

BOARD OF SELECTMEN

July 16, 2013

Needham Town Hall / Powers Hall

Agenda

	6:45	Informal Meeting with Citizens <i>One or more members of the Board of Selectmen will be available between 6:45 and 7:00 p.m. for informal discussion with citizens. While not required, citizens are encouraged to call the Selectmen's Office at (781) 455-7500 extension 204 in advance to arrange for an appointment. This enables the Board to better assure opportunities for participation and respond to citizen concerns.</i>
1.	7:00	Public Hearing NSTAR- Chestnut Street • Maureen Carroll, NSTAR Representative
2.	7:00	Public Hearing – Mandatory Outdoor Non-essential Odd/Even Water Use Restriction
3.	7:30	Public Hearing – Medical Marijuana Consumption and Dispensaries
4.	8:15	Town Manager • Town Manager's Report
5.	8:30	Board Discussion • Committee Reports
6.	8:45	Executive Session Exceptions 3 & 6

APPOINTMENTS

1.	Solid Waste Disposal/Recycling Advisory (Ad Hoc Supercommittee)	Steven Rosenstock (term expires 6/30/2014)
2.	Conservation Commission	Arthur Crocker (term expires 6/30/2016)
3.	Norfolk County Advisory Board	Ted Owens (term expires 7/31/2014)

CONSENT AGENDA *=Backup attached

1.	Accept the following donations made to the Needham Public Library during the period May 9, 2013 – June 30, 2013: Lu-Ann Caron-Leslie gave the library a copy of Marc Maron's new book, <i>Attempting Normal</i> (\$26.00); Randy Farlow donated a copy of his book, <i>The Boats of C.H.W. Foster</i> , to the library (\$30.00); Library Program Presenter Magician Ed the Wizard gave the library a copy of the book, <i>Easy-To-Do Magic Tricks for Children</i> (\$4.00); Additional gifts in memory of Shirley G. Muther: Linda & Bob Marsh (\$50.00), Jean & John Lucas (\$15.00), Maria B. Ryan (\$10.00), Fred & Pat Keyo (\$25.00), Susan & Jon Britt (\$75.00); The Needham Coalition for Suicide Prevention gave the library two copies of Craig Miller's book, <i>This Is How It Feels</i> (\$28.00); Sam Stern donated an honorarium that he received for speaking at Congregation Agudat Achim (\$100.00); Linda Wilman donated the following; <i>DAR Patriot Index</i> (3-volume set \$40.00), <i>Mayflower Families Through Five Generations</i>
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	(3 volumes, \$50.00 each), <i>Mayflower Quarterly</i> (4 issues \$5.00 each); <i>New England Ancestors</i>, spring 2001 issue (\$5.00); The Needham High School Anime Club donated \$400.00 to the library; Cathy & Barbara Collishaw donated \$25.00 to the library in memory of Rose Rossi; Cathy Collishaw donated \$25.00 to the library in memory of James F. Dinell; Jeannine and Jasmin Dowling gave the library a copy of their new book, <i>Heather, the Scared Tooth Fairy</i> (\$7.00); Keith & Lynn McClelland donated a copy of Keith's sister's latest book, <i>Thread and Buried</i> (\$7.99); Edith Piper donated a copy of Carole Lazarus and Jennifer Berman's book, <i>Glorafilia: The Ultimate Needlepoint Collection</i> (\$29.95); The library received a \$20,000.00 donation from a donor who wishes to remain anonymous; In honor of Dorothy Caulfield, the Needham Garden Club donated a copy of <i>The Tropical Plants of R. Burle Marx</i> by Harri Lorenzi (\$85.00); and JoAnn Miles donated \$25.00 in memory of Bertha Marram.
2.	Support Youth Services' "Needham Unplugged" for the month of March including its annual no-meeting night which will be held on Thursday, March 13, 2014.
3.*	Approve minutes from June 11, 2013, June 17, 2013 and June 26, 2013 Open meetings; and May 14, 2013, May 28, 2013, June 11, 2013, June 17, 2013, and June 26, 2013 Executive Session meetings.
4.	Accept the following donations made to the Needham Off-Leash Dog Park gift account: \$250 from Monica Graham; \$100 from Constance Royden; \$200 from Susan Mitchell & Mary Beth Hamel; \$50 from Jeannine James; \$50 from Gail Gormley; \$25 from Brian Murch; \$50 from Pat Brazill; \$50 from Eric & Kate Kapust; \$100 from Rich & Brenna Jones; \$25 from Peter Vakhutinsky; \$200 from Needham Wine & Spirits; \$50 from Dick & Judy Cooper.
5.*	Approve a request from Greg Jundanian, of the Dedham Food Pantry, who is organizing a fundraiser bike ride to benefit food pantries in numerous communities including Needham, to have a portion of its ride to go through Needham. The event is scheduled for September 15, 2013 from 7:30 a.m. to 1:00 p.m. The route of the race has been approved by the following departments, DPW, Police, Fire, and Park and Recreation.
6.*	Approve applications for calendar year 2013 Common Victualler License from: • OLNH Ventures, Inc. d/b/a Orange Leaf Frozen Yogurt, located at 1185 Highland Avenue, Needham. • Yo So Good Frozen Yogurt Café d/b/a Yo So Good, located at 33 Highland Avenue, Needham.
7.*	Water & Sewer Abatement, Order #1165
8.	Approve to change the September 24, 2013 BOS meeting to September 17, 2013.
9.*	Grant permission for a fund-raising bicycle ride through Needham on September 27, 2013. The event, Braking Aids Ride, is a three-day bicycle ride to benefit Housing Works, a major AIDS service organization headquartered in New York City. Approximately 130 riders will pass through Needham between 6:15 a.m. and 9:00 a.m. Permission has been granted by the Conservation Commission to use Ridge Hill as a rest stop. The route of the race has been approved by the following departments, DPW, Police, Fire, and Park & Recreation. Approval is contingent upon receipt of required completed paperwork.
10.	Accept donation of arts and crafts materials valued at \$200 made to the Needham Park and Recreation Commission from Ms. Diane Dinell Benson.
11.	Approve continuation of the experimental Traffic Regulation in accordance with the Needham Traffic Rules and Regulations Section 3-6 for Great Plain Avenue for the

