\$600,000.00	\$400,000.00	\$3,195.05	\$396,804.95	\$28,804.95	\$368,000.00
	Other - Not yet assigned	State	\$340,336.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
			\$1,440,336.60	\$871,336.60	\$57,026.15	\$814,310.45	\$374,972.85	\$439,337.60
	State total		\$3,285,336.60	\$3,285,336.60	\$1,272,167.92	\$2,013,168.68	\$1,260,443.26	\$752,725.42
Infrastructure*	Town Reservoir Clean-up Construction - ARPA-1033	County	\$2,070,000.00	\$2,142,500.00	\$125,000.00	\$2,017,500.00	\$0.00	\$2,017,500.00
	Walker Pond Category 2 Construction - ARPA-1032	County	\$356,000.00	\$356,000.00	\$74,632.89	\$281,367.11	\$281,367.11	\$0.00
	Walker Pond Outlet - ARPA-1166	County	\$0.00	\$400,000.00	\$0.00	\$400,000.00	\$0.00	\$400,000.00
	128 Sewer Interceptor Project Design - ARPA-1178	County	\$0.00	\$60,000.00	\$24,318.50	\$35,681.50	\$24,881.50	\$10,800.00
	128 Sewer Interceptor Project Construction - ARPA-1178	County	\$0.00	\$2,940,000.00	\$0.00	\$2,940,000.00	\$0.00	\$2,940,000.00
	South St Water Main Construction	County	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Allowance for Water/Sewer/Drains	County	\$3,487,848.40	\$15,348.40	\$0.00	\$15,348.40	\$0.00	\$15,348.40
	Subtotal County total		\$5,913,848.40	\$5,913,848.40	\$223,951.39	\$5,689,897.01	\$306,248.61	\$5,383,648.40
	Grand Total		\$9,199,185.00	\$9,199,185.00	\$1,496,119.31	\$7,703,065.69	\$1,566,691.87	\$6,136,373.82

updated 11/30/23



**Select Board
TOWN OF NEEDHAM
AGENDA FACT SHEET**

MEETING DATE: 12/5/2023

Agenda Item	Stormwater By-Law Working Group
Presenter(s)	Kate Fitzpatrick, Town Manager

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED
	The Town Manager will recommend that the Board appoint a working group to guide the process of updating the existing Stormwater By-Law and make recommendations to the Board.
2.	VOTE REQUIRED BY SELECT BOARD
	N/A – Discussion Only. A vote will be scheduled for December 19 th .
3.	BACK UP INFORMATION ATTACHED
	a. Draft Charge and Composition – Stormwater By-law Working Group

Town of Needham

Stormwater By-Law Working Group

Committee Charge & Composition

Type:	Ad hoc until Town Meeting Vote
Legal Reference:	Select Board Vote
Appointing Authority:	Select Board
Number of Voting Members:	Seven (7)
Term of Appointment	Through 11/1/2024
Special Municipal Employee	Yes
Staff Support	Water & Sewer Superintendent; Compliance Coordinator; Public Works Staff

Members	Year Appointed	Term Expiration	Membership

Composition:

- One member/representative of the Select Board*
- One member/representative of the Conservation Commission
- One builder appointed by the Select Board
- One resident at large appointed by the Select Board
- The Town Engineer, ex officio*^
- The Director of Conservation, ex officio*^
- The Building Commissioner, ex officio*^

* Regular municipal employees serving on the Committee remain regular municipal employees, even though the committee members are designated as special municipal employees

^ An ex officio member is a person who is a member by virtue of their position and is entitled to serve without additional authorization. Ex officio members are voting members. And enjoy the same rights, privileges and responsibilities as any other member.

Purpose:

The Stormwater By-Law Working Group will provide input to the Town in the revision and update of Article 7 of the General By-Laws of the Town – Stormwater.

Charge:

- The Working Group will provide input and feedback to the Town Manager and Select Board on updates and requirements of the National Pollutant Distribution Elimination System (NPDES) pertaining to stormwater quality.
- The Working Group will review and make recommendations for amendments to the Stormwater By-Law relating to stormwater capacity.

Charge Adopted: December 19, 2023 **Charge Revised:**

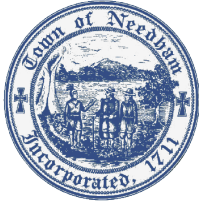
SME Status Voted: December 19, 2023



**Select Board
TOWN OF NEEDHAM
AGENDA FACT SHEET**

MEETING DATE: 12/5/2023

Agenda Item	Preliminary FY2025 - FY2029 Capital Improvement Plan
Presenter(s)	Kate Fitzpatrick, Town Manager Katie King, Deputy Town Manager David Davison, Deputy Town Manager/Director of Finance
1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED We will continue to review the FY2025 – FY2029 project submissions and discuss the preliminary cash capital and debt financed recommendations at your meeting on December 5th and will seek final approval of the Capital Improvement Plan on December 19th. In accordance with Section 20C of the Town Charter: “All boards, departments, committees, commissions and officers of the town shall annually, at the request of the town manager, submit to the town manager in writing a detailed estimate of the capital expenditures as defined by by-law, required for the efficient and proper conduct of their respective departments and offices for the ensuing fiscal year and the ensuing 4-year period. The town manager, after consultation with the select board, shall submit in writing to the select board a careful, detailed estimate of the recommended capital expenditures for the aforesaid periods, showing specifically the amount necessary to be provided for each office, department and activity and a statement of the amounts required to meet the debt service requirements or other indebtedness of the Town. The select board shall transmit a copy of the capital budget to the finance committee along with the select board’s recommendations relative thereto. The calendar dates on or before which the capital budget is to be submitted and transmitted shall be specified by by-law.” In accordance with section 2.2.2.1 of the General Bylaw: “.... The Select Board shall transmit the capital budget to the Finance Committee no later than the first Tuesday after the first Monday in January.” (Tuesday, January 2, 2024).
2.	VOTE REQUIRED BY SELECT BOARD N/A – Discussion Only
3.	BACK UP INFORMATION ATTACHED a. FY2025 – FY2029 Preliminary recommendations – to be provided under separate cover b. Capital Project Requests for Fiscal Years 2025 – 2029 provided previously (11/28/2023 packet)



**Select Board
TOWN OF NEEDHAM
AGENDA FACT SHEET**

12/5/2023

Agenda Item	Town Manager's Report
Presenter(s)	Kate Fitzpatrick, Town Manager

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED
	The Town Manager will update the Board on issues not covered on the agenda.
2.	VOTE REQUIRED BY SELECT BOARD
	N/A – Discussion Only
3.	BACK UP INFORMATION ATTACHED
	None



**Select Board
TOWN OF NEEDHAM
AGENDA FACT SHEET**

MEETING DATE: 12/05/2023

Agenda Item	Public Hearing Tax Classification
Presenter(s)	Board of Assessors Melissa Motta, Director of Assessing David Davison, Deputy Town Manager/Director of Finance
1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED The Board will conduct a public hearing regarding the allocation of the fiscal year 2024 tax levy among the various classes of property in Town. The Board of Assessors will make a presentation about the certified valuation of property, and the public will have an opportunity to comment
2.	VOTE REQUIRED BY SELECT BOARD The motion to retain the same shift as last year: Move that the Select Board establish a residential factor of _____ for the purposes of setting the Fiscal Year 2024 tax rates.
3.	BACK UP INFORMATION ATTACHED a. Hearing Notice b. FY2024 Classification Hearing Package

NOTICE OF PUBLIC HEARING

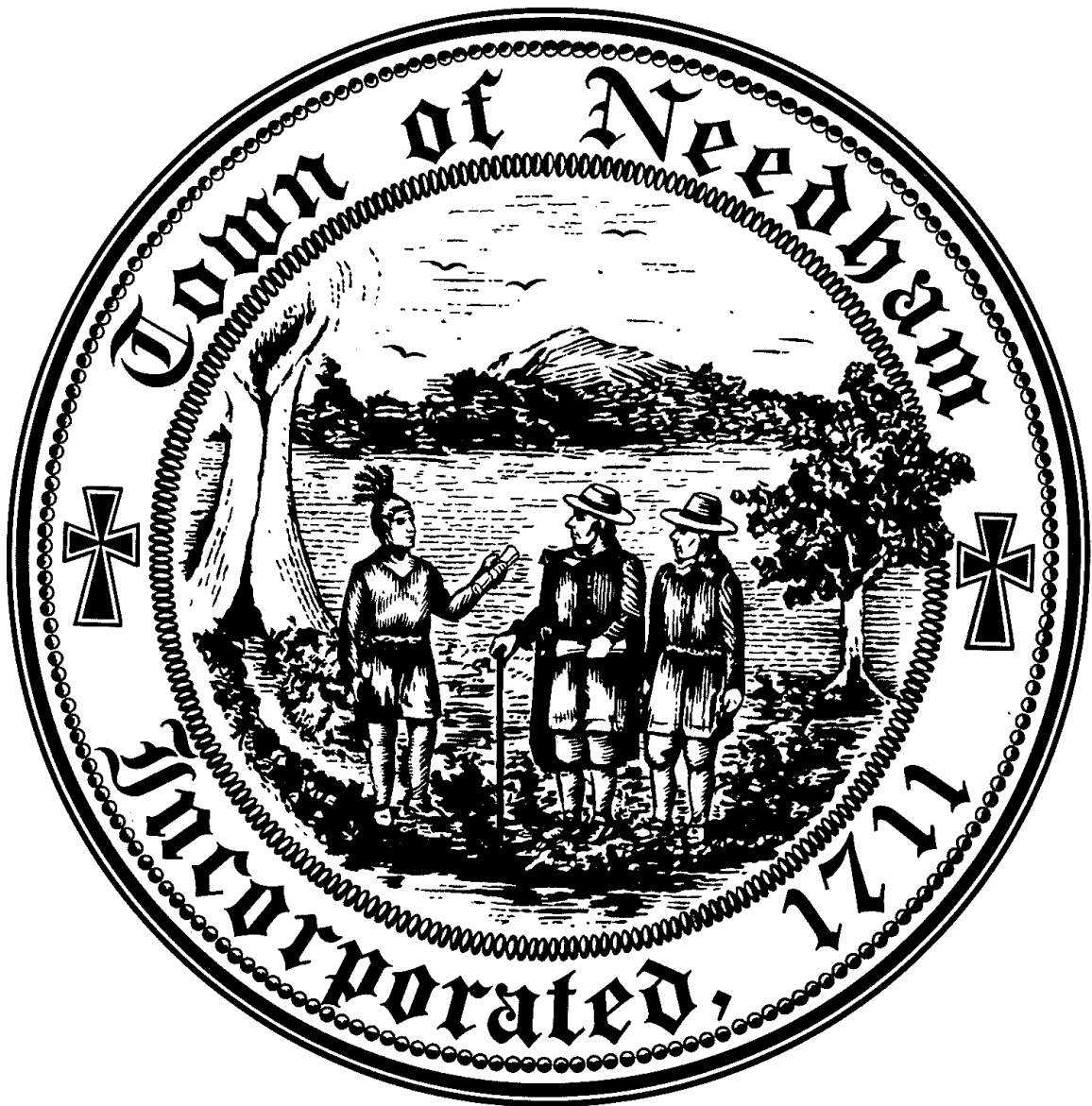


Town of Needham **TOWN OF NEEDHAM** **PROPERTY TAX** **CLASSIFICATION HEARING**

The Select Board will hold a Public Hearing in the Select Board Chambers, Town Hall, on Tuesday, December 5, 2023 at 7:00 P.M. regarding the allocation of the FY2024 tax levy among the various classes of property in the Town. The hearing, which is required by State Law, will give residents and businesses an opportunity to comment on local property tax policy as it will be applied during FY2024. All real estate in the Town is classified according to use.

The allocation of the burden of the tax levy may be adjusted between the Residential and Commercial/Industrial/Personal Property classes, within certain limits, by the Select Board. Relevant data and information will be provided at this hearing by the Board of Assessors. Residents and other interested parties wishing to be heard will be provided with an opportunity to comment at this time. In addition, written comments to the Board may be sent, by email to selectboard@needhamma.gov or by postal mail c/o Select Board, Town Hall, 1471 Highland Avenue, Needham, Massachusetts 02492.

CLASSIFICATION
HEARING



FY - 2024
TUESDAY
DECEMBER 5, 2023

Calendar 2022 Sales Review and Stats Summary	Overall												
	Median	COD											
	0.98	4.42	CY 09		Sales by					Sales by			
	0.99	3.44	CY 10		Age		Median	COD		Sale \$\$		Median	COD
	0.99	4.57	CY 11		Quartile # 1	1743-1942	0.95	4.45		Quartile # 1	600-1225 K	0.97	3.09
	0.99	4.58	CY 12		Quartile # 2	1946-1974	0.94	5.18		Quartile # 2	1240-1685	0.92	4.80
	0.98	3.91	CY 13		Quartile # 3	1975-2018	0.95	3.29		Quartile # 3	1700-2300	0.96	4.61
All single family valid sales	0.96	4.58	CY 14		Quartile # 4	2019-2022	1.00	4.37		Quartile # 4	2320-4950	0.94	3.51
	0.94	4.36	CY 15										
	0.97	3.82	CY 16										
	0.95	5.38	CY 17										
	0.96	5.06	CY 18										
	0.96	5.01	CY 19		Sales by					Grade		Median	COD
	0.95	4.85	CY 20		Land Size		Median	COD		Superior +	43 Sales	0.94	4.40
	0.94	6.59	CY 21		Quartile # 1	.09-.21 Ac	0.94	4.49		Superior	49 Sales	0.96	2.73
	0.95	4.27	CY 22		Quartile # 2	.23-.25 Ac	0.94	3.37		Superior -	27 Sales	0.96	3.47
					Quartile # 3	.26-.37 Ac	0.96	4.46		Excellent	42 Sales	0.91	5.95
Sales by NBHD					Quartile # 4	.38-1.67 Ac	0.96	3.39		V.Good-Exc	48 Sales	0.93	4.86
	Median	COD								Very Good	18 Sales	0.94	2.97
	101	0.94	4.48							Good-V.Good	12 Sales	0.96	3.03
	102	0.96	5.00							Good	7 Sales	1.00	1.49
103	0.94	3.91								Avg-Good	12 Sales	0.97	2.53
104	0.94	1.42			Sales by					Average	4 Sales	0.97	2.64
201	0.96	4.07			Date		Median	COD					
202	0.94	4.92			Quartile # 1	1/5-4/29	0.95	3.89					
203	0.94	3.71			Quartile # 2	5/2-6/27	0.94	4.94		Sales by			
204	0.93	2.05			Quartile # 3	6/28-8/19	0.94	4.36		Style		Median	COD
204/1	0.95	5.20			Quartile # 4	8/25-12/28	0.97	3.35		C2	42 Sales	0.97	3.69
205	0.95	4.19								CL	119 Sales	0.94	3.81
205/1	0.98	1.79								CN	6 Sales	0.98	5.44
206	0.94	3.36								CO	2 sales	0.96	3.16
301	0.94	4.11								CP	31 Sales	0.94	3.73
302	0.97	3.06			Sales by					GR	16 Sales	0.94	5.77
303	0.99	3.05			SFLA		Median	COD		OS	13 Sales	0.96	4.46
304	0.97	5.27			Quartile # 1	974-1917	0.95	4.17		RN	8 Sales	0.97	3.34
305	0.94	3.54			Quartile # 2	1925-2779	0.93	5.38		RR	17 Sales	0.93	5.66
305/1	0.94	4.03			Quartile # 3	2804-4101	0.94	3.78		SL	0.95	7.77	5.1
306	0.94	5.57			Quartile # 4	4128-9376	0.97	3.22		BN	3 Sales	0.99	3.33

Needham, MA - Median Sales Price - Calendar Year				
Year	Period	1-Fam	Condo	All
2023	Jan - Oct	\$1,355,000	\$1,180,000	\$1,350,000
2022	Jan - Dec	\$1,420,000	\$747,500	\$1,353,161
2021	Jan - Dec	\$1,294,999	\$885,000	\$1,199,500
2020	Jan - Dec	\$1,175,000	\$858,000	\$1,100,000
2019	Jan - Dec	\$1,065,000	\$805,000	\$1,025,000
2018	Jan - Dec	\$978,250	\$754,900	\$930,000
2017	Jan - Dec	\$980,000	\$767,000	\$910,000
2016	Jan - Dec	\$859,000	\$605,000	\$839,000
2015	Jan - Dec	\$848,250	\$636,000	\$809,000
2014	Jan - Dec	\$810,000	\$550,000	\$789,500
2013	Jan - Dec	\$749,500	\$485,000	\$729,000
2012	Jan - Dec	\$672,100	\$445,000	\$657,000
2011	Jan - Dec	\$656,500	\$361,000	\$636,500
2010	Jan - Dec	\$632,500	\$402,000	\$625,500
2009	Jan - Dec	\$650,000	\$297,750	\$620,000
2008	Jan - Dec	\$645,000	\$415,000	\$625,000
2007	Jan - Dec	\$618,000	\$428,000	\$610,000
2006	Jan - Dec	\$655,000	\$444,500	\$636,000
2005	Jan - Dec	\$663,750	\$593,750	\$650,000

Needham, MA - % Change Median Sales Price - Calendar Year

Year	Period	1-Fam % Change Prior Year	Condo % Change Prior Year	All % Change Prior Year
2023	Jan - Oct	-4.58%	57.86%	-0.23%
2022	Jan - Dec	9.65%	-15.54%	12.81%
2021	Jan - Dec	10.21%	3.15%	9.05%
2020	Jan - Dec	10.33%	6.58%	7.32%
2019	Jan - Dec	8.87%	6.64%	10.22%
2018	Jan - Dec	-0.18%	-1.58%	2.20%
2017	Jan - Dec	14.09%	26.78%	8.46%
2016	Jan - Dec	1.27%	-4.87%	3.71%
2015	Jan - Dec	4.72%	15.64%	2.47%
2014	Jan - Dec	8.07%	13.40%	8.30%
2013	Jan - Dec	11.52%	8.99%	10.96%
2012	Jan - Dec	2.38%	23.27%	3.22%
2011	Jan - Dec	3.79%	-10.20%	1.76%
2010	Jan - Dec	-2.69%	35.01%	0.89%
2009	Jan - Dec	0.78%	-28.25%	-0.80%
2008	Jan - Dec	4.37%	-3.04%	2.46%
2007	Jan - Dec	-5.65%	-3.71%	-4.09%
2006	Jan - Dec	-1.32%	-25.14%	-2.15%
2005	Jan - Dec	7.14%	56.46%	7.53%