period July 18, 2013 to August 17, 2013: one Handicap Parking spot, and one 15 minute Parking spot, in front of the former Eaton Square Right of Way adjacent to MBTA Right of Way.

- 12.* In accordance with Section 20B (5) of the Town Charter, and upon the recommendation of the Town Manager and the Personnel Board, adopt a classification and compensation plan for fiscal year 2014.

13. Grant permission for the following resident to hold a Block Party:

Name	Address	Party Location	Date	Rain Date	Time
Jeanie Martin	139 Plymouth Road	Plymouth Rd Ext	9/7/2013	9/8/2013	1-7pm



**Board of Selectmen
TOWN OF NEEDHAM
AGENDA FACT SHEET**

MEETING DATE: 7/16/2013

Agenda Item	Public Hearing: NSTAR Petition for Chestnut Street
Presenter(s)	Arletha Wade, NSTAR Representative

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED		
NSTAR requests permission to install approximately 266 feet of conduit at Manhole #14974 Chestnut Street, Needham. The work is necessary to allow NSTAR Electric to re-route some of the existing circuits that come out of NSTAR's station at 461 Chestnut Street, Needham. The Department of Public Works has approved this petition, based on NSTAR's commitment to adhere to regulation that all conduit installed must be 3" schedule 40 minimum; and, that when buried, the conduit must be placed at 24" below grade to the top of the conduit.			
2.	VOTE REQUIRED BY BOARD OF SELECTMEN	YES	NO
<u>Suggested Motion:</u> Move that the Board of Selectmen approve and sign petition from NSTAR to install approximately 266 feet of conduit at Manhole #14974 Chestnut Street, Needham. The work is necessary to allow NSTAR Electric to re-route some of the existing circuits that come out of NSTAR's station at 461 Chestnut Street, Needham.			
3.	BACK UP INFORMATION ATTACHED	YES	NO
(Describe backup below) a. Letter of Application b. Petition c. Order d. Petition Plan e. Notice Sent to Abutters f. List of Abutters			



200 Calvary Street
Waltham, Massachusetts 02453

June 17, 2013



Board of Selectmen
Town Hall
1471 Highland Ave
Needham, MA 02192

#461

RE: Chestnut Street
Needham, MA
W.O. #1924194

Dear Members of the Board:

The enclosed petition and plan is being presented by the NSTAR Electric Company for the purpose of obtaining a Grant of Location to install approximately 266'± feet- conduit @ Manhole #14974 Chestnut Street, Needham.