Needham, MA - Number of Sales - Calendar Year				
Year	Period	1-Fam	Condo	All
2023	Jan - Oct	208	51	290
2022	Jan - Dec	321	74	444
2021	Jan - Dec	373	85	494
2020	Jan - Dec	367	59	455
2019	Jan - Dec	383	69	483
2018	Jan - Dec	386	69	488
2017	Jan - Dec	409	58	489
2016	Jan - Dec	430	60	522
2015	Jan - Dec	419	77	537
2014	Jan - Dec	385	75	496
2013	Jan - Dec	424	59	529
2012	Jan - Dec	396	47	491
2011	Jan - Dec	356	35	428
2010	Jan - Dec	392	52	468
2009	Jan - Dec	331	54	408
2008	Jan - Dec	329	65	421
2007	Jan - Dec	441	57	527
2006	Jan - Dec	368	44	454
2005	Jan - Dec	364	62	456

Tax Base Growth

FY 2024

*TAX
RATES*

\$13.04 \$25.56

Residential Commercial

Allowable Valuation

Tax Levy Growth

Residential

Single Family (101)	\$168,661,890	\$2,199,351
Condominium (102)	\$6,983,250	\$91,062
Three Family (104 & 105)	\$6,503,000	\$84,799
Multi Family (111-125)	\$0	\$0
Vacant Land	\$0	\$0
Others (Mixed Use, 103, 109)	\$0	\$0

Total Residential

182,148,140 \$2,375,212

Commercial

	\$57,889,600	\$1,479,658
Chapter 61, 61A, 61B	\$0	\$0

Total Commercial

\$57,889,600.00 \$1,479,658

Industrial

\$3,830,200 \$97,900

Personal Property

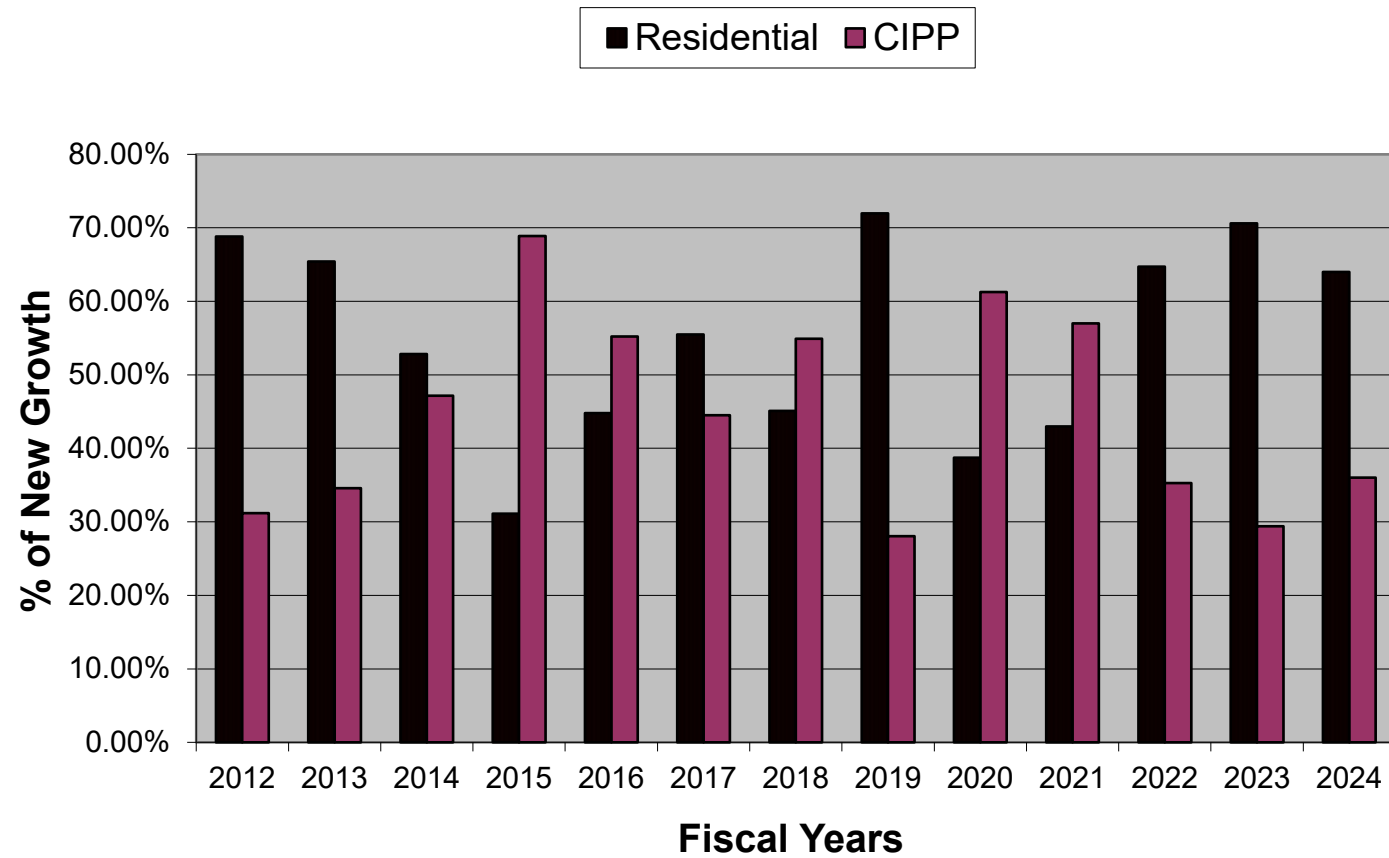
\$40,532,770 \$1,036,018

Total C.I.P.P.

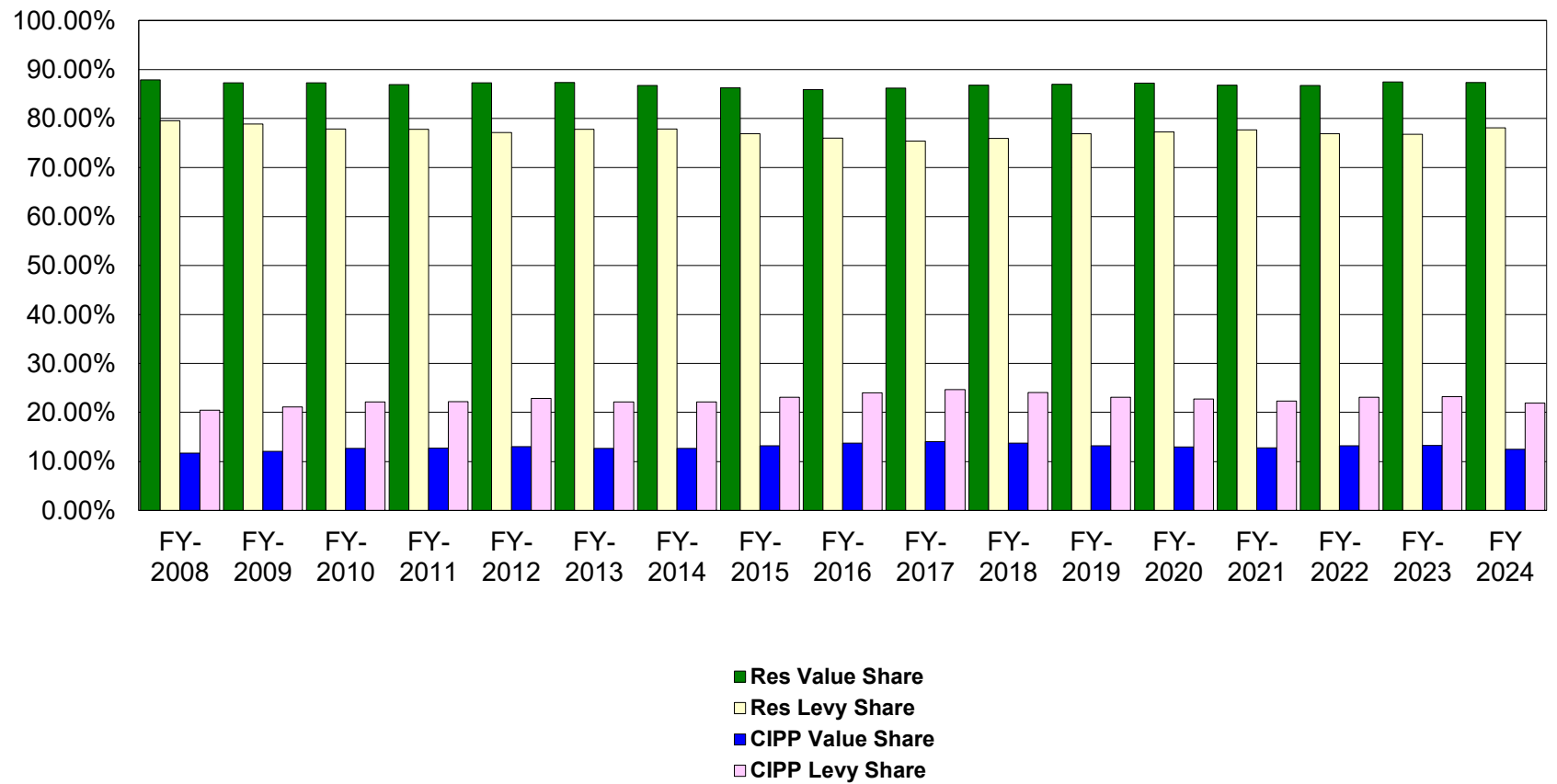
\$102,252,570 \$2,613,576

Total New Growth \$284,400,710 \$4,988,787

Residential vs.CIPP Growth FY 24

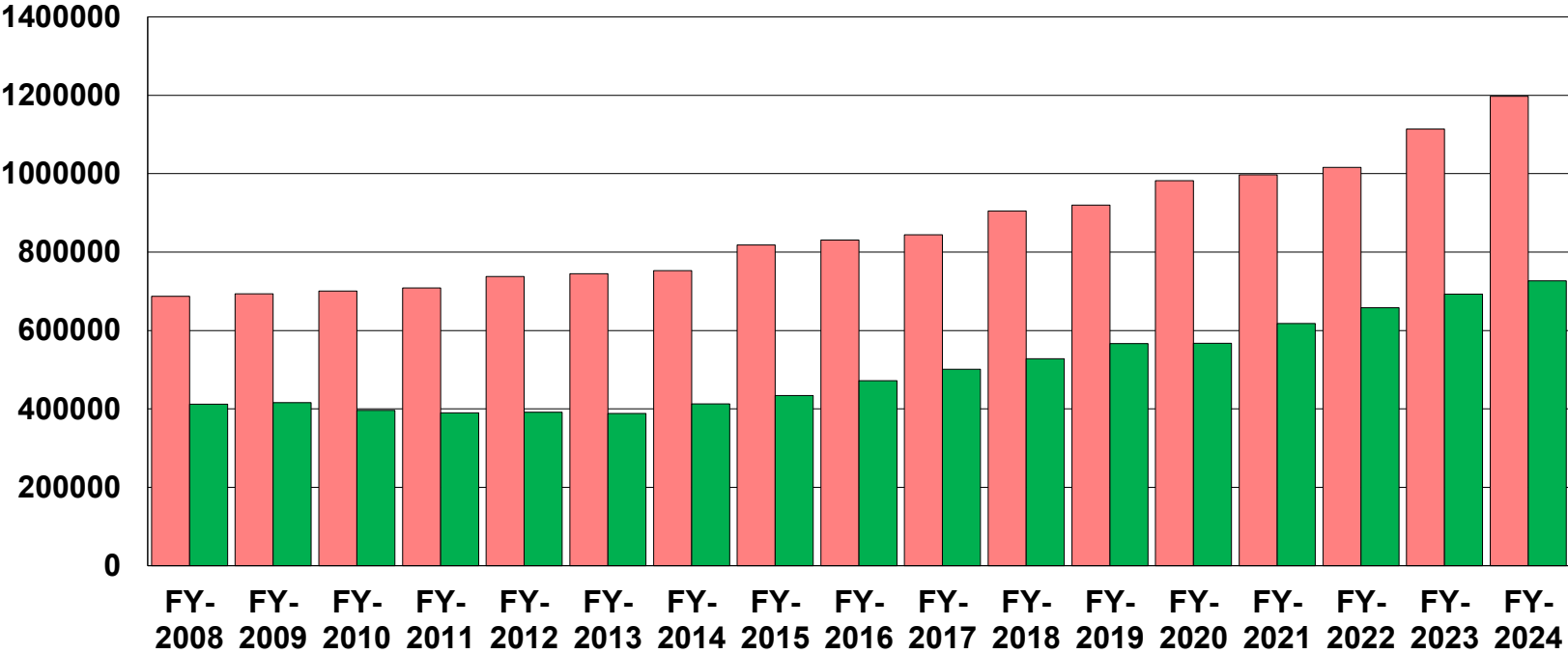


Value vs Levy Share

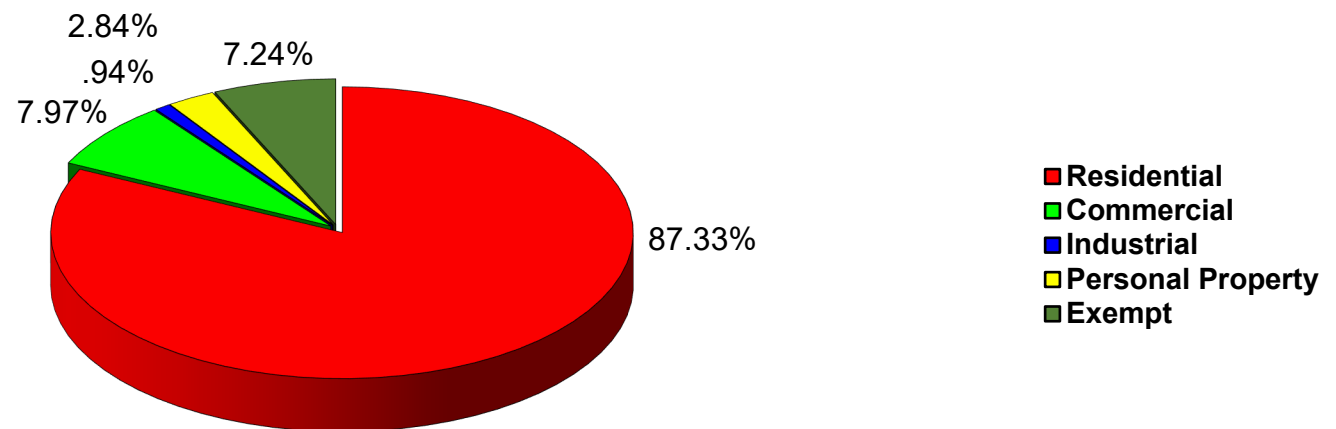


Average Valuation History FY 24

1 FAMILY
CONDO



Value Distribution FY 24



Class Code	Exempt Property Report		FY 2024
	Property Type	#	Total Exempt Value
039	Mixed Use with Partial Exemption (1215 Highland Ave)	1	\$276,120
900's	Federal Property	9	\$7,798,100
920's	State Property	12	\$26,189,600
930's	Town Property	156	\$297,225,400
940's	Schools----Private	37	\$245,433,600
950's	Charitable Organizations	23	\$62,610,300
960's	Churches/Religious	29	\$85,405,500
970's	Housing Authority	77	\$62,367,600
Totals		344	\$787,306,220

COMPUTATION OF FY 24 TAX RATE USING 175% CLASSIFICATION

Total Valuation	\$13,145,798,176	
Residential	\$11,487,662,900	87.3866%
C.I.P.P.	1,658,135,276	12.6134%
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TOTAL	\$13,145,798,176	100.0000%

Tax Levy FY-2024	\$184,500,000.00
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Tax Rate -- No Classification

Single Rate	\$14.03
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Tax Rate -- 175% Classification

12.506	22.0735%	C.I.P.P.
	77.9265%	RESIDENTIAL

	100.0000%	TOTAL
	\$40,725,593	C.I.P.P. Levy
	\$143,774,406.92	RESIDENTIAL Levy

	\$184,500,000.00	Total

Commercial/Industrial	\$24.56
Residential	\$12.52

Estimated Residential Factor:

0.8917446	89.17446
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<i>Fiscal Year</i>	<i>Shift</i>	<i>Res</i>	<i>\$ Chg</i>
FY-2024	175.00%		
Average Valuation		\$1,197,575	
Change in VALUE over previous		7.49%	
Tax Rate		\$12.52	
Taxes Paid		\$14,993.64	\$466
Increase over		3.21%	

FY-2023	175.00%		
Average Valuation		\$1,114,084	
Change in VALUE over previous		9.63%	
Tax Rate		\$13.04	
Taxes Paid		\$14,527.66	\$941
Increase over		6.93%	

FY-2022	175.00%		
Average Valuation		\$1,016,184	
Change in VALUE over previous		1.94%	
Tax Rate		\$13.37	
Taxes Paid		\$13,586.38	\$598
Increase over		4.60%	

FY-2021	175.00%		
Average Valuation		\$996,844	
Change in VALUE over previous		1.45%	
Tax Rate		\$13.03	
Taxes Paid		\$12,988.88	\$717
Increase over		5.84%	

FY-2020	175.00%		
Average Valuation		\$982,564	
Change in VALUE over previous		6.77%	
Tax Rate		\$12.49	
Taxes Paid		\$12,272.22	\$870
Increase over		7.63%	

<i>Fiscal Year</i>	<i>Shift</i>	<i>Res</i>	<i>\$ Chg</i>
FY-2019	175.00%		
Average Valuation		\$920,256	
Change in VALUE over previous		1.71%	
Tax Rate		\$12.39	
Taxes Paid		\$11,401.97	\$653
Increase over		6.07%	

FY-2018	175.00%		
Average Valuation		\$904,827	
Change in VALUE over previous		7.22%	
Tax Rate		\$11.88	
Taxes Paid		\$10,749.34	\$715
Increase over		7.13%	

FY-2017	175.00%		
Average Valuation		\$843,912	
Change in VALUE over previous		1.58%	
Tax Rate		\$11.89	
Taxes Paid		\$10,034.11	\$447
Increase over		4.66%	

FY-2016	175.00%		
Average Valuation		\$830,791	
Change in VALUE over previous		1.50%	
Tax Rate		11.54	
Taxes Paid		\$9,587.33	\$347
Increase over		3.76%	

FY-2015	175.00%		
Average Valuation		\$818,442	
Change in VALUE over previous		8.69%	
Tax Rate		\$11.29	
Taxes Paid		\$9,240.21	\$475
Increase over		5.42%	

FY-2014 175.00%
Average Valuation \$753,020
Change in VALUE over previous 1.11%
Tax Rate 11.64
Taxes Paid \$8,765.15 **\$349**
Increase over FY 2013 4.15%

FY-2013 175.00%
Average Valuation \$744,764
Change in VALUE over previous 0.99%
Tax Rate \$11.30
Taxes Paid \$8,415.83 **\$334**
Increase over FY 2012 4.13%

FY-2012 175.00%
Average Valuation \$737,436
Change in VALUE over previous 4.13%
Tax Rate \$10.96
Taxes Paid \$8,082.30 **\$363**
Increase over FY 2011 4.70%

FY-2011 175.00%
Average Valuation \$708,194
Change in VALUE over previous 1.06%
Tax Rate \$10.90
Taxes Paid \$7,719.31 **\$341**
Increase over FY 2010 4.62%

FY-2010 175.00%
Average Valuation \$700,738
Change in VALUE over previous 1.05%
Tax Rate \$10.53
Taxes Paid \$7,378.77 **\$472**
Increase over FY 2009 6.83%

FY-2009 175.00%
Average Valuation \$693,458
Change in VALUE over previous 0.94%
Tax Rate \$9.96
Taxes Paid \$6,906.84 **\$243**
Increase over FY-2008 3.65%

FY-2008 175.00%
Average Valuation \$686,971
Change in VALUE over previous 0.73%
Tax Rate \$9.70
Taxes Paid \$6,663.62 **\$287**
Increase over FY-2007 4.50%

FY-2007 175.00%
Average Valuation \$682,019
Change in VALUE over previous 1.43%
Tax Rate \$9.35
Taxes Paid \$6,376.88 **\$453**
Increase over FY-2006 7.65%

FY-2006 175.00%
Average Valuation \$672,401
Change in VALUE over previous 17.12%
Tax Rate \$8.81
Taxes Paid \$5,923.85 **\$407**
Increase over FY-2005 7.37%

FY-2005 175.00%
Average Valuation \$574,088
Change in VALUE over previous 3.50%
Tax Rate \$9.61
Taxes Paid \$5,516.99 **\$488**
Increase over FY-2004 9.71%

MassDOR - Massachusetts Department of Revenue																			
Division of Local Services																			
What If ... Scenario Worksheet for FY 2024																			
Needham - 199																			
					CLASSIFICATION OPTIONS														
CLASS	VALUE	%			Res Sr. Means Exemption			SMALL COMMERCIAL EXEMPTION											
Residential	11,487,662,900	87.3866	R & O %		Res # of Eligible Parcels	0.000000		# of Eligible Parcels	0										
Open Space		0	0.0000	87.3866	Res Parcel Count	0		Total Value of Eligible Parcels	0										
Commercial	1,122,346,066	8.5377			Res Exemption %	0.0000		Comm Exemption %	0.0000										
Industrial	132,690,670	1.0094	C I P %		Res Value Exemptwed	0		C&I Total Net Exemption	1,255,036,736										
PP	403,098,540	3.0663	12.6134		Senior # Eligible Parcels	0													
Total	13,145,798,176	100.0000			Senior Value Exempted	0													
					Res Total Net Exemption	11487662900													
ENTER A LEVY					ENTER CIP SHIFT RANGE														
Levy	184,500,000				Shift Range	1.01	1.75												
Single Rate	14.03				Shift Increment %		1.00												
					Max Shift Allowed		1.75												
Note: This table should be used for planning purposes only. Actual calculations may differ slightly due to rounding. For actual calculations, complete Recap.																			
Share Percentages										Levy Amounts					Estimated Tax Rates				
CIP Shift	Res Factor	Res SP	OS SP	Comm SP	Ind SP	PP SP	Total SP	Res LA	OS LA	Comm LA	Ind LA	PP LA	Total LA	Res ET	OS ET	Comm ET	Ind ET	PP ET	
1.0100	0.9986	87.2605	0.0000	8.6231	1.0195	3.0970	100.0000	160,995,559		15,909,577	1,880,966	5,713,897	184,499,999	14.01	0.00	14.18	14.18	14.17	
1.0200	0.9971	87.1343	0.0000	8.7085	1.0296	3.1276	100.0000	160,762,842		16,067,098	1,899,590	5,770,470	184,499,999	13.99	0.00	14.32	14.32	14.32	
1.0300	0.9957	87.0082	0.0000	8.7938	1.0397	3.1583	100.0000	160,530,124		16,224,618	1,918,213	5,827,043	184,499,998	13.97	0.00	14.46	14.46	14.46	
1.0400	0.9942	86.8821	0.0000	8.8792	1.0498	3.1890	100.0000	160,297,406		16,382,139	1,936,837	5,883,616	184,499,998	13.95	0.00	14.60	14.60	14.60	
1.0500	0.9928	86.7559	0.0000	8.9646	1.0599	3.2196	100.0000	160,064,688		16,539,659	1,955,460	5,940,190	184,499,997	13.93	0.00	14.74	14.74	14.74	
1.0600	0.9913	86.6298	0.0000	9.0500	1.0700	3.2503	100.0000	159,831,971		16,697,180	1,974,084	5,996,763	184,499,997	13.91	0.00	14.88	14.88	14.88	
1.0700	0.9899	86.5037	0.0000	9.1353	1.0801	3.2809	100.0000	159,599,253		16,854,700	1,992,707	6,053,336	184,499,996	13.89	0.00	15.02	15.02	15.02	
1.0800	0.9885	86.3775	0.0000	9.2207	1.0902	3.3116	100.0000	159,366,535		17,012,221	2,011,330	6,109,909	184,499,996	13.87	0.00	15.16	15.16	15.16	
1.0900	0.9870	86.2514	0.0000	9.3061	1.1002	3.3423	100.0000	159,133,817		17,169,742	2,029,954	6,166,483	184,499,995	13.85	0.00	15.30	15.30	15.30	
1.1000	0.9856	86.1253	0.0000	9.3915	1.1103	3.3729	100.0000	158,901,100		17,327,262	2,048,577	6,223,056	184,499,995	13.83	0.00	15.44	15.44	15.44	
1.1100	0.9841	85.9991	0.0000	9.4768	1.1204	3.4036	100.0000	158,668,382		17,484,783	2,067,201	6,279,629	184,499,994	13.81	0.00	15.58	15.58	15.58	
1.1200	0.9827	85.8730	0.0000	9.5622	1.1305	3.4343	100.0000	158,435,664		17,642,303	2,085,824	6,336,202	184,499,994	13.79	0.00	15.72	15.72	15.72	
1.1300	0.9812	85.7469	0.0000	9.6476	1.1406	3.4649	100.0000	158,202,946		17,799,824	2,104,448	6,392,776	184,499,993	13.77	0.00	15.86	15.86	15.86	
1.1400	0.9798	85.6207	0.0000	9.7330	1.1507	3.4956	100.0000	157,970,229		17,957,344	2,123,071	6,449,349	184,499,993	13.75	0.00	16.00	16.00	16.00	
1.1500	0.9783	85.4946	0.0000	9.8184	1.1608	3.5262	100.0000	157,737,511		18,114,865	2,141,694	6,505,922	184,499,992	13.73	0.00	16.14	16.14	16.14	
1.1600	0.9769	85.3685	0.0000	9.9037	1.1709	3.5569	100.0000	157,504,793		18,272,386	2,160,318	6,562,495	184,499,992	13.71	0.00	16.28	16.28	16.28	
1.1700	0.9755	85.2423	0.0000	9.9891	1.1810	3.5876	100.0000	157,272,075		18,429,906	2,178,941	6,619,068	184,499,991	13.69	0.00	16.42	16.42	16.42	
1.1800	0.9740	85.1162	0.0000	10.0745	1.1911	3.6182	100.0000	157,039,358		18,587,427	2,197,565	6,675,642	184,499,991	13.67	0.00	16.56	16.56	16.56	
1.1900	0.9726	84.9900	0.0000	10.1599	1.2012	3.6489	100.0000	156,806,640		18,744,947	2,216,188	6,732,215	184,499,990	13.65	0.00	16.70	16.70	16.70	
1.2000	0.9711	84.8639	0.0000	10.2452	1.2113	3.6796	100.0000	156,573,922		18,902,468	2,234,812	6,788,788	184,499,990	13.63	0.00	16.84	16.84	16.84	
1.2100	0.9697	84.7378	0.0000	10.3306	1.2214	3.7102	100.0000	156,341,204		19,059,988	2,253,435	6,845,361	184,499,989	13.61	0.00	16.98	16.98	16.98	
1.2200	0.9682	84.6116	0.0000	10.4160	1.2315	3.7409	100.0000	156,108,487		19,217,509	2,272,058	6,901,935	184,499,989	13.59	0.00	17.12	17.12	17.12	
1.2300	0.9668	84.4855	0.0000	10.5014	1.2416	3.7715	100.0000	155,875,769		19,375,029	2,290,682	6,958,508	184,499,988	13.57	0.00	17.26	17.26	17.26	
1.2400	0.9654	84.3594	0.0000	10.5867	1.2517	3.8022	100.0000	155,643,051		19,532,550	2,309,305	7,015,081	184,499,988	13.55	0.00	17.40	17.40	17.40	
1.2500	0.9639	84.2332	0.0000	10.6721	1.2618	3.8329	100.0000	155,410,334		19,690,071	2,327,929	7,071,654	184,499,987	13.53	0.00	17.54	17.54	17.54	
1.2600	0.9625	84.1071	0.0000	10.7575	1.2718	3.8635	100.0000	155,177,616		19,847,591	2,346,552	7,128,228	184,499,987	13.51	0.00	17.68	17.68	17.68	
1.2700	0.9610	83.9810	0.0000	10.8429	1.2819	3.8942	100.0000	154,944,898		20,005,112	2,365,176	7,184,801	184,499,986	13.49	0.00	17.82	17.82	17.82	
1.2800	0.9596	83.8548	0.0000	10.9283	1.2920	3.9249	100.0000	154,712,180		20,162,632	2,383,799	7,241,374	184,499,986	13.47	0.00	17.96	17.97	17.96	
1.2900	0.9581	83.7287	0.0000	11.0136	1.3021	3.9555	100.0000	154,479,463		20,320,153	2,402,422	7,297,947	184,499,985	13.45	0.00	18.11	18.11	18.10	
1.3000	0.9567	83.6026	0.0000	11.0990	1.3122	3.9862	100.0000	154,246,745		20,477,673	2,421,046	7,354,521	184,499,985	13.43	0.00	18.25	18.25	18.24	
1.3100	0.9553	83.4764	0.0000	11.1844	1.3223	4.0169	100.0000	154,014,027		20,635,194	2,439,669	7,411,094	184,499,984	13.41	0.00	18.39	18.39	18.39	
1.3200	0.9538	83.3503	0.0000	11.2698	1.3324	4.0475	100.0000	153,781,309		20,792,715	2,458,293	7,467,667	184,499,984	13.39	0.00	18.53	18.53	18.53	
1.3300	0.9524	83.2242	0.0000	11.3551	1.3425	4.0782	100.0000	153,548,592		20,950,235	2,476,916	7,524,240	184,499,983	13.37	0.00	18.67	18.67	18.67	
1.3400	0.9509	83.0980	0.0000	11.4405	1.3526	4.1088	100.0000	153,315,874		21,107,756	2,495,540	7,580,813	184,499,983	13.35	0.00	18.81	18.81	18.81	
1.3500	0.9495	82.9719	0.0000	11.5259	1.3627	4.1395	100.0000	153,083,156		21,265,276	2,514,163	7,637,387	184,499,982	13.33	0.00	18.95	18.95	18.95	
1.3600	0.9480	82.8458	0.0000	11.6113	1.3728	4.1702	100.0000	152,850,438		21,422,797	2,532,786	7,693,960	184,499,982	13.31	0.00	19.09	19.09	19.09	
1.3700	0.9466	82.7196	0.0000	11.6966	1.3829	4.2008	100.0000	152,617,721		21,580,317	2,551,410	7,750,533	184,499,981	13.29	0.00	19.23	19.23	19.23	
1.3800	0.9452	82.5935	0.0000	11.7820	1.3930	4.2315	100.0000	152,385,003		21,737,838	2,570,033	7,807,106	184,499,981	13.27	0.00	19.37	19.37	19.37	
1.3900	0.9437	82.4674	0.0000	11.8674	1.4031	4.2622	100.0000	152,152,285		21,895,359	2,588,657	7,863,680	184,499,980	13.24	0.00	19.51	19.51	19.51	
1.4000	0.9423	82.3412	0.0000	11.9528	1.4132	4.2928	100.0000	151,919,567		22,052,879	2,607,280	7,920,253	184,499,980	13.22	0.00	19.65	19.65	19.65	
1.4100	0.9408	82.2151	0.0000	12.0382	1.4233	4.3235	100.0000	151,686,850		22,210,40									

1.4400	0.9365	81.8367	0.0000	12.2943	1.4535	4.4155	100.0000	150,988,696	22,682,961	2,681,774	8,146,546	184,499,978	13.14	0.00	20.21	20.21	20.21
1.4500	0.9350	81.7106	0.0000	12.3797	1.4636	4.4461	100.0000	150,755,979	22,840,482	2,700,397	8,203,119	184,499,977	13.12	0.00	20.35	20.35	20.35
1.4600	0.9336	81.5844	0.0000	12.4650	1.4737	4.4768	100.0000	150,523,261	22,998,002	2,719,021	8,259,692	184,499,977	13.10	0.00	20.49	20.49	20.49
1.4700	0.9322	81.4583	0.0000	12.5504	1.4838	4.5075	100.0000	150,290,543	23,155,523	2,737,644	8,316,266	184,499,976	13.08	0.00	20.63	20.63	20.63
1.4800	0.9307	81.3322	0.0000	12.6358	1.4939	4.5381	100.0000	150,057,826	23,313,044	2,756,268	8,372,839	184,499,976	13.06	0.00	20.77	20.77	20.77
1.4900	0.9293	81.2060	0.0000	12.7212	1.5040	4.5688	100.0000	149,825,108	23,470,564	2,774,891	8,429,412	184,499,975	13.04	0.00	20.91	20.91	20.91
1.5000	0.9278	81.0799	0.0000	12.8066	1.5141	4.5995	100.0000	149,592,390	23,628,085	2,793,515	8,485,985	184,499,975	13.02	0.00	21.05	21.05	21.05
1.5100	0.9264	80.9538	0.0000	12.8919	1.5242	4.6301	100.0000	149,359,672	23,785,605	2,812,138	8,542,558	184,499,974	13.00	0.00	21.19	21.19	21.19
1.5200	0.9249	80.8276	0.0000	12.9773	1.5343	4.6608	100.0000	149,126,955	23,943,126	2,830,761	8,599,132	184,499,974	12.98	0.00	21.33	21.33	21.33
1.5300	0.9235	80.7015	0.0000	13.0627	1.5444	4.6914	100.0000	148,894,237	24,100,646	2,849,385	8,655,705	184,499,973	12.96	0.00	21.47	21.47	21.47
1.5400	0.9221	80.5753	0.0000	13.1481	1.5545	4.7221	100.0000	148,661,519	24,258,167	2,868,008	8,712,278	184,499,973	12.94	0.00	21.61	21.61	21.61
1.5500	0.9206	80.4492	0.0000	13.2334	1.5646	4.7528	100.0000	148,428,801	24,415,688	2,886,632	8,768,851	184,499,972	12.92	0.00	21.75	21.75	21.75
1.5600	0.9192	80.3231	0.0000	13.3188	1.5747	4.7834	100.0000	148,196,084	24,573,208	2,905,255	8,825,425	184,499,971	12.90	0.00	21.89	21.89	21.89
1.5700	0.9177	80.1969	0.0000	13.4042	1.5848	4.8141	100.0000	147,963,366	24,730,729	2,923,879	8,881,998	184,499,971	12.88	0.00	22.03	22.04	22.03
1.5800	0.9163	80.0708	0.0000	13.4896	1.5949	4.8448	100.0000	147,730,648	24,888,249	2,942,502	8,938,571	184,499,970	12.86	0.00	22.18	22.18	22.17
1.5900	0.9148	79.9447	0.0000	13.5749	1.6049	4.8754	100.0000	147,497,930	25,045,770	2,961,125	8,995,144	184,499,970	12.84	0.00	22.32	22.32	22.32
1.6000	0.9134	79.8185	0.0000	13.6603	1.6150	4.9061	100.0000	147,265,213	25,203,290	2,979,749	9,051,718	184,499,969	12.82	0.00	22.46	22.46	22.46
1.6100	0.9120	79.6924	0.0000	13.7457	1.6251	4.9367	100.0000	147,032,495	25,360,811	2,998,372	9,108,291	184,499,969	12.80	0.00	22.60	22.60	22.60
1.6200	0.9105	79.5663	0.0000	13.8311	1.6352	4.9674	100.0000	146,799,777	25,518,332	3,016,996	9,164,864	184,499,968	12.78	0.00	22.74	22.74	22.74
1.6300	0.9091	79.4401	0.0000	13.9165	1.6453	4.9981	100.0000	146,567,059	25,675,852	3,035,619	9,221,437	184,499,968	12.76	0.00	22.88	22.88	22.88
1.6400	0.9076	79.3140	0.0000	14.0018	1.6554	5.0287	100.0000	146,334,342	25,833,373	3,054,243	9,278,011	184,499,967	12.74	0.00	23.02	23.02	23.02
1.6500	0.9062	79.1879	0.0000	14.0872	1.6655	5.0594	100.0000	146,101,624	25,990,893	3,072,866	9,334,584	184,499,967	12.72	0.00	23.16	23.16	23.16
1.6600	0.9047	79.0617	0.0000	14.1726	1.6756	5.0901	100.0000	145,868,906	26,148,414	3,091,489	9,391,157	184,499,966	12.70	0.00	23.30	23.30	23.30
1.6700	0.9033	78.9356	0.0000	14.2580	1.6857	5.1207	100.0000	145,636,188	26,305,934	3,110,113	9,447,730	184,499,966	12.68	0.00	23.44	23.44	23.44
1.6800	0.9018	78.8095	0.0000	14.3433	1.6958	5.1514	100.0000	145,403,471	26,463,455	3,128,736	9,504,303	184,499,965	12.66	0.00	23.58	23.58	23.58
1.6900	0.9004	78.6833	0.0000	14.4287	1.7059	5.1820	100.0000	145,170,753	26,620,975	3,147,360	9,560,877	184,499,965	12.64	0.00	23.72	23.72	23.72
1.7000	0.8990	78.5572	0.0000	14.5141	1.7160	5.2127	100.0000	144,938,035	26,778,496	3,165,983	9,617,450	184,499,964	12.62	0.00	23.86	23.86	23.86
1.7100	0.8975	78.4311	0.0000	14.5995	1.7261	5.2434	100.0000	144,705,318	26,936,017	3,184,607	9,674,023	184,499,964	12.60	0.00	24.00	24.00	24.00
1.7200	0.8961	78.3049	0.0000	14.6848	1.7362	5.2740	100.0000	144,472,600	27,093,537	3,203,230	9,730,596	184,499,963	12.58	0.00	24.14	24.14	24.14
1.7300	0.8946	78.1788	0.0000	14.7702	1.7463	5.3047	100.0000	144,239,882	27,251,058	3,221,853	9,787,170	184,499,963	12.56	0.00	24.28	24.28	24.28
1.7400	0.8932	78.0527	0.0000	14.8556	1.7564	5.3354	100.0000	144,007,164	27,408,578	3,240,477	9,843,743	184,499,962	12.54	0.00	24.42	24.42	24.42
1.7500	0.8917	77.9265	0.0000	14.9410	1.7665	5.3660	100.0000	143,774,447	27,566,099	3,259,100	9,900,316	184,499,962	12.52	0.00	24.56	24.56	24.56