This new Conduit and Manhole will allow NSTAR Electric to re-route some of the existing circuits that come out of our station at 461 Chestnut Street. This along with the station upgrades will help improve reliability to this area of Needham.

If you have any further questions, contact Maureen Carroll @ (617) 369-6421.
Your prompt attention to this matter would be greatly appreciated.

Sincerely,

William D. Lemos
Rights & Permits Supervisor

WDL/amw
Attachments

OK to
proceed
JWL
6/28/13

**PETITION OF NSTAR ELECTRIC COMPANY FOR LOCATION FOR
CONDUITS
AND MANHOLES**

To the **Board of Selectmen** of the Town of **NEEDHAM** Massachusetts:

Respectfully represents **NSTAR Electric Company** a company incorporated for the transmission of electricity for lighting, heating or power, that it desires to construct a line for such transmission under the public way or ways hereinafter specified.

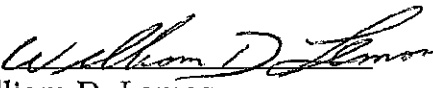
WHEREFORE, your petitioner prays that, after due notice and hearing as provided by law, the Board may by Order grant to your petitioner permission to construct, and a location for, such a line of conduits and manholes with the necessary wires and cables therein, said conduits and manholes to be located, substantially as shown on the plan made by **A. Debenedictis Dated June 6, 2013**, and filed herewith, under the following public way or ways of said Town:

Chestnut Street - Northerly @ MH#14974 approximately 189'± feet south of Junction Street a distance of about 266'± feet - conduit

Install One (1) New Manhole#29617

(WO. 1924194)

NSTAR ELECTRIC COMPANY

BY 
William D. Lemos
Rights & Permits, Supervisor

Dated this 14th day of June 2013

Town of **NEEDHAM** Massachusetts

Received and filed _____ 2013

ORDER FOR LOCATION FOR CONDUITS AND MANHOLES
Town of NEEDHAM

WHEREAS, **NSTAR ELECTRIC COMPANY** has petitioned for permission to construct a line for the transmission of electricity for lighting, heating or power under the public way or ways of the Town thereafter specified, and notice has been given and a hearing held on said petition as provided by law.

It is ORDERED that **NSTAR ELECTRIC COMPANY** be and hereby is granted permission to construct and a location for, such a line of conduits and manholes with the necessary wires and cables therein under the following public way or ways of said Town:

Chestnut Street - Northerly @ MH#14974 approximately 189'± feet south of
Junction Street a distance of about 266'± feet - conduit

Install One (1) New Manhole#29617

(WO. 1924194)

All construction work under this Order shall be in accordance with the following conditions:

1. Conduits and manholes shall be located as shown on the plan made by **A.Debenedictis, Dated June 6, 2013** on the file with said petition.
2. Said shall comply with the requirements of existing by-laws and such as may hereafter be adopted governing the construction and maintenance of conduits and manholes.
3. Company All work shall be done to the satisfaction of the Board of Selectmen or such officer or officers as it may appoint to supervise the work.