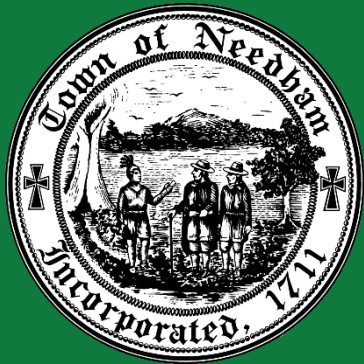
**Select Board
TOWN OF NEEDHAM
AGENDA FACT SHEET**

MEETING DATE: 12/5/2023

Agenda Item	Needham Power Choice Presentation
Presenter(s)	Paul Gromer, Peregrine Group Malana Patton, Peregrine Group

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED
	Following a FY2023 Select Board Goal to “[r]ecommend Community Energy Aggregation”, the October 2022 Special Town Meeting voted to authorize the Town to enter into a contract to aggregate residential and business electrical power purchasing. In the following months, Peregrine Group was selected as a consultant to guide the Town’s aggregation process alongside a working group of staff and residents. On December 6th, the Town will enter into a 30-day public review window where residents and other members of the public will be able to review the draft aggregation plan and provide input. Following this period and any amendments to the plan informed by public review, the Town will submit its proposal for review by the Massachusetts Department of Environmental Protection.
2.	VOTE REQUIRED BY SELECT BOARD
	N/A – Discussion Only
3.	BACK UP INFORMATION ATTACHED
	a. Slide Presentation b. Example Opt-Out Mailing Materials c. Draft Aggregation Plan

An introduction to



An electricity program from,
and for, the town of Needham

Why we are here

The Town of Needham wants to hear from community members about their **Aggregation Plan**. This presentation is to help the public understand the Plan.

Public comments are accepted until January 5, 2024.
Details about how to submit comments available at the end.



a municipal electricity aggregation program



To say it another way, it is...

a form of group electricity purchasing

It's a **municipal alternative** to the electricity marketing that you receive in the mail and over the phone.

Why participate?

Competitive, stable prices
(savings cannot be guaranteed)

Consumer protections

More electricity from renewable sources



will **NOT**...

replace Eversource as your electric utility

We are the electric utility
for Needham no matter what

But we get to choose
our electricity **supplier**.

EVERS**URCE**



Three ways to buy electricity in MA:

1 Your utility (**EVERSOURCE**) buys it for you = **Basic Service**

2 You sign a private contract with a commercial electricity supplier

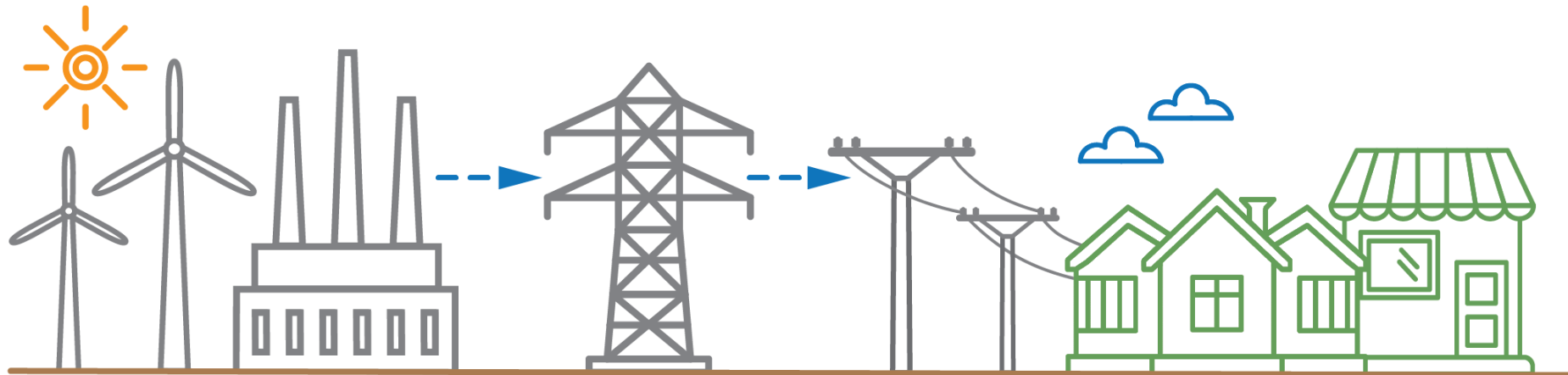
3 The Town signs a contract with an electricity supplier that you can benefit from
= **municipal electricity aggregation**



How aggregation works

Before the program begins

EVERSOURCE provides you with two services:
They both deliver and supply your electricity.



Supply & Delivery

Eversource both delivers and supplies your electricity.

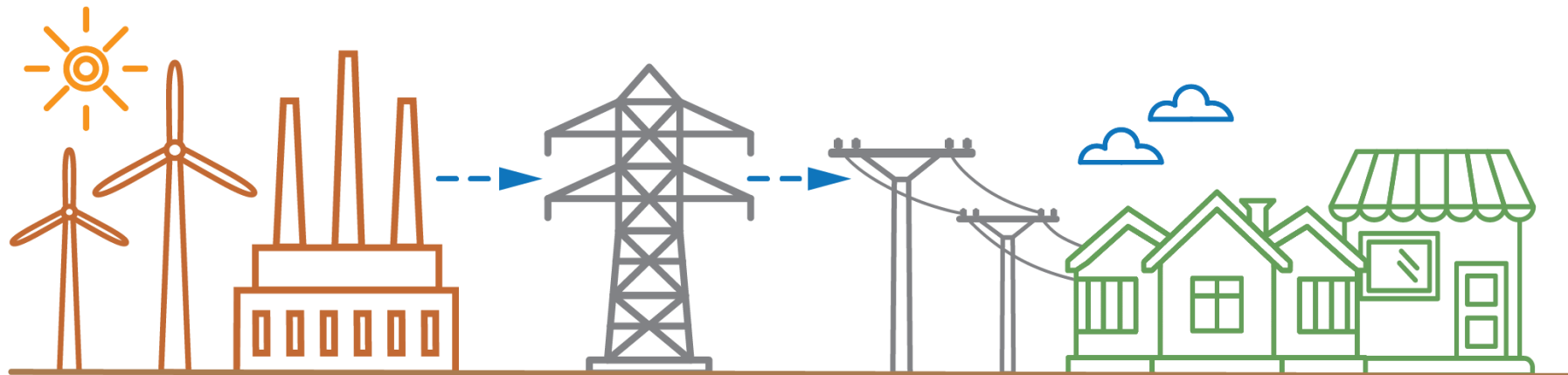
End User

You receive electricity.

How aggregation works



Eversource continues to deliver your electricity, but Needham buys cleaner electricity from a supplier that it chooses.



Supply

An electricity supplier selected by the Town buys electricity for you.

Delivery

Eversource continues to deliver your electricity.

End User

You receive electricity with no change in service.

New consumer-friendly choices

1

Needham Standard

auto enrollment

More renewable
electricity **than
the minimum
required**
(amount TBD)

2

Needham 100% Green

option

**100% renewable
electricity**

3

Needham Basic

option

Minimum
amount of
renewable
electricity
required

4

EVERSOURCE

Basic Service

opt OUT

Minimum
amount of
renewable
electricity
required

Price fixed / guaranteed for longer than 6 months
(but savings can't be guaranteed)

Price changes every
6 months or less



will impact your
SUPPLY charge

EVERSOURCE

Delivery charge =

The cost to deliver your electricity and maintain the delivery infrastructure

Supply charge =

The cost of the electricity you use

Total Amount Due
by 03/22/21

\$133.45

Amount Due On 02/21/21

\$268.77

Last Payment Received On 02/01/21

-\$268.77

\$0.00

\$133.45

Current Charges for Electricity

Supply
\$65.92

Delivery
\$67.53

\$0 \$28 \$56 \$84 \$112 \$140

Your electric supplier is
ELECTRICITY SUPPLIER NAME



will impact your
SUPPLY charge

Total Charges for Electricity

Supplier

Service Reference: 0000000000

Generation Srvc Chrg

569 kWh X

\$0.1395

\$65.92

Subtotal Supplier Services

\$65.92

Supply price =
The price of the electricity
you use

Your primary relationship for electricity will remain with



- ▶ Eversource will continue to **deliver** your electricity.
- ▶ You will continue to call Eversource **if the power goes out.**
- ▶ Eversource will continue to send your bill, you will continue to pay them, and this is the **only electricity bill** you will receive.
- ▶ If you are eligible for any discounts from Eversource, **you will continue to receive those discounts.**

Participating in  = **EASY!**

All electricity customers on Eversource's Basic Service will be **automatically enrolled** at launch (state law).

You will receive a formal notification in the mail **bearing the Needham Town Seal** before you are enrolled.

Participation is NOT required. You may opt out before being enrolled or at any time in the future with no penalty or fee.

Information on how to opt out will be available closer to program launch.



Wait! What if I have...

Signed a contract with an electricity supplier already?

- ▶ You will **not** be automatically enrolled, but you can join.

Solar panels or participate in community solar and receive credits on my bill or a payment?

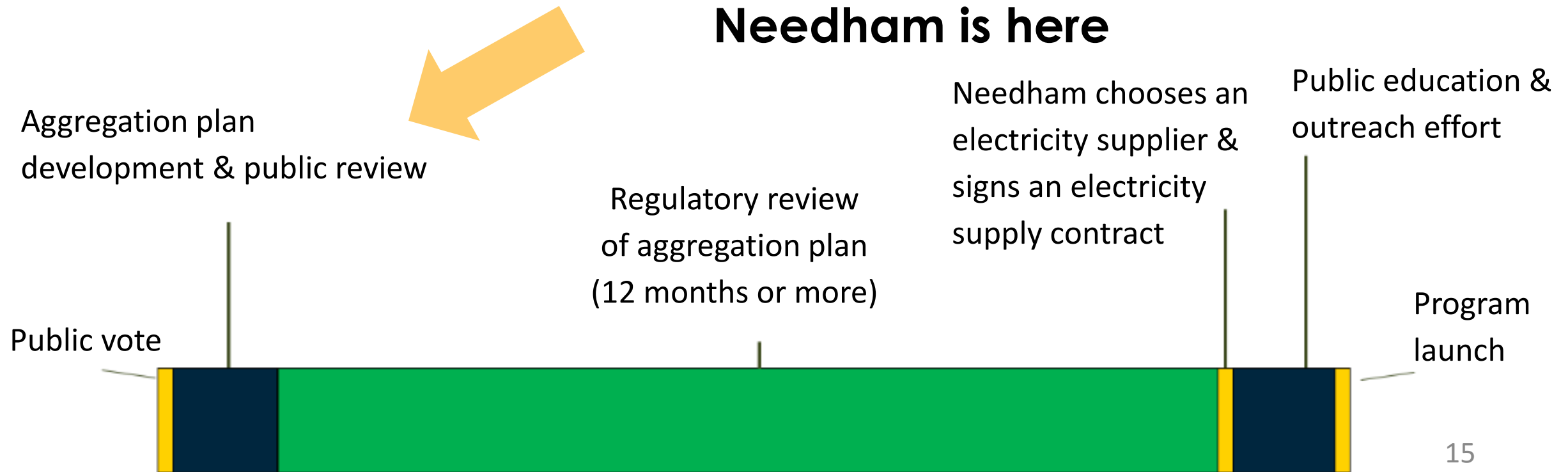
- ▶ **No change.**

A low-income discount?

- ▶ **No change.**

What is the timeline?

The total process typically takes more than a year.



When/how will I get information?

Program details like pricing will be available approximately 6 - 8 weeks before launch

Letters – to every account on Eversource's Basic Service

Announcement - sent to local paper, email lists, social media

Program website

Public information sessions

Customer support - by phone and email

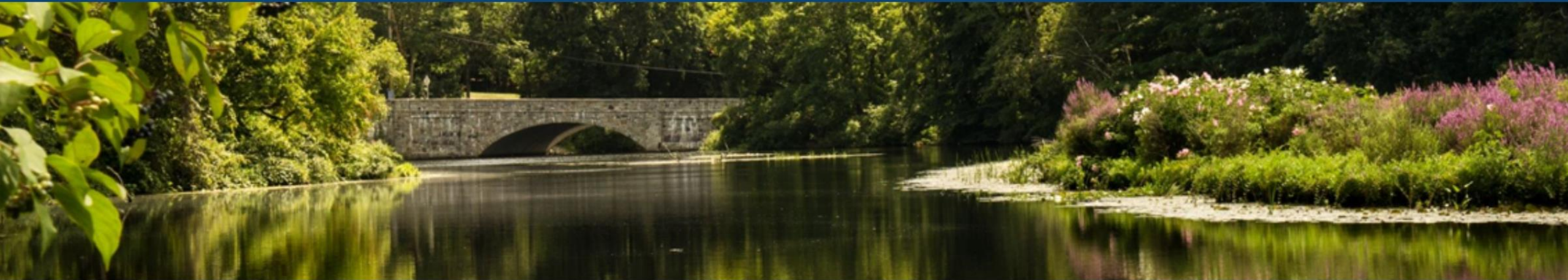


FAQ

HOW AGGREGATION WORKS

PROGRAM IMPLEMENTATION PROCESS

SUPPORT



NeedhamPowerChoice.com

Visit today!

Or call customer support: 1-844-202-6033

Public comments now accepted

The Aggregation Plan and associated documents are available for public comment until **5:00 PM on January 5, 2024.**

To obtain a copy of the Aggregation Plan and other documents:

- ▶ Visit **NeedhamMA.gov** or **NeedhamPowerChoice.com** and download the files.
- ▶ View hard copies by visiting the Office of the Town Manager (1471 Highland Ave, Needham, MA).

Information about how to submit written comments is available at **NeedhamMA.gov** or at **NeedhamPowerChoice.com.**



Needham Power Choice

Exemplar Opt-Out Mailing Materials

November 17, 2023 - *Drafts*

Language Access Document cover sheet

Opt-Out Notice

- **Primary version**
- **Large business version** - For large businesses that are eligible for automatic enrollment after launch and eligible for market pricing

Opt-Out Reply Card

External envelope

Product Summary Forms:

- **Needham Standard**
- **Needham 100% Green**
- **Needham Basic**



Needham Power Choice



IMPORTANT NOTICE



844-379-2171



TTY 771 or 800-439-2370 / Español 866-930-9252

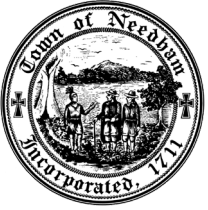


NeedhamPowerChoice.com

The Massachusetts Department of Public Utilities directs that we include the following message in all of these different languages. The message states: "Important notice enclosed from Needham about your electricity service. Translate the notice immediately. Call the number or visit the website, above, for help."

SPANISH/ESPAÑOL Incluye importante notificación de Needham sobre su servicio eléctrico. Traduzca la notificación inmediatamente. Si necesita ayuda, llame al número o visite el sitio web indicado anteriormente.	POLISH/POLSKI Załączono ważne powiadomienie od Needham dotyczące usług w zakresie dostaw energii elektrycznej. Prosimy o niezwłoczne przetłumaczenie tego powiadomienia. W celu uzyskania pomocy należy zadzwonić pod wyżej podany numer telefonu lub odwiedzić wyżej wymienioną stronę internetową.
PORTUGUESE/PORTUGUÊS Aviso importante incluído do Needham sobre seu serviço de eletricidade. Traduzir o aviso imediatamente. Ligar para o número ou visitar o site, acima, para obter ajuda.	NEPALI/नेपाली तपाईंको विद्युतीय सेवा बारे Needham बाट संलग्न गरिएको महत्त्वपूर्ण सूचना । सूचनालाई तत्कालै अनुवाद गर्नुहोस् । मद्दतको लागि, माथि दिइएको नम्बरमा फोन गर्नुहोस् वा वेबसाइटमा जानुहोस् ।
CHINESE (SIMPLIFIED)/中文 随附来自 Needham 的重要通知, 有关您的供电服务。请立刻翻译此通知。如果您需要帮助, 请通过上面提供的信息致电或者访问网站。	MARATHI/मराठी कडून महत्वाची सूचना संलग्न केली आहे Needham आपल्या विद्युत सेवेसंबंधी. या सूचनेचा अनुवाद त्वरित करावा. मदतीसाठी वरील क्रमांकावर फोन करा किंवा वेबसाईटला/संकेतस्थळास भेट द्या.
CHINESE (TRADITIONAL)/中文 隨附以下重要通知 Needham 事關您的電力服務。請立即翻譯通知。如需協助, 請致電上述號碼或瀏覽網站。	YORUBA/YORÙBÁ Àkíyèsí pàtàkì tí a fi sínú rè láti òdò Needham nípa isẹ́ iná mọ̀nà mọ̀nà rè. Túmọ̀ àkíyèsí nàà lẹ̀sẹ̀kẹ̀sẹ̀. Pe nọ̀nbà nàà tàbí bè ààyè lórí ayélujára, lókè, wò fún ìràn l'ọ̀wọ̀.
HAITIAN/KREYÒL Wap jwenn yon avi enpòtan ki soti nan Needham osijè sèvis elektrisite w. Tradwi avi a imedyatman. Rele nimewo a oswa vizite sit entènèt ki anwo a, pou w jwenn èd.	IGBO/NDI IGBO Ọkwa dị mkpa e zitere na Needham gbasara ọrụ ọkụ eletrik gị. Tugharịa ọkwa ozigbo. Kpọọ nomba à ma ọ bụ gaa na webusaịtị, dị n'elu, maka enyemaka.

VIETNAMESE/TIẾNG VIỆT Có đính kèm thông báo quan trọng từ Needham về dịch vụ điện của quý vị. Hãy phiên dịch thông báo này ngay. Xin gọi số điện thoại hoặc vào mạng lưới của chúng tôi, bên trên, để được giúp đỡ.	AMHARIC/አማርኛ የኤሌክትሪክ አገልግሎትዎን በተመለከተ ከ Needham የተሰጠ ጠቃሚ ማስታወቂያ ከዚህ ጋር በአገሪት ተያይዟል። ማስታወቂያውን በአስቸኳይ ያስተርጉሙት። እገልጻለሁ፤ ከላይ በተገለጸው ስልክ ቁጥር ይደውሉ ወይም ድረ ገጹን ይጎብኙ።
RUSSIAN/РУССКИЙ Прилагается важное сообщение от Needham касательно вашего снабжения электроэнергией. Переведите это сообщение безотлагательно. Если вам нужна помощь, позвоните по указанному номеру или зайдите на вебсайт.	SOMALI/SOOMAALI Ogeysiin muhiim ah oo ku lifaaqan oo ka timid Needham oo ku saabsan adeegaaga korontada. Fasir ogeysiinta isla markaas. U soo wac lambarka ama u booqo websaydka, koreeyo, wixii caawin ah.
ARABIC/عربي ملاحظة هامة متضمنة من Needham حول خدمة الكهرباء خاصتك. يرجى ترجمة الملاحظة فوراً. اتصل بالرقم أو قم بزيارة الموقع أعلاه للحصول على المساعدة.	JAPANESE/日本語 Needham からの電力供給に関する重要なお知らせが添付されています。このお 知らせをすぐに翻訳してください。ご質問がある場合は、上記の電話 番号までお電話いただくか、ウェブサイトをご覧ください。
KHMER/ខ្មែរ សេចក្តីជូនដំណឹងសំខាន់ បានភ្ជាប់មកពី Needham អំពីសេវាអគ្គិសនីរបស់អ្នក។ បកប្រែសេចក្តីជូនដំណឹងនេះភ្លាមៗ។ ហៅទៅលេខ ឬទស្សនាគេហទំព័រខាងលើ សំរាប់ជំនួយ។	GUJARATI/ગુજરાતી ના તરફથી મહત્વપૂર્ણ નોટિસ બીડેલ છે Needham તમારી વીજળી સેવા વિશે. સૂચનાનું તુરંત જ ભાષાંતર કરો. મદદ માટે ઉપરના નંબર પર કોલ કરો અથવા વેબસાઇટની મુલાકાત લો.
FRENCH/FRANÇAIS Avis important ci-joint de Needham à propos de votre service d'électricité. Traduisez immédiatement l'avis. Appelez le numéro ou visitez le site Web ci-dessus pour obtenir de l'aide.	SWAHILI/KISWAHILI Notisi muhimu ambayo imeambatishwa kutoka kwa Needham kuhusu huduma ya umeme unayopokea. Ifasiri notisi papo hapo. Piga simu kwa nambari au zuru tovuti, hapo juu, ili kupata usaidizi.
ITALIAN/ITALIANO Comunicazione importante in allegato da Needham riguardante il suo servizio di elettricità. Tradurre il comunicato immediatamente. Se ha bisogno di assistenza chiami il numero o visiti il sito internet sopra indicato.	HINDI/हिंदी यह महत्वपूर्ण सूचना Needham की ओर से आपकी बिजली सेवा के बारे में है। सूचना का तुरंत अनुवाद करें। मदद के लिए ऊपर के नंबर पर कॉल करें या वेबसाइट पर जाएं।
KOREAN/한국어 귀하의 전기 서비스와 관련하여 Needham 에서 보낸 중요한 통지 사항이 동봉되어 있습니다. 통지 사항을 즉시 번역하시기 바랍니다. 도움이 필요할 경우 위의 전화 번호로 연락하거나 웹사이트를 방문해 주십시오.	THAI/ไทย ประกาศสำคัญที่แนบมาจาก Needham เกี่ยวกับบริการไฟฟ้าของคุณ แปลประกาศทันที โทรไปยังหมายเลข หรือไปที่เว็บไซต์ด้านบน เพื่อขอความช่วยเหลือ
GREEK/ΕΛΛΗΝΙΚΑ Εσκέλεται σημαντική ειδοποίηση από Needham που αφορά τον πάροχο ηλεκτρικής σας ενέργειας. Μεταφράστε την ειδοποίηση αμέσως. Καλέστε τον αριθμό ή επισκεφτείτε την παραπάνω ιστοσελίδα για βοήθεια.	LAO/ລາວ ແຈ້ງການທີ່ສໍາຄັນນໍາມາຈາກ Needham ກ່ຽວກັບການບໍລິການໄຟຟ້າຂອງທ່ານ. ແປແຈ້ງການນີ້ໂດຍທັນທີ. ສໍາລັບການຊ່ວຍເຫຼືອ ໂທຫາເບີໂທ ຫຼື ເຂົ້າໄປເບິ່ງໃນເວັບໄຊຕ໌ ຢູ່ຂ້າງເທິງ.



TOWN OF NEEDHAM, MA

Town Electricity Aggregation Program Automatic Enrollment Notification



[MONTH] [DAY], 202X

Dear Needham Electricity Customer,

This notice contains important information about our Town's new electricity program called **Needham Power Choice**. Under this program, Needham residents and businesses can purchase their electricity from a Town-selected electricity supplier. Benefits include price stability (though the program cannot guarantee to provide savings), consumer protections, and more of your electricity from renewable sources, like solar and wind energy.

If you participate in Needham Power Choice, Eversource will continue to deliver your electricity, fix power outages, and send your bill. But you will receive a Needham price for the Supply part of your bill, which is the part of the bill where you pay for the electricity you use. More than 170 communities in Massachusetts already have similar programs.

**Deadline to opt out
before automatic enrollment:**

[MONTH] [DAY], 202X

**Get more information
or submit a request:**

NeedhamPowerChoice.com

1-844-379-2171

support@NeedhamPowerChoice.com

Your Choices

- 1 Automatic enrollment:** If you take no action, you will be **AUTOMATICALLY** enrolled in Needham Power Choice, in the **Needham Standard option**. Your new electricity supply price will be **XX.XXX ¢/kWh**. You will receive an additional XX% of your electricity from renewable sources, in addition to the minimum required by state law. Automatic enrollment is in accordance with state law for programs like Needham Power Choice, **but participation is not required**.
- 2 Choose the Needham 100% Green option:** Receive all of your electricity from renewable sources (100% Green means 100% renewable) for **XX.XXX ¢/kWh**.
- 3 Choose the Needham Basic option:** Enjoy price stability but receive no additional electricity from renewable sources beyond the minimum required by state law for **XX.XXX ¢/kWh**.
- 4 Choose not to participate:** If you choose not to participate in Needham Power Choice, you will remain with Eversource's Basic Service for your electricity supply. Eversource offers no additional electricity from renewable sources beyond the minimum required by state law. *Please see the other side for Eversource's current prices.* ►

If you do not wish to participate in Needham Power Choice, you must opt out. To opt out before being automatically enrolled, you must do one of the following before [MONTH] [DAY], 202X:

Sign and mail the enclosed reply card, visit NeedhamPowerChoice.com and opt out online, or call 1-844-379-2171 and opt out by phone. You are also free to try the program and opt out at any time in the future. There is no penalty or fee to opt out.

Stable prices: All Needham Power Choice prices are fixed until **[MONTH] 202X**. In comparison, Eversource's Basic Service prices change every 6 months for residential and small business customers and every 3 months for large business customers. Needham Power Choice offers the potential for savings compared with Eversource's Basic Service prices, **but because Eversource's future prices are not known, future savings compared with Eversource cannot be guaranteed.**

Changes to Your Eversource Bill

- 1.** Your electricity supplier will be listed as [SUPPLIER NAME], which was selected through a competitive bidding process.
- 2.** Your Supply charge will be calculated using a Needham Power Choice price instead of Eversource's Basic Service price. Eversource's Delivery charges will not be affected by the program. **If you are eligible for a low-income discount or fuel assistance, those benefits will continue with no change in Needham Power Choice.**

More details on the other side. ►

It's your choice

If you do nothing, you will be enrolled in Needham Standard. The table below can help you decide whether to remain in Needham Standard or make another choice. To make another choice, visit NeedhamPowerChoice.com or call customer support with Needham's program consultants at 1-844-379-2171.

Needham Power Choice options:	You will be auto-enrolled here ▼			If you do not wish to participate:
	Needham Standard (auto enroll)	Needham 100% Green (option)**	Needham Basic (option)	Eversource's Basic Service*** (opt out)
Prices	XX.XXX ¢/kWh*	XX.XXX ¢/kWh*	XX.XXX ¢/kWh*	XX.XXX ¢/kWh - Residential XX.XXX ¢/kWh - Sm. business XX.XXX ¢/kWh - Lg. business
Price period	[MONTH] 202X - [MONTH] 202X	[MONTH] 202X - [MONTH] 202X	[MONTH] 202X - [MONTH] 202X	Residential and small business: [MONTH] [DAY], 202X – [MONTH] [DAY], 202X. Large business: [MONTH] [DAY], 202X – [MONTH] [DAY], 202X.
Renewable electricity From new regional resources (MA Class I RECs), added by Needham	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X	-	-
From [SOURCE TO BE DETERMINED], added by Needham	XX% - 202X XX% - 202X	-	-	-
From new regional resources (MA Class I RECs), required by state law	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X
From other clean or renewable sources, required by state law	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X
Total from renewable sources	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X
Exit terms	Leave any time. No exit charge.	Leave any time. No exit charge.	Leave any time. No exit charge.	Leave any time. No exit charge. (Large C&I and street lighting customers may receive a billing adjustment charge or credit.)

* Program prices include a \$0.001/kWh administration fee. Program prices could increase as a result of a change in law that results in a direct, material increase in costs during the term of the electricity supply agreement. Taxes will be billed as part of the Needham Power Choice power supply charge.

** Needham 100% Green includes the minimum amount of MA Class I RECs required by law each year plus the additional amount needed to reach 100%. Needham's electricity supplier must also purchase other renewable energy to meet state requirements. As a result, the total renewable content for Needham 100% Green exceeds 100%.

Additional information

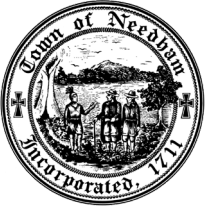
If you are eligible for a low-income discount or fuel assistance, those benefits will continue in Needham Power Choice.

If you have a tax-exempt account, you are responsible for identifying and requesting an exemption from the collection of taxes by providing appropriate tax-exemption documentation to [SUPPLIER NAME]. Visit NeedhamPowerChoice.com to learn more.

If you have received this letter and also you have signed a contract with an electricity supplier, you may have signed your contract after this mailing was created. To continue receiving electricity from the supplier you chose and to prevent any early termination fees from that supplier, you should opt out of Needham Power Choice.

If you have solar panels on your property or participate in a community solar program, there will be no change. You will continue to receive solar credits and/or solar incentive payments, and there will be no change to the way they are calculated.

If you have Eversource's budget billing, budget billing will apply only to Eversource's Delivery charge and will no longer apply to Eversource's Supply charge. If you wish to retain budget billing for your Supply charge, you should opt out of Needham Power Choice.



TOWN OF NEEDHAM, MA

Town Electricity Aggregation Program Automatic Enrollment Notification



[MONTH] [DAY], 202X

Dear Needham Electricity Customer,

This notice contains important information about our Town's new electricity program called **Needham Power Choice**. Under this program, Needham residents and businesses can purchase their electricity from a Town-selected electricity supplier. Benefits include price stability (though the program cannot guarantee to provide savings), consumer protections, and more of your electricity from renewable sources, like solar and wind energy.

If you participate in Needham Power Choice, Eversource will continue to deliver your electricity, fix power outages, and send your bill. But you will receive a Needham price for the Supply part of your bill, which is the part of the bill where you pay for the electricity you use. More than 170 communities in Massachusetts already have similar programs.

**Deadline to opt out
before automatic enrollment:**

[MONTH] [DAY], 202X

**Get more information
or submit a request:**

NeedhamPowerChoice.com

1-844-379-2171

support@NeedhamPowerChoice.com

Your Choices

- 1 Automatic enrollment:** If you take no action, you will be **AUTOMATICALLY** enrolled in Needham Power Choice, in the **Needham Standard option**. Your new electricity supply price will be **XX.XXX ¢/kWh**. You will receive an additional XX% of your electricity from renewable sources, in addition to the minimum required by state law. Automatic enrollment is in accordance with state law for programs like Needham Power Choice, **but participation is not required**.
- 2 Choose the Needham 100% Green option:** Receive all of your electricity from renewable sources (100% Green means 100% renewable) for XX.XXX ¢/kWh.
- 3 Choose the Needham Basic option:** Enjoy price stability but receive no additional electricity from renewable sources beyond the minimum required by state law for XX.XXX ¢/kWh.
- 4 Choose not to participate:** If you choose not to participate in Needham Power Choice, you will remain with Eversource's Basic Service for your electricity supply. Eversource offers no additional electricity from renewable sources beyond the minimum required by state law. *Please see the other side for Eversource's current prices.* ►

If you do not wish to participate in Needham Power Choice, you must opt out. To opt out before being automatically enrolled, you must do one of the following before [MONTH] [DAY], 202X:

Sign and mail the enclosed reply card, visit NeedhamPowerChoice.com and opt out online, or call 1-844-379-2171 and opt out by phone. You are also free to try the program and opt out at any time in the future. There is no penalty or fee to opt out.

Stable prices: All Needham Power Choice prices are fixed until [MONTH] 202X. In comparison, Eversource's Basic Service prices change every 6 months for residential and small business customers and every 3 months for large business customers. Needham Power Choice offers the potential for savings compared with Eversource's Basic Service prices, **but because Eversource's future prices are not known, future savings compared with Eversource cannot be guaranteed.**

Changes to Your Eversource Bill

1. Your electricity supplier will be listed as [SUPPLIER NAME], which was selected through a competitive bidding process.
2. Your Supply charge will be calculated using a Needham Power Choice price instead of Eversource's Basic Service price. Eversource's Delivery charges will not be affected by the program. **If you are eligible for a low-income discount or fuel assistance, those benefits will continue with no change in Needham Power Choice.**

More details on the other side. ►

It's your choice

If you do nothing, you will be enrolled in Needham Standard. The table below can help you decide whether to remain in Needham Standard or make another choice. To make another choice, visit NeedhamPowerChoice.com or call customer support with Needham's program consultants at 1-844-379-2171.

Needham Power Choice options:	You will be auto-enrolled here ▼			If you do not wish to participate:
	Needham Standard (auto enroll)	Needham 100% Green (option)**	Needham Basic (option)	Eversource's Basic Service*** (opt out)
Prices	XX.XXX ¢/kWh*	XX.XXX ¢/kWh*	XX.XXX ¢/kWh*	XX.XXX ¢/kWh
Price period	[MONTH] 202X - [MONTH] 202X	[MONTH] 202X - [MONTH] 202X	[MONTH] 202X - [MONTH] 202X	[MONTH] [DAY], 202X – [MONTH] [DAY], 202X
Renewable electricity From new regional resources (MA Class I RECs), added by Needham	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X	-	-
From [SOURCE TO BE DETERMINED], added by Needham	XX% - 202X XX% - 202X	-	-	-
From new regional resources (MA Class I RECs), required by state law	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X
From other clean or renewable sources, required by state law	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X
Total from renewable sources	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X	XX% - 202X XX% - 202X
Exit terms	Leave any time. No exit charge.	Leave any time. No exit charge.	Leave any time. No exit charge.	Leave any time. No exit charge. (Large C&I and street lighting customers may receive a billing adjustment charge or credit.)

* Program prices include a \$0.001/kWh administration fee. Program prices could increase as a result of a change in law that results in a direct, material increase in costs during the term of the electricity supply agreement. Taxes will be billed as part of the Needham Power Choice power supply charge.

** Needham 100% Green includes the minimum amount of MA Class I RECs required by law each year plus the additional amount needed to reach 100%. Needham's electricity supplier must also purchase other renewable energy to meet state requirements. As a result, the total renewable content for Needham 100% Green exceeds 100%.

Additional information

If you are eligible for a low-income discount or fuel assistance, those benefits will continue in Needham Power Choice.

If you have a tax-exempt account, you are responsible for identifying and requesting an exemption from the collection of taxes by providing appropriate tax-exemption documentation to [SUPPLIER NAME]. Visit NeedhamPowerChoice.com to learn more.