1	_____	
2	_____	Board of Selectmen
3	_____	the Town of
4	_____	NEEDHAM
5	_____	

CERTIFICATE

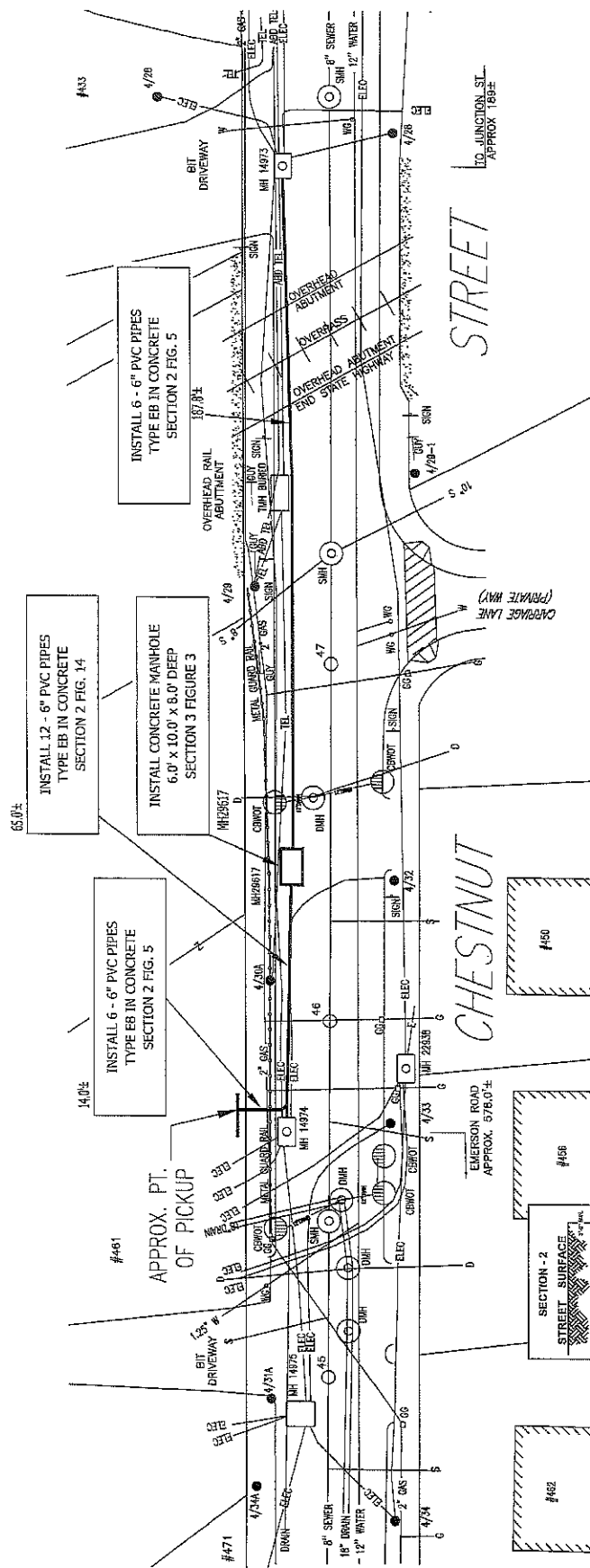
We hereby certify that the foregoing Order was adopted after due notice and a public hearing as prescribed by Section 22 of Chapter 166 of the General Laws (Ter. Ed.), and any additions thereto or amendments thereof, to wit:-after written notice of the time and place of the hearing mailed at least seven days prior to the date of the hearing by the Selectmen to all owners of real estate abutting upon that part of the way or ways upon, along or across which the line is to be constructed under said Order, as determined by the last preceding assessment for taxation, and a public hearing held on the _____ day of _____ 2013 at _____ in said Town.

1	_____	
2	_____	Board of Selectmen
3	_____	the Town of
4	_____	NEEDHAM
5	_____	

CERTIFICATE

I hereby certify that the foregoing are true copies of the Order of the **Board of Selectmen** of the Town of **NEEDHAM**, Massachusetts, duly adopted on the _____ day of _____, 2013 and recorded with the records of location Orders of said Town, Book _____, Page _____ and of the certificate of notice of hearing thereon required by Section 22 of Chapter 166 of the General Laws (Ter.Ed.) and any additions thereto or amendments thereof, as the same appear of record.

Attest: _____
Clerk of the Town of **NEEDHAM**, Massachusetts



SECTION 3

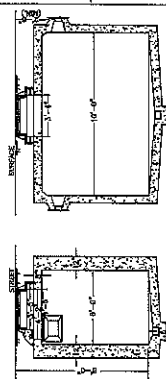


FIG. 3 6'-0" x 10'-0" x 8'-0" DEEP (N STREET)