If you have received this letter and also you have signed a contract with an electricity supplier, you may have signed your contract after this mailing was created. To continue receiving electricity from the supplier you chose and to prevent any early termination fees from that supplier, you should opt out of Needham Power Choice.

If you have solar panels on your property or participate in a community solar program, there will be no change. You will continue to receive solar credits and/or solar incentive payments, and there will be no change to the way they are calculated.

If you have Eversource's budget billing, budget billing will apply only to Eversource's Delivery charge and will no longer apply to Eversource's Supply charge. If you wish to retain budget billing for your Supply charge, you should opt out of Needham Power Choice.

OPT-OUT REPLY CARD



X _____
Signature Date

Opt-Out Instructions

If no action is taken, you will automatically be enrolled in Needham Power Choice.

If you DO NOT wish to participate, you MUST opt out.

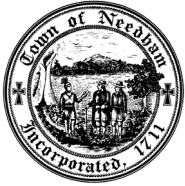
To opt out by mail:

1. Sign and date this card.
2. Place the card in the enclosed envelope and mail it.

This card must be signed by the Customer of Record whose name appears in the address on this card. You may also opt out online at **NeedhamPowerChoice.com** or by phone at **1-844-379-2171**.

Your opt-out request must be made by, or the envelope must be postmarked by, **[MONTH] [DAY], 202X**, to opt out of the program before being enrolled automatically. If you choose to participate, you may opt out at any time in the future with no fee or penalty.





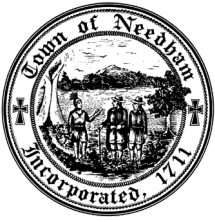
TOWN OF NEEDHAM

C/O [SUPPLIER NAME]

[SUPPLIER ADDRESS]

[CITY], [STATE] [ZIP]

**Time-sensitive notice sent on behalf of the Town of Needham
regarding your electricity supply price.**



TOWN OF NEEDHAM, MA



Electricity Supply Product Summary for **NEEDHAM STANDARD**

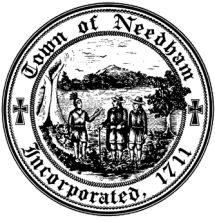
from Needham Power Choice

You will receive an electric supply product through Needham Power Choice.

Your electric utility, Eversource, will continue to deliver the electricity you use to your home or business.

Price	XX.XXX cents per kWh. This does not include the price that your electric utility will charge you for the delivery component of your electric service.
Term	The price is fixed from your enrollment through [MONTH] 20XX.
Early Cancellation Fee	There is no cancellation fee. You may leave Needham Power Choice at any time with no fee or penalty.
Automatic Renewal	You will be automatically enrolled in Needham Standard at a new price at the end of the contract term unless you inform the Town otherwise. The new price may be higher or lower than the existing price. The Town will contact you no later than 30 days before each automatic renewal to notify you of your supply options.
Renewable Energy Content	The Commonwealth of Massachusetts requires that all electric supply products include a minimum of XX% renewable energy resources in 202X and XX% in 202X. This product exceeds the minimum requirement and includes an additional XX% renewable electricity from [SOURCE TBD]. The renewable energy content may change at the end of the contract term. If it does, the Town will contact you no later than 30 days in advance of that change.
Rescission Period	If you have received this form as part of an automatic enrollment notice, you have until the deadline indicated on the notice to opt out and avoid automatic enrollment in Needham Power Choice. You may leave Needham Power Choice at any time after being enrolled with no fee or penalty.
Competitive Supplier Information	Needham Power Choice is a program of the Town of Needham. The program is served by [SUPPLIER NAME], DPU license number: [DPU LICENSE NUMBER, TELEPHONE NUMBER, WEBSITE]. [SUPPLIER NAME] is only responsible for the electric generation portion of your bill.
Electric Utility Information	Eversource will continue to deliver the electricity that you use in your home and is responsible for the delivery charges that appear on your monthly bill. If you have questions about the delivery portion of your bill, contact Eversource at 877-659-6326, or by visiting its website at Eversource.com.

The Massachusetts Department of Public Utilities recommends that consumers visit the Energy Switch website to view the broad range of available electric supply products, including your electric utility's basic service price. You can visit the website at <http://energyswitchma.gov>.



TOWN OF NEEDHAM, MA



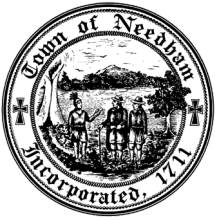
Electricity Supply Product Summary for NEEDHAM 100% GREEN

from Needham Power Choice

You will receive an electric supply product through Needham Power Choice.

Your electric utility, Eversource, will continue to deliver the electricity you use to your home or business.

Price	XX.XXX cents per kWh. This does not include the price that your electric utility will charge you for the delivery component of your electric service.
Term	The price is fixed from your enrollment through [MONTH] 20XX.
Early Cancellation Fee	There is no cancellation fee. You may leave Needham Power Choice at any time with no fee or penalty.
Automatic Renewal	You will be automatically enrolled in Needham 100% Green at a new price at the end of the contract term unless you inform the Town otherwise. The new price may be higher or lower than the existing price. The Town will contact you no later than 30 days before each automatic renewal to notify you of your supply options.
Renewable Energy Content	The Commonwealth of Massachusetts requires that all electric supply products include a minimum of XX% renewable energy resources in 202X and XX% in 202X. This product provides 100% renewable energy resources, which exceeds the minimum requirement.
Rescission Period	If you have received this form as part of an automatic enrollment notice, you have until the deadline indicated on the notice to opt out and avoid automatic enrollment in Needham Power Choice. You may leave Needham Power Choice at any time after being enrolled with no fee or penalty.
Competitive Supplier Information	Needham Power Choice is a program of the Town of Needham. The program is served by [SUPPLIER NAME], DPU license number: [DPU LICENSE NUMBER, TELEPHONE NUMBER, WEBSITE]. [SUPPLIER NAME] is only responsible for the electric generation portion of your bill.
Electric Utility Information	Eversource will continue to deliver the electricity that you use in your home and is responsible for the delivery charges that appear on your monthly bill. If you have questions about the delivery portion of your bill, contact Eversource at 877-659-6326, or by visiting its website at Eversource.com.
The Massachusetts Department of Public Utilities recommends that consumers visit the Energy Switch website to view the broad range of available electric supply products, including your electric utility's basic service price. You can visit the website at http://energyswitchma.gov .	



TOWN OF NEEDHAM, MA



Electricity Supply Product Summary for **NEEDHAM BASIC** *from Needham Power Choice*

You will receive an electric supply product through Needham Power Choice.
Your electric utility, Eversource, will continue to deliver the electricity you use to your home or business.

Price	XX.XXX cents per kWh. This does not include the price that your electric utility will charge you for the delivery component of your electric service.
Term	The price is fixed from your enrollment through [MONTH] 20XX.
Early Cancellation Fee	There is no cancellation fee. You may leave Needham Power Choice at any time with no fee or penalty.
Automatic Renewal	You will be automatically enrolled in Needham Basic at a new price at the end of the contract term unless you inform the Town otherwise. The new price may be higher or lower than the existing price. The Town will contact you no later than 30 days before each automatic renewal to notify you of your supply options.
Renewable Energy Content	The Commonwealth of Massachusetts requires that all electric supply products include a minimum of XX% renewable energy resources in 202X and XX% in 202X. This product meets the minimum requirement.
Rescission Period	If you have received this form as part of an automatic enrollment notice, you have until the deadline indicated on the notice to opt out and avoid automatic enrollment in Needham Power Choice. You may leave Needham Power Choice at any time after being enrolled with no fee or penalty.
Competitive Supplier Information	Needham Power Choice is a program of the Town of Needham. The program is served by [SUPPLIER NAME], DPU license number: [DPU LICENSE NUMBER, TELEPHONE NUMBER, WEBSITE]. [SUPPLIER NAME] is only responsible for the electric generation portion of your bill.
Electric Utility Information	Eversource will continue to deliver the electricity that you use in your home and is responsible for the delivery charges that appear on your monthly bill. If you have questions about the delivery portion of your bill, contact Eversource at 877-659-6326, or by visiting its website at Eversource.com .

The Massachusetts Department of Public Utilities recommends that consumers visit the Energy Switch website to view the broad range of available electric supply products, including your electric utility's basic service price. You can visit the website at <http://energyswitchma.gov>.

Needham Power Choice

Municipal Aggregation Plan

November 17, 2023 - Draft

I. Introduction and Key Features

A. Overview

The Town of Needham (“Town”) developed the Needham Power Choice program (“Program”) to bring the benefits of renewable energy and electricity choice to its residents and businesses and to help the Town achieve its sustainability goals. The Program will integrate additional renewable energy into the power supply and will offer a selection of products.

All retail electricity customers within the town will have the right to participate in the Program. Eligible customers¹ will be enrolled automatically unless they opt out. All customers will have the right to leave the Program and return to the electric distribution company’s Basic Service at any time with no penalty or fee.

B. Products to be Offered

The Program will give participants will have a choice in the percentage of renewable energy and price of their electricity supply by offering multiple products. Because the integration of renewable energy into the Town’s power supply is a driving motivation for the Program, the Town will include additional renewable energy in some of the products. The additional renewable energy will come from additional Renewable Energy Certificates (“RECs”)² over and above the state minimum requirement.

Initially, there will be three products. Needham Standard will be the default opt-out product and Needham 100% Green and Needham Basic will be optional products. Additional products may be added with the approval of the Select Board.

1. Needham Standard

Needham Standard will be the default opt-out product. The goal for this product is to incorporate additional renewable energy in the form or RECs while providing an affordable price. The percentage of

¹ Eligible customers shall include (1) basic service customers; (2) basic service customers who have indicated that they do not want their contact information shared with competitive suppliers for marketing purposes; and (3) customers receiving basic service plus an optional green power product that allows concurrent enrollment in either basic service or competitive supply. Eligible customers shall not include: (1) basic service customers who have asked their electric distribution company to not enroll them in competitive supply; (2) basic service customers enrolled in a green power product program that prohibits switching to a competitive supplier; and (3) customers receiving competitive supply service. Order on Eligible Customers, D.P.U. 16-10, at 19 (2017).

² A REC represents the environmental attributes associated with electricity production. RECs are part of an accounting system that enables renewable generators to sell, and customers to buy, renewable energy.

RECs will be greater than the state minimum, up to 100%. The additional RECs may be Massachusetts Class I RECs,³ other types of RECs, or a combination.

The percentage and type of RECs will be set by the Town Manager with policy direction from the Select Board. The Town Manager will set the percentage and type of RECs after receiving price bids, and considering both price and environmental benefit. The percentage and type of RECs may change after they are initially established. Customers will be notified before any such change.

2. Needham 100% Green

Needham 100% Green will provide 100% Massachusetts Class I RECs, including both the state-required RECs and RECs added voluntarily. The goal for this product is to give Program participants an option with more RECs than Needham Standard.

3. Needham Basic

Needham Basic will include no additional RECs above state minimum requirements. The goal for this product is to provide an option that is less expensive than the other products.

C. Automatic Enrollment

The Town will provide notice to eligible customers at least 30 days in advance indicating that, if they do nothing by a specified date, they will be automatically enrolled in the default opt-out product. The notice will state that customers may opt out at any time by contacting Program customer support or through the Program website. Customers that opt out will remain on the electric distribution company's Basic Service.

The notice will include all of the opt-out documents required by the Department of Public Utilities ("Department"). These documents include an Opt-Out Notice, Opt-Out Reply Card, Opt-Out Envelope, Language Access Document, and Product Summary Form ("Opt-Out Documents").

II. Procedural Requirements

A. Local Approval

The Town voted to initiate the process of municipal aggregation at its Special Town Meeting on October 22, 2022. A copy of the Town Meeting vote is provided as Attachment B-1.

B. Consultation with the Department of Energy Resources

The Town consulted with the Department of Energy Resources ("DOER") on [TO BE SCHEDULED]. DOER's consultation letter is provided as Attachment C.

C. Public Review

The Town made the municipal aggregation plan ("Plan") available for review by its citizens by making the Plan and Opt-Out Documents available for comment for 30 days and giving a public presentation of the Plan on December 5, 2023. The formal announcement, public comment period, and public presentation

³ Massachusetts Class I RECs come from generators that are fueled by renewable sources such as the sun and wind, began operating after 1997, and are located in, or deliver power to, New England.

of the plan were publicized as described in § III(H), Public Education. The request for comments and comments received are attached as Attachment B-5.

III. Elements of the Plan

A. Organizational Structure and Responsibilities

The organizational structure of the aggregation Program will be as follows:

Select Board and Town Manager: The Program is overseen by the Select Board and the Town Manager. The Select Board sets the policy direction. The Town Manager approved the Plan, manages the consulting team, and will establish the voluntary REC type and percentage in the default opt-out product and sign the supply contract.

Consultant: The Town's aggregation consultant ("Consultant") will manage the aggregation under the Town Manager's direction. The Consultant's responsibilities will include managing the supply procurement, developing and implementing the public education plan, interacting with the electric distribution company, monitoring the supply contract, maintaining the Program website, providing customer service, and producing required reports. The Town has selected MassPowerChoice, LLC to provide these services for an initial term. MassPowerChoice is an electricity broker licensed in Massachusetts, license number EB-534.

Competitive supplier: The competitive supplier will provide all-requirements power supply and fulfill other responsibilities as detailed in the supply contract.

Residents and business with questions should contact Program customer support at 1-844379-2171 or via the Program website (NeedhamPowerChoice.com).

B. Operations

The Town will issue an RFQ seeking competitive suppliers that meet the following specifications:

- Licensed by the Department
- Strong financial background
- Experience serving the Massachusetts competitive market or municipal aggregations in other states
- Demonstrated ability, supported by references, to provide strong customer service

The Town will then issue an RFP to qualifying suppliers seeking products that meet the following specifications:

- Provide all-requirements service
- Allow customers to exit Program any time with no penalty or fee
- Meet with all requirements of the Department and the electric distribution company
- Contain renewable energy content as specified by the Town

The Town will evaluate bids based on price and environmental benefit, and supplier financial strength, experience, and customer service record.

If none of the bids are satisfactory, the Town will reject all bids and repeat the solicitation as often as needed until market conditions yield a price that is acceptable to the Town.

Following receipt of bids, evaluating bids, and selecting a winning bidder, the Town will conduct an initial automatic enrollment of eligible customers, excluding customers that opted out of the Program. The competitive supplier will mail the Opt-Out Documents to eligible customers and enroll the customers that do not opt out.

Following the initial opt-out period, the Town will periodically ask the electric distribution company to identify any new eligible customers, and the Town will then conduct the same automatic enrollment process for those customers.

If the Town enters a new supply contract, the competitive supplier will mail a price-change notice to all customers in the Program at least 30 days before the new prices take effect. The notice will inform customers of the new prices and their right to opt out of the Program. The Town will also publicize the new prices as described in § III(H), Public Education.

The competitive supplier will provide an information disclosure label quarterly reflecting resources it used to meet its load obligations in New England in compliance with 220 C.M.R. § 11.06(2)(d). The label will be publicized as described in § III(H), Public Education.

The competitive supplier will provide the terms of service or terms and conditions to customers upon request.

C. Funding

The Program will fund the following costs:

- the principal Program costs established through the RFP for a competitive supplier
- administrative costs charged as a per kilowatt-hour administrative fee and paid to the consultant

The Town Manager will be responsible for overseeing the costs of the Program.

D. Rate Setting and Other Costs to Participants

The Town will set the Program's electricity supply charge through a competitive bidding process. The Program will include an administrative fee which has been set through a competitive solicitation process.

Prices, terms, and conditions will vary by product. The Town may solicit price bids by customer class and prices may differ accordingly. Large commercial and industrial customers that seek to join the Program after Program initiation will be charged a market-based price rather than the contract price.

Prices may change if the Town enters into a new supply contract. The Town will notify Program participants of such as change as described in § III(H), Education Plan.

Prices may change if there is a change in law (i.e., "regulatory event" or "new taxes" as defined in the supply contract) that results in a direct, material increase in costs during the term of the supply contract. In that event, the Town and the competitive supplier will negotiate a potential change in the Program price. At least 30 days prior to the implementation of any such change, the Town will notify Program participants as described in § III(H), Public Education. The Town will also notify the Department's Consumer Division prior to the implementation of any change in Program price related to a change in law. Such communication shall occur no less than ten business days prior to the consumer notification and include copies of the direct mail notice, all media releases, Town Hall and website postings, and other communications the Town intends to provide to customers regarding the change in price.

The Program affects only customers' electricity supply charges. Delivery charges will be unchanged and will continue to be charged by the electric distribution company. Also, low-income discounts provided by the electric distribution company will continue to be applied.

Participants will continue to receive one bill through the electric distribution company with both the supply and delivery charges. Required taxes will be included as part of the electricity supply charge. Customers may request exemptions from the collection of any tax by providing appropriate documentation to the competitive supplier.

E. Method of Entering and Terminating Agreements with Other Entities

The Town will use a competitive solicitation process for fixed-price all-requirements service. The Town will not enter into any supply contract with a competitive supplier unless it is fully consistent with its Department-approved Plan and Department Guidelines.

The Town will notify customers of changes to supply contracts and new competitive suppliers described in § III(H), Public Education. The Town will satisfy all notice requirements established by the Department for price and product changes, including any timing and mailing requirements.

If the Town determines that it requires support services after the expiration of the existing agreement with MassPowerChoice, the Town will solicit proposals for, and evaluate, potential aggregation consultants using a competitive procurement process or alternative procedure which the Town determines to be in the best interest of its residents and businesses and consistent with all applicable local, state, and federal laws and regulations.

The Town Manager is the person responsible for entering and terminating contracts.

F. Rights and Responsibilities of Program Participants

The Town will inform customers that they have the right to opt out of the Program at any time without penalty. Customers may opt out of the Program by any of the following: 1) calling the Program's toll-free number; 2) submitting the opt-out form on the Program website; 3) calling the competitive supplier's toll-free number; 4) contacting their electric distribution company and asking to be returned to Basic Service; or 5) enrolling with another competitive supplier.