FIG. 5 6-DUCTS

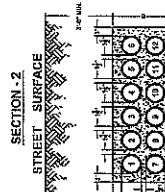


FIG. 14 12-DUCTS

No.	ATTEMPT	DIRECTIONS				S. Marks
		A	B	C	D	
1.	20	10	10	10	10	40
2.	20	10	10	10	10	40
3.	20	10	10	10	10	40
4.	20	10	10	10	10	40
5.	20	10	10	10	10	40
6.	20	10	10	10	10	40
7.	20	10	10	10	10	40
8.	20	10	10	10	10	40
9.	20	10	10	10	10	40
10.	20	10	10	10	10	40
11.	20	10	10	10	10	40
12.	20	10	10	10	10	40
13.	20	10	10	10	10	40
14.	20	10	10	10	10	40
15.	20	10	10	10	10	40
16.	20	10	10	10	10	40
17.	20	10	10	10	10	40
18.	20	10	10	10	10	40
19.	20	10	10	10	10	40
20.	20	10	10	10	10	40



NSTAR
ELECTRIC

A Northeast Utilities Company
1165 MASSACHUSETTS AVE. DORCHESTER, MASS. 02126
LIFESMITH STREET, NEEDHAM

INCREASED COMFORT AND LAMINATE LOCATION

PROPOSED CONDUIT AND MANHOLE LOCATION

1st=30th Date 6/6/2013

BY YOUR USE OF THE INFORMATION CONTAINED IN THIS MAP, YOU AGREE THAT NO WARRANTY OF ANY KIND, EXPRESS OR IMPLIED, IS GIVEN WITH RESPECT TO THE INFORMATION. NEITHER THE SURVEYORS, NOR THE RESULTS OF ANY ANALYSIS, NOR ANY USES OF ANY DATA CAUSED OR INCURRED BY YOU OR ANY OTHER PARTY, SHALL BE THE BASIS OF ANY LIABILITY OF THE SURVEYORS OR ANY PARTY BY ANY OF THE INFORMATION OR IN RELIANCE UPON IT. TO THE MAXIMUM EXTENT ALLOWED BY LAW, YOU AGREE TO YOUR ACCEPTANCE OF THE INFORMATION AND TO HOLD THE SURVEYORS AND ANY OTHER PARTY HARMLESS FROM ANY SUCH LOSS OR INJURY.

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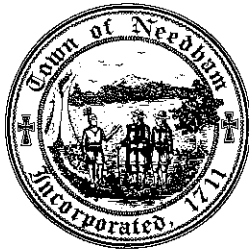
MASS. LAW
REQUIRES 72 HOURS ADVANCE NOTICE TO UTILITY COMPANIES
RECORDS MANAGING BY MINIONIC CALL 800-547-7342
800-547-7342

461 CHESTNUT ST

<u>PARCEL ID</u>	<u>St No.</u>	<u>Street</u>	<u>Owner Names</u>	<u>Owner Address</u>	<u>Mailing Address</u>		
					<u>OWNER CITY</u>	<u>State</u>	<u>OWNER ZIP</u>
199/042.0-0009-0000.0	470	CHESTNUT ST	TENBROOK, JOHN A. & TENBROOK, GRETCHEN W.	470 CHESTNUT ST	NEEDHAM	MA	02492
199/042.0-0010-0000.0	462	CHESTNUT ST	REDDISH, SHAWN	462 CHESTNUT ST	NEEDHAM	MA	02492
199/042.0-0011-0000.0	456	CHESTNUT ST	ROSSI, RONALD C + ROSSI, ROBERTA M	456 CHESTNUT ST	NEEDHAM	MA	02492
199/042.0-0012-0000.0	450	CHESTNUT ST	KING, MYRTLE L C/O 450 CHESTNUT STREET LLC	30 WINDSOR RD	NEEDHAM	MA	02492
199/042.0-0013-0000.0	2	CARRIAGE LN	MATTA, RAJU	2 CARRIAGE LANE	NEEDHAM	MA	02492
199/042.0-0013-0001.0	1	CARRIAGE LN	PEIDES, CONSTANTINE + PEIDES, ANNA	1 CARRIAGE LANE	NEEDHAM	MA	02492
199/045.0-0008-0000.0	0	CHESTNUT ST	BOSTON EDISON COMPANY C/O NSTAR SERVICES COMPANY	PO BOX 567	NORWOOD	MA	02062
199/045.0-0009-0000.0	461	CHESTNUT ST	BOSTON EDISON COMPANY C/O NSTAR SERVICES COMPANY	PO BOX 567	NORWOOD	MA	02062
199/045.0-0010-0000.0	471	CHESTNUT ST	WHITE, NEIL H & WHITE, THOMAS H.	471 CHESTNUT ST	NEEDHAM	MA	02492
199/045.0-0011-0000.0	481	CHESTNUT ST	GAUMNITZ, CHRISTOPHER & LERNER, KRISTINE	481 CHESTNUT ST	NEEDHAM	MA	02492
199/051.0-0084-0000.0	0	GREAT PLAIN AVE	MBTA	10 PARK PLAZA	BOSTON	MA	02116