Customers may enroll after Program launch, or change between products, by any of the following: 1) calling the Program's toll-free number; 2) submitting a form on the Program website; 3) calling the competitive supplier's toll-free number.

Program participants with questions or complaints can contact the following:

- Program customer support at 1-844-379-2171
- Support@NeedhamPowerChoice.com or submit a form at NeedhamPowerChoice.com
- The Office of the Town Manager at 781-455-7500

All participating customers shall enjoy the protections of law afforded to them as they currently exist or as they may be amended from time to time. These include rights to question billing and service quality practices. Under protocols developed by the Department, problems related to billing or service shall be directed to the appropriate parties. All eligible customers shall also enjoy the individual right to decline participation in the Program.

Participants are responsible for paying their bills, for providing access to metering and other equipment necessary to carry out utility operations, and for requesting any exemption from the collection of any applicable taxes with appropriate documentation of such exemption provided to the competitive supplier.

G. Termination of Program

The Program could be terminated upon the termination or expiration of the supply contract without any extension, renewal, or negotiation of a subsequent supply contract. A decision to terminate the Program would be made by the Town Manager with the approval of the Select Board.

Should a termination occur, customers would be returned to their electric distribution company's Basic Service via Electronic Data Interchange by the competitive supplier in accordance with the rules set forth in the Electronic Business Transactions Working Group Report unless the customers choose an alternative competitive supplier.

The Town will notify the electric distribution company at least 90 days prior to a planned termination of the Program. The Town will notify the supplier at least 30 days before termination of the Program and will remind the supplier that it bears the responsibility of returning customers to Basic Service by a specified date. The Town will send a notice to the Department service list for the docket that approved the Program and to the Department Consumer Division at DPUConsumer.Complaints@mass.gov.

The Town will notify Program participants of Program termination by issuing a media release and posting a notice on the Town website and Program website, and through posts on the Town's social media accounts. In addition, Program participants will receive notice of a supplier change on their bill from their electric distribution company.

H. Public education

The delivery of a public education effort and associated materials is pivotal to ensuring that residents and businesses are informed about the Program and their options. The Town will implement a public education effort that is tailored to the needs of the community and incorporates the municipal and Program websites, as well as social media, physical postings, direct mail, public presentations, local media, and outreach to community organizations that serve town residents.

1. Phases

The public education effort occurs in several phases.

Public review: A draft Plan was presented to town residents and businesses for their review and comment. The draft Plan was posted for comment for thirty days and the Town hosted a public presentation to enable discussion about the Plan.

Program launch: The program launch will be announced widely using press releases, the municipal and Program websites, social media, postings in town buildings, two public presentations, local access television, and outreach to municipal agencies and community organizations. Eligible customers will receive two mailings: a "coming soon" postcard followed by a detailed notice (the Opt-Out Notice) that describes the program and program prices, explains consumer rights within the Program including how to participate and how to opt out, and indicates where to obtain additional information and customer support.

Ongoing: Public education will continue once the Program is up and running. New customers will receive a detailed notice in the mail before being enrolled. Price changes will be announced through mailings to all Program participants, as well as through a public announcement and postings on the municipal and Program website. Electricity generation disclosure labels will be publicized every quarter.

Customer support via telephone and email will be available in all three phases.

2. Communications vehicles

The table below lists the communications vehicles and when they will be used.

Communications Vehicle	Public Review	Program Launch	Ongoing	
			Price changes	Disclosure labels
Municipal website Announcements will be placed on the home page. Program information will be placed in a prominent location. The website will also include a permanent, prominent link to the dedicated Program website.	✓	✓	✓	✓
Program website The website will include detailed program information, current utility Basic Service prices, and the Department-approved Plan and Opt-Out Documents. Announcements, such as notification of the public review period and price changes, will be posted on the home page.	✓	✓	✓	✓
Direct mail notices to customers - Program launch: Coming Soon postcard and Opt-Out Documents. - New customers: Opt-Out Documents. - Price changes: Price-change notification mailed at least 30 days before a price change takes effect.		✓	✓	
Public presentations Held in municipal buildings or virtually.	✓	✓		
Customer support by telephone and email Answering customer questions and providing additional information.	✓	✓	✓	✓
Physical postings in municipal buildings Postings on a bulletin board in Town Hall.	✓	✓		✓
Town social media accounts Posts on official Town social media accounts, including Facebook and Instagram.	✓	✓		✓
Cable access channel Announcements sent to the Needham Channel	✓	✓		✓

Communications Vehicle	Public Review	Program Launch	Ongoing	
			Price changes	Disclosure labels
Local media Announcements sent to the local newspaper and online news sources: <i>Needham Hometown Weekly</i> , <i>The Needham Observer</i> , and <i>Needham Local</i> .	✓	✓	✓	
Municipal departments, boards, and committees Announcements sent to municipal entities for sharing with their constituents/members, including Needham Aging Services, Needham Public Schools, Needham Housing Authority, and Needham Commission on Disabilities.	✓	✓		
Community organizations Announcements sent to community organizations with a request that they publicize the announcement to their constituents, including: - Sustainability organizations such as Green Needham. - Faith-based organizations such as Needham Clergy Association. - Organizations supporting vulnerable community members such as the Needham Community Council. - Business associations such as Charles River Chamber of Commerce.	✓	✓		

3. Access for customers with limited English proficiency

To ensure adequate access for customers with limited English proficiency,⁴ the Town will:

- Provide on-demand machine translation of the Program website before, during, and after Program launch, including price change announcements, which are featured on the website home page.
- Include the Department-required Language Access Document as a cover sheet with the Opt-Out Notice mailing. The Language Access Document will include the following text translated into 26 languages:

⁴ According to the American Community Survey, 7.3% of Needham's residents speak English less than very well. These residents are divided among multiple language groups. According to an interactive map of languages spoken in Massachusetts published by the Executive Office of Energy and Environmental Affairs, there is no single language group of such residents containing 5% or more of the Town's population. <https://mass-eoea.maps.arcgis.com/apps/webappviewer/index.html?id=dffdbf9c109647fc9601f7524c1fd9f4>.

Important notice enclosed from Needham about your electricity service. Translate the notice immediately. Call the number or visit the website, above, for help.

In addition, the Language Access document will include the MassRelay TTY phone number for both Spanish and English speakers.

- Provide on-demand phone interpreting in 200 languages via the Program's toll-free customer service telephone number before, during, and after Program launch.
- Address any further need for interpreting or translation as the need becomes known to the Town.

4. Access for customers with a physical disability or who required audial or visual assistance

To ensure adequate access for customers with a physical disability or who require audial or visual assistance, the Town will take the following steps:

- Outreach will be conducted in both print and audio formats and will include handouts and electronic and web-based materials as well as live presentations.
- To the extent possible, all public education events will be held in accessible spaces such as Town buildings. In the event public education events cannot be presented as in-person events, they will be held online and as such will be accessible to those with limited mobility.
- Before Program launch and on an ongoing basis after Program launch, customers who are blind or otherwise visually impaired may request assistance reading Program materials and the Program website, which will include price change information, by calling the customer support number. The Program website will be designed so that content can be read aloud by computer-assistive technology.
- For customers who are deaf or hard of hearing, the Language Access Document, which will accompany the Opt-Out Notice, will include TTY phone numbers for use by both English- and Spanish-speaking customers. In addition, customer support will be available via multiple modalities: voice (phone) as well as written (web form and email) both before and after Program launch.

IV. Substantive Requirements

A. Universal Access

All electric distribution company customers located in the town will have access to the Program and all eligible customers will be automatically enrolled in the Program unless they choose to opt out. Customers that are not automatically enrolled in the Program may join the Program by contacting Program customer support or the competitive supplier.

B. Reliability

The contract with the competitive supplier will commit the competitive supplier to provide all-requirements power supply at fixed prices, make all necessary arrangements for power supply, and use proper standards of management and operations. The consultant is a Massachusetts-licensed electricity

broker and has the technical expertise necessary to operate municipal aggregation programs, including over nine years of experience managing municipal aggregation programs in Massachusetts.

C. Equitable Treatment of all Customer Classes

The Program provides equitable treatment of all customer classes. Equitable treatment does not mean that all customers must be treated equally, but rather that similarly-situated customers must be treated equitably. The Program will use the customer classes the electric distribution company uses for its Basic Service pricing, specifically residential, small commercial and industrial ("C&I"), and large C&I. All residential and small C&I customers on the same product will receive the same rates and terms of service. The rates and conditions for enrolling large C&I customers will differ from other customer classes as outlined in the table below. Such differential treatment is equitable because, as compared to residential and small C&I customers, large C&I have more choices in the marketplace and impose greater costs on the Program when they join after Program launch.

Enrollment procedures

Enrollment Scenario	Enrollment Procedures
Eligible Customers at Program launch	<i>All Customers</i> An Opt-Out Notice will be mailed to all Eligible Customers at Program launch. After the completion of the 30-day opt-out period, inclusive of mailing, the competitive supplier will enroll all Eligible Customers that did not opt out.
New Eligible Customers identified after Program launch	<i>Residential and Small C&I</i> An Opt-Out Notice will be mailed to all New Eligible Customers identified after Program launch. After the completion of the 30-day opt-out period, inclusive of mailing, the competitive supplier will enroll all eligible customers that did not opt out. <i>Large C&I</i> Same as above except the Opt-Out Notice will include the current, market-based prices.
Customers who opted out and later want to enroll	<i>All Customers</i> Customers may enroll in the Program by contacting Program customer support or the competitive supplier.
Customers on third-party supply at Program launch who want to enroll in the Program after their supply contract ends	<i>All Customers</i> Customers may enroll in the Program by contacting Program customer support or the competitive supplier.
All customers enrolled in the Program at the start of a supply term under a new supply contract, including any customers currently on market-based prices	<i>All Customers</i> At least 30 days prior to the effective date of a price change under a new supply contract, Program participants will be informed through postings on the Program and municipal websites, media releases, social media, a physical posting in municipal buildings, and a direct mail notice containing the new price, term, fees, renewable energy content, and applicable Basic Service rate, in accordance with Section III.H above. Customers

	enrolled in an optional opt-in product that will change voluntary renewable content will be informed that they must affirmatively re-enroll in the new optional product (or affirmatively enroll in the default product or other optional product) or they will be returned to Basic Service. Customers enrolled in the default opt-out product shall be notified that they will be re-enrolled in the new default product unless they opt out.
Enrollment scenario	Enrollment Pricing
Eligible Customer at Program launch	<i>All Customers</i> Program pricing for all product offers.
New Eligible Customers identified after Program launch	<i>Residential and Small C&I</i> Program pricing for all product offers. <i>Large C&I</i> Market-based price based on then-current wholesale prices and competitive supplier costs at the time the customer wants to enroll. The competitive supplier will provide a market-based price that is fixed for the remainder of the current supply contract.
Customers who opted out and later want to enroll	<i>All Customers</i> Market-based price based on then-current wholesale prices and competitive supplier costs at the time the customer wants to enroll. The competitive supplier will provide a market-based price that is fixed for the remainder of the current supply contract.
Customers on third-party supply at Program launch who want to enroll in the Program after their supply contract ends	<i>Residential and Small C&I</i> Program pricing for all product offers. <i>Large C&I</i> Market-based price based on then-current wholesale prices and competitive supplier costs at the time the customer wants to enroll. The competitive supplier will provide a market-based price that is fixed for the remainder of the current supply contract.
All customers enrolled in the Program at the start of a supply term under a new supply contract, including any customers currently on market-based prices	<i>All Customers</i> Program pricing for all product offers.

V. Implementation and Education Schedule

Milestone	Date/Day Estimate
Program website launched	[add date]
Customer information and support hotline live	[add date]
Department approval of municipal aggregation plan	0
RFQ for competitive supplier issued	Day 14
RFP for competitive supplier issued	Day 28
Supply contract executed	Day 35
Supplier set up and EDI testing begins	Day 36
Announcement posted and distributed to media; Program website updated.	Day 43
Announcement distributed to community organizations	Day 50
Coming Soon postcard mailed to eligible customers	Day 57
Announcement at Select Board meeting	Day 57
Opt-out notice mailed to eligible customers	Day 64
Additional social media posts	Day 71
Community information session 1	Day 78
Community information session 2	Day 85
Additional social media posts	Day 92
Opt-out postmark deadline	Day 97
Supplier set up and EDI testing complete ⁵	Day 111
Enrollment submissions begin	Day 112
Earliest date enrollments take effect	Day 119

The planned schedule is presented for illustrative purposes. The final schedule will be established when the Town receives Department approval.

⁵ The planned schedule is designed to give the competitive supplier sufficient time to satisfy EDI testing requirements. However, the schedule will be adjusted if additional time is needed to meet those requirements.



**Select Board
TOWN OF NEEDHAM
AGENDA FACT SHEET**

MEETING DATE: 12/5/2023

Agenda Item	Select Board Goal – Indigenous People’s Day Policy Vote
Presenter(s)	Board Discussion

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED
The Select Board adopted a goal to hold a public hearing and determine if the Town will change Columbus Day to Indigenous People’s Day (Goal #1, Initiative #6). Staff have researched recent decisions on other local communities and provide options for the Board’s consideration. A public hearing was held on November 28, 2023.	
2.	VOTE REQUIRED BY SELECT BOARD
Proposed Motion: That the Board vote to_____.	
3.	BACK UP INFORMATION ATTACHED
a. Select Board Goal Statement dated September 26, 2023 b. Work Plan for Healthy & Thriving, Initiative 6 c. Staff Memo entitled Indigenous People’s Day Public Hearing dated November 9, 2023	

**Select Board Goal Statement
Adopted September 26, 2023**

PURPOSE

The purpose of the Select Board Goals is to effect positive change, set policy direction for Town government, and guide the development of the budget.

GOAL #1: Healthy and Socially Thriving – Needham residents enjoy plentiful recreational, cultural, and educational opportunities in an environment that upholds human rights, celebrates diversity, and fosters a sense of connection among neighbors, thus strengthening their bond to the community they proudly call home. Needham:

- Cultivates a wide range of recreational, cultural, educational, civic, and social opportunities for all socioeconomic and age groups;
- Supports the physical and mental well-being of its community members;
- Fosters inclusion, diversity, and equity in order to become a culturally responsive, anti-racist, and anti-biased community; and
- Values public art.

FY2024-2025 Initiatives	Description
1	Identify ways to institutionalize community conversation around race, diversity, equity, and inclusion, to build relationships and a stronger understanding of different perspectives and lived experiences.
2	Make intentional efforts and identify creative ideas for community outreach to diversify the candidate pool for all appointed Boards and Committees; measure progress.
3	Complete the Equity Audit, clarify objectives, and determine next steps.
4	Conduct Board and Committee member orientation sessions to include the Town's race equity vision statement and NUARI principles.
5	NUARI: Conduct Board and Committee member orientation sessions to include the Town's race equity vision statement. (Included in Initiative 1.4)
6	Hold a public hearing and determine if the Town will change Columbus Day to Indigenous People's Day.
7	Invite various identity network groups to meet with the Select Board and introduce the work they do and the community they serve.
8	Develop a plan for a community observance of Juneteenth. (Deferred to Future Fiscal Years)
9	Implement Valor Act and consider aligning the administrative process for both the Valor Act and the Senior Corps programs. (Operationalized FY 2023-24 Initiative)

10	Conduct focus groups with BIPOC community members to identify strategies for ensuring that all members of the community feel welcome as outlined in the NUARI vision statement and guiding principles. (Operationalized FY 2023-24 Initiative)
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GOAL #2: Economically Vital – Needham welcomes investment in local businesses and has a thriving local economy that contributes to a growing local tax base to support desirable community amenities and programs. Needham:

- Has a growth mindset and encourages business development and redevelopment;
- Supports an environment for creativity, innovation, and entrepreneurship;
- Promotes a well-educated, skilled, and diverse work force that meets employers’ needs; • Fosters a collaborative and resource-rich regional business climate;
- Attracts, sustains, and retains a diverse mix of businesses, entrepreneurs and jobs that support the needs of all community members; and
- Supports financial security and economic opportunity.

FY2024-2025 Initiatives	Description
11	Evaluate Chestnut Street Redevelopment (Deferred to Future Fiscal Years)

GOAL #3: Livable– Needham values diversity and a broad spectrum of housing options. The community is supported by well-maintained public infrastructure and desirable amenities that accommodate a variety of community needs. Needham:

- Promotes and sustains a secure, clean, and attractive place to live, work and play;
- Supports an increase of housing, including a variety of types and price points;
- Provides high-performing, reliable, affordable public infrastructure and Town services;
- Encourages and appropriately regulates sustainable development; and
- Supports and enhances neighborhood livability and accessibility for all members of the community.

FY2024-2025 Initiatives	Description
12	Work with the Planning Board on next steps related to the MBTA Community Housing Guidelines and the update to the Town’s Affordable Housing Plan. Review updated demographics and impact on anticipated transit-oriented development and schools.
13	Identify funding for School Master Plan projects and participate in the planning process.

14	Evaluate RTS Service Delivery Model to guide long-term investment and review operational efficiencies in the short-term.
15	Evaluate next steps for use of the Stephen Palmer Building.
16	Evaluate expansion of off-leash dog areas.
17	Support for the Needham Housing Authority redevelopment project.
18	Evaluate the role of the Affordable Housing Trust. (Deferred to Future Fiscal Years)
19	Begin the Ridge Hill/Nike Assessment Phase 2 Project, including working with the Community Farm to decide on the long-term plan for the farm at the site as well as considering potential future uses of the site. (Deferred to Future Fiscal Years)
20	Create a voluntary local historic district under Chapter 40C for the property of Elizabeth and Maurice Handel at 3 Rosemary Street, built by Jonathan and Jemima Kingsbury in 1779, the oldest house in 02494 and the 11th oldest in Needham. (Operationalized FY 2023-24 Initiative)
21	Upgrade Town Seal to improve graphic quality and historical accuracy. (Operationalized FY 2023-24 Initiative)
22	Identify opportunities for expanded active and passive recreation facilities including but not limited to an action sports park and additional boat ramps. (Operationalized FY 2023-24 Initiative)
23	Maintain/repair the barn at Ridge Hill. (Operationalized FY 2023-24 Initiative)
24	Improve trailhead access to ensure clear and accessible access; consider creating a trails app. (Operationalized FY 2023-24 Initiative)

GOAL #4: Accessible and Connected – In Needham, people can easily and affordably travel to their desired destinations without relying solely on cars. Needham:

- Supports a balanced transportation system that reflects effective land use, manages congestion, and facilitates strong regional multimodal connections;
- Offers and encourages a variety of safe, comfortable, affordable, reliable, convenient, and clean mobility options;
- Applies Complete Street principles to evaluate and prioritize bicycle and pedestrian safety;
- Coordinates with state and federal leaders to ensure access to safe, reliable, and efficient public transit;
- Provides effective infrastructure and services that enables people to connect with the natural and built environment; and
- Promotes transportation options to remain an age-friendly community.

FY2024-2025 Initiatives	Description
25	Update parking payment technologies to allow for credit card and/or app-based payments

26	Ask the Planning Board to update parking requirements in zoning at May 2024 Town Meeting
27	Pilot converting some on-street parking spaces for more active curb use (e.g., short customer visits, active loading areas)
28	Update the Town's parking regulations and permit program (including permit rules, time/day regulations, and pricing)
29	Seek funding for noise reduction/Quiet Zone feasibility, design, and construction.
30	Evaluate and make a final determination of the appropriate plan for Downtown Redesign Phase 2.
31	Evaluate expansion of snow removal efforts, including sidewalk plowing strategies.
32	Evaluate funding options for the Rail Trail extension from High Rock Street to Needham Junction. (Deferred to Future Fiscal Years)
33	Evaluate future use of the rail corridor between Dover and Newton. (Deferred to Future Fiscal Years)
34	Evaluate the feasibility of a shared use way between Needham Heights and the City of Newton. (Deferred to Future Fiscal Years)
35	Implement the Parking Study. (Deferred to Future Fiscal Years)
36	Prioritize Funding for the Central Ave/Center St Bridge (Operationalized FY 2023-24 Initiative)

GOAL #5: Safe – Needham is a welcoming and inclusive community that fosters personal and community safety. Needham:

- Provides public safety in a manner consistent with community values;
- Provides comprehensive advanced life support level care;
- Plans for and provides equitable, timely and effective services and responses to emergencies and natural disasters;
- Fosters a climate of safety in homes, businesses, neighborhoods, streets, sidewalks, bike lanes, schools, and public places; and
- Encourages shared responsibility, provides education on personal and community safety, and fosters an environment that is welcoming and inclusive.

FY2024-2025 Initiatives	Description
37	Actively monitor progress on the law enforcement recommendations that NPD Chief Schlittler presented to the Select Board on June 8, 2021. (Operationalized FY 2023-24 Initiative)

GOAL #6: Responsibly Governed – Needham has an open and accessible Town government that fosters community engagement and trust while providing excellent municipal services. Needham:

- Models stewardship and sustainability of the Town’s financial, human, information, and physical assets;
- Invests in making Town-owned buildings safe and functional;
- Supports strategic decision-making with opportunities for engagement and timely, reliable, and accurate data and analysis;
- Enhances and facilitates transparency, accuracy, efficiency, effectiveness, and quality service in all municipal business;
- Supports, develops, and enhances relationships between the Town and community and regional partners;
- Proactively reviews and updates Town policies and regulations and ensures compliance;
- Promotes collaboration between boards and committees;
- Values the local government workforce;
- Identifies and implements strategies to hire, support and retain diverse staff at every level of the organization; and
- Prioritizes acquisition of strategic parcels.

FY2024-2025 Initiatives	Description
38	Evaluate the need for a flag policy.
39	Evaluate the possibility of developing a Community Master Plan. Develop an inventory of Town long-range plans and identify overlaps and conflicts, including other Boards of jurisdictions.
40	Establish process to do regular by-law charter review updates.
41	DPW phased renovation/construction.
42	Capital Facilities: CATH upgrades (including additional parking) and Library phased renovations.
43	Evaluate ways to increase minority and women-owned business participation in construction, building maintenance projects, and other Town programs.
44	Review and recodify the non-criminal disposition by-law (Operationalized FY 2023-24 Initiative)

GOAL #7: Environmentally Sustainable – Needham is a sustainable, thriving and equitable community that benefits from and supports clean energy; preserves and responsibly uses the earth’s resources; and cares for ecosystems. Needham:

- Combats the climate crisis;
- Prioritizes sustainability, including transitioning from fossil fuels to clean, renewable energy;
- Encourages the efficient use of natural resources; and
- Protects and enhances the biodiversity and vitality of ecological systems.

FY2024-2025 Initiatives	Description
45	Prioritize and implement the Climate Action Plan.
46	Identify parcel acquisition to comply with Land and Water Conservation Fund requirements.
47	Evaluate adoption of net-zero building code; specialized opt-in code.
48	Sponsor a tree summit.
49	Explore development of a Town Electric Vehicle (EV) policy, i.e., the default position for fleet replacement should be EVs unless there is a compelling reason to use an alternative. (Deferred to Future Fiscal Years)
50	Recommend community energy aggregation (Operationalized FY 2023-24 Initiative)
51	Review/establish electric vehicle charging rates (Operationalized FY 2023-24 Initiative)

INITIATIVE WORKPLAN

Goal Area	Healthy and Socially Thriving
Goal Area Lead:	

Initiative:	Hold a public hearing and determine if the Town will change Columbus Day to Indigenous People's Day.	
Initiative Lead:	Kate	Myles



Initiative Impacts

What is the expected outcome of this initiative?

The Select Board - after resident input via Public Hearing - will decide whether (and if so, how) Needham will observe Indigenous People's Day in the context of the currently recognized Columbus Day.

How will success be measured?

Whether or not the Board holds a vote, and whether they feel adequately informed at the time of the vote.

What major barriers or challenges would impact the organization's ability to implement this initiative? Please describe:

1. Ensuring that interested residents/stakeholders are aware of the public hearing and their ability to attend 2. That the public hearing is appropriately moderated and conducted in a manner respectful of all people, regardless of their starting opinion.

What is the consequence of failing to implement this initiative? Please describe:

Failure to act upon longstanding concerns raised by residents.

Identify any areas of potential overlap within the Strategic Plan:

Tactic Planning

Tactics (0 to 18 months)	New (N) or Underway (U)?	Who and When			Necessary Resources (time, money, etc.)		
		Tactic Owner	Start Date	Duration			
Schedule hearing and vote dates	U	Myles	10/1/2023	1 Week	Discussion 11/14	Hearing 11/28	Vote 12/5
Advertise Public Hearing via Town media (e.g. newsletter, social) and outreach to community groups	U	Myles	11/15/2023	2 Weeks	Staff time (DCCO, SSM)		
Amend Requisite Policies (if required)	N	HR/Comms	12/6/2023 (if required)	TBD	Staff Time		

MEMORANDUM

TO: Select Board
FROM: Kate Fitzpatrick, Town Manager
SUBJECT: Indigenous People's Day – Select Board Initiative
DATE: November 9, 2023

Background

The Town of Needham Select Board established a FY2024-25 initiative to “[h]old a public hearing and determine if the Town will change Columbus Day to Indigenous People’s Day.” Staff have compiled data of peer-community actions on this topic and identified documents where Columbus Day is referenced. Finally, staff have developed three feasible courses of action.

Peer Community Actions

Columbus Day recognizes the anniversary of Columbus’ arrival in the Americas in 1492. In the twentieth century, the holiday evolved into a federally recognized holiday centered around the celebration of Italian Americans and their contributions to our country. However, contemporary evaluation of Columbus has highlighted his actions towards indigenous people as a colonial leader and role in the advancement of the Atlantic slave trade.

In light of this, many communities in Massachusetts and across the United States have chosen to evaluate the establishment of Indigenous People’s Day in place of Columbus Day, to include the study of more appropriate ways to celebrate the contributions of Italian Americans to their communities.

In a study of 20 peer and neighboring communities, three general actions have been taken:

- Change from Columbus Day to Indigenous People’s Day – nine communities
 - Acton
 - Arlington
 - Bedford
 - Belmont
 - Brookline
 - Lexington
 - Marblehead
 - Newton
 - Wellesley
- Keep Columbus Day – eight communities
 - Andover (currently under deliberation)
 - Burlington
 - Danvers (awaiting state legislative action)
 - Dedham
 - Dover
 - Holliston (deliberated in 2020)
 - Natick (awaiting state legislative action)
 - Weston

- Combination – three communities
 - Melrose – Recognize both Columbus Day and Indigenous People’s Day
 - Salem – Recognize Indigenous People’s Day and Celebrate Italian American Heritage Month
 - Westwood – Recognize both Columbus Day and Indigenous People’s Day

References to Columbus Day in Areas Under Select Board Jurisdictions

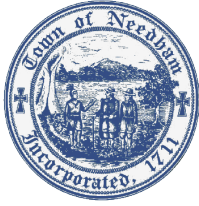
Columbus Day is mostly referenced in Human Resources documents relative to labor agreements and policy. Current documents include:

- Needham Independent Town Workers’ Association Local 272 of the Laborers’ International Union of North America CBA
- Needham Firefighters Local 1706 Unit A CBA
- Needham Firefighters Local 1706 Unit C CBA
- Needham Police Union CBA
- Police Superior Officers Association CBA
- Needham Building Custodian and Tradesman Independent Association Local 1116 of the Laborers’ International Union of North America CBA
- Needham Independent Public Employees’ Association Local 1116 of the Laborers International Union Of North America, AFL-CIO CBA
- Town of Needham Holiday Leave and Holiday Pay Policy and Procedures, Personnel Administration Policy #314
- Town of Needham Holiday Policy for 24 Hours Schedules, Personnel Administration Policy #315
- Ad-hoc department policies and publications that reference annual building closures/amended hours relative to the observation of Columbus Day staff holidays

Potential Courses of Action

Staff have identified the following three options as feasible courses of action:

1. Status Quo – Continue to observe Columbus Day
 - a. No administrative action required by Town
 - b. Does not address the concerns raised by contemporary understanding of Columbus
2. Substitution – Replace official observance of Columbus Day with Indigenous People’s Day
 - a. Minor administrative action required by Town (revision of two policies and amendment of CBAs upon renewal)
 - b. Addresses concerns raised by contemporary understanding of Columbus
 - c. Eliminates a formalized day to celebrate contributions by Italian Americans in Needham
3. Dual Recognition – Establish recognition of Indigenous People’s Day on the second Monday in October and establish celebration of Italian American Heritage Day (or Month) in October
 - a. Minor administrative action required by Town (revision of two policies and amendment of CBAs upon renewal)
 - b. Addresses concerns raised by contemporary understanding of Columbus
 - c. Establishes formal period of recognition for contributions by Italian Americans in Needham



**Select Board
TOWN OF NEEDHAM
AGENDA FACT SHEET**

MEETING DATE: 12/5/2023

Agenda Item	Committee Reports
Presenter(s)	Board Discussion

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED
Board members may report on the progress and/or activities of their Committee assignments.	
2.	VOTE REQUIRED BY SELECT BOARD
N/A – Discussion Only	
3.	BACK UP INFORMATION ATTACHED
None	

FISCAL YEAR 2024		
<u>SCHEDULE A</u>		
Effective July 1, 2023		
Full-time and regular part-time position classifications with corresponding classification		
Position Title	Grade/Class.	FLSA status
Administrative Analyst	6	non-exempt
Administrative Assistant	I-03	non-exempt
Administrative Specialist	I-05	non-exempt
Animal Control Officer	GF07	non-exempt
Applications Administrator	I-07	exempt
Arborist	N-5	non-exempt
Assistant Building Commissioner	10	exempt
Assistant Director of Aging Services/Counseling and Volunteers	11	exempt
Assistant Director of Aging Services/Programs and Transportation	10	exempt
Assistant Director of Assessing	9	exempt
Assistant Director of Finance	13	exempt
Assistant Director of Human Resources	10	exempt
Assistant Director of Park & Recreation	11	exempt
Assistant Director of Public Health for Community & Environmental Health	11	exempt
Assistant Director of Public Health for Nursing & Behavioral Health	11	exempt
Assistant Director of Public Library	12	exempt
Assistant Director of Public Works/Building Maintenance	13	exempt
Assistant Director of Public Works/Operations	13	exempt
Assistant Fire Chief	Assistant Fire Chief	exempt
Assistant Superintendent	9	exempt
Assistant Town Accountant	9	exempt
Assistant Town Clerk	6	exempt
Assistant Town Engineer	11	exempt
Assistant Town Planner	7	exempt
Assistant Treasurer/Collector	9	exempt
AutoCAD Technician	GF04	non-exempt
Benefits Administrator	6	non-exempt
Building Commissioner	12	exempt

Position Title	Grade/Class.	FLSA status
Building Maintenance Manager	11	exempt
Building Maintenance Supervisor	9	exempt
Business Manager	11	exempt
Carpenter	B7	non-exempt
Chief Wastewater Operator	N-7	non-exempt
Children's Librarian	7	exempt
Children's Services Assistant	GT05	non-exempt
Civil Engineer	7	exempt
Clinician	I-07	exempt
Compliance Coordinator	6	exempt
Computer Operator	I-03	non-exempt
Conservation Manager	9	exempt
Conservation Specialist	I-06	non-exempt
Contract Administrator	8	exempt
Craftworker (Building Maintenance)	B4	non-exempt
Craftworker (DPW)	N-4	non-exempt
Custodian	B2	non-exempt
Deputy Fire Chief	F-4	non-exempt
Deputy Police Chief	14	exempt
Deputy Town Manager	16	exempt
Deputy Town Manager/Director of Finance	16	exempt
Director of Aging Services	13	exempt
Director of Assessing	12	exempt
Director of Communications and Community Engagement	10	exempt
Director of Design and Construction	13	exempt
Director of Health and Human Services	14	exempt
Director of Human Resources	14	exempt
Director of Management Information Systems	14	exempt
Director of Park and Recreation	12	exempt
Director of Planning and Community Development	13	exempt
Director of Public Library	14	exempt
Director of Public Works	15	exempt

Position Title	Grade/Class.	FLSA status
Director of Public Works Administrator	12	exempt
Director of Youth and Family Services	12	exempt
Division Superintendent, Highway	12	exempt
Division Superintendent, Parks and Forestry	12	exempt
Division Superintendent, Solid Waste/Recycling	12	exempt
Division Superintendent, Water/Sewer	12	exempt
Economic Development Manager	9	exempt
Electrician	B7	non-exempt
Emergency Management Administrator	11	exempt
EMS Administrator	EMS Administrator	non-exempt
Engineering Aide	GF02	non-exempt
Engineering Technician	GF05	non-exempt
Environmental Health Agent	I-07	non-exempt
Equipment Mechanic	N-5	non-exempt
Field Assessor	I-06	non-exempt
Finance Assistant	I-04	non-exempt
Fire Business Manager	9	exempt
Fire Captain	F-3	non-exempt
Fire Chief	Contract	exempt
Fire Inspector	Fire Inspector	non-exempt
Fire Lieutenant	F-2	non-exempt
Firefighter	F-1	non-exempt
Fleet Supervisor	10	exempt
GIS/Database Administrator	I-07	exempt
Heavy Motor Equipment Operator (HMEO)	N-4	non-exempt
Human Resources Coordinator	GT05	non-exempt
Human Resources Operations and Benefits Coordinator	7	exempt
HVAC Supervisor	9	exempt
HVAC Technician	B7	non-exempt
Inspector of Plumbing & Gas	GT07	non-exempt
Inspector of Wires	GT07	non-exempt
Laborer 2	N-2	non-exempt

Position Title	Grade/Class.	FLSA status
Laborer 3	N-3	non-exempt
Library Assistant	GT03	non-exempt
Library Children's Supervisor	10	exempt
Library Circulation Supervisor	9	exempt
Library Reference Supervisor	10	exempt
Library Technical Services Supervisor	10	exempt
Library Technology Specialist/Archivist	11	exempt
Local Building Inspector	GT06	non-exempt
Management Analyst	8	exempt
Master Mechanic	N-7	non-exempt
Network Manager	I-11	exempt
Office Assistant	I-02	non-exempt
Park Ranger	B3	non-exempt
Payroll Coordinator	I-06	non-exempt
Plumber	B7	non-exempt
Police Administrative Specialist	I-06	non-exempt
Police Chief	Contract	exempt
Police Lieutenant	P-3	non-exempt
Police Maintenance Assistant	GF03	non-exempt
Police Officer	P-1	non-exempt
Police Sergeant	P-2	non-exempt
Project Manager	10	exempt
Public Health Nurse	I-09	exempt
Public Safety Dispatch Supervisor	GF10	non-exempt
Public Safety Dispatcher	GF07	non-exempt
Public Works Inspector	N-6	non-exempt
Public Works Technician	N-5	non-exempt
Recreation Supervisor	I-08	non-exempt
Reference Librarian/Digital Media Specialist	7	exempt
Reference Librarian/Program Specialist	7	exempt
Reference Librarian/Young Adult	7	exempt
Retirement Administrator*	9	exempt

Position Title	Grade/Class.	FLSA status
Retirement Assistant*	GT04	non-exempt
Scalehouse Attendant	N-4	non-exempt
Senior Administrative Coordinator	I-07	non-exempt
Senior AutoCAD Technician	GF06	non-exempt
Senior Custodian	B3	non-exempt
Senior Project Manager	12	exempt
SHINE Assistant Program Coordinator	GT07	non-exempt
SHINE Program Coordinator	GT08	non-exempt
Substance Use Prevention Program Coordinator	8	exempt
Support Services Manager	10	exempt
Survey Party Chief	GF06	non-exempt
Sustainability Manager	9	exempt
Technical Services Assistant	GT03	non-exempt
Technology Support Technician	I-06	non-exempt
Town Accountant	12	exempt
Town Engineer	13	exempt
Town Manager	Contract	exempt
Town Treasurer and Tax Collector	12	exempt
Transportation Coordinator	GT06	non-exempt
Traveling Meals Coordinator	GT05	non-exempt
Wastewater Operator	N-5	non-exempt
Water Treatment Facility Manager	10	exempt
Water Treatment Operator	N-5	non-exempt
Working Foreman	N-7	non-exempt
Zoning Specialist	GT06	non-exempt
*Needham Contributory Retirement Board position titles		