Certified as list of parties in interest under Mass. General Laws and Needham Zoning By-Law, to the Best of our knowledge
For the Needham Board of Assessors.....





NOTICE

To the Record

You are hereby notified that a public hearing will be held at the **Needham Town Hall in Powers Hall, 1471 Highland Avenue, at 7:00 p.m. on July 16, 2013** upon petition of NSTAR dated **June 17, 2013** to install approximately 266 feet conduit at Manhole #14974 Chestnut Street, Needham. This work is necessary to allow NSTAR to re-route some of the existing circuits that come out of NSTAR's station at 461 Chestnut Street. A public hearing is required and abutters should be notified.

If you have any questions regarding this petition, please contact NSTAR representative, Maureen Carroll at 617-369-6421.

Daniel P. Matthews
John A. Bulian
Maurice P. Handel
Matthew D. Borrelli
Marianne Cooley

BOARD OF SELECTMEN

Dated: July 3, 2013



**Board of Selectmen
TOWN OF NEEDHAM
AGENDA FACT SHEET**

MEETING DATE: 7/16/2013

Agenda Item	Non-essential Outdoor Water Use Restriction
Presenter(s)	Public Hearing

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED		
At its meeting on June 26, 2013, the Board of Selectmen voted to implement mandatory non-essential outdoor water use restrictions effective immediately and to continue until September 30, 2013. The Selectmen took this action following discussions with the State Department of Environmental Protection (DEP), in accordance with the Town's DEP Water Management Act Permit, and in keeping with regional water conservation efforts. The purpose of the hearing is to provide information and allow public comment regarding the Town's water management and non-essential outdoor water use restrictions.			
2.	VOTE REQUIRED BY BOARD OF SELECTMEN	YES	NO
3.	BACK UP INFORMATION ATTACHED	YES	NO
a. Notice of Public Hearing b. Non-essential Outdoor Water Use Restriction Notice			



TOWN OF NEEDHAM

TOWN HALL

Needham, MA 02492-2669

Office of the
TOWN MANAGER

TEL: (781) 455-7500

FAX: (781) 449-4569

TDD: (781) 455-7558

Public Hearing Non-Essential Outdoor Water Use Restrictions Town Hall, 7 PM, July 16, 2013

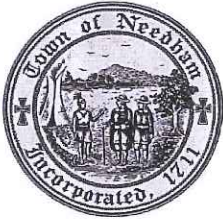
A public hearing regarding non-essential outdoor water use restrictions now in effect will be held by the Needham Board of Selectmen on Tuesday, July 16, 2013, beginning at 7:00 p.m. in Powers Hall, Needham Town Hall, 1471 Highland Avenue, Needham.

At its meeting on June 26, 2013, the Board of Selectmen voted to implement mandatory non-essential outdoor water use restrictions effective immediately and to continue until September 30, 2013. The Selectmen took this action following discussions with the State Department of Environmental Protection (DEP), in accordance with the Town's DEP Water Management Act Permit, and in keeping with regional water conservation efforts.

In summary:

- Properties with **even** street numbers may water lawns (and perform other allowed non-essential outdoor water uses) **only** before 9:00 a.m. or after 5:00 p.m. on **Mondays and Thursdays**.
- Properties with **odd** street numbers may water lawns (and perform other non-essential outdoor water uses) **only** before 9:00 a.m. or after 5:00 p.m. on **Tuesdays and Fridays**.
- No lawn watering via sprinklers or automatic irrigations system is allowed on Saturday, Sunday or Wednesday.
- Watering of lawns, gardens, flowers and ornamental plants by means of a **hand held hose is allowed** during the restricted period.
- More detailed information about the restrictions and exceptions to them is being mailed to water customers, and is posted on the Town's website, www.needhamma.gov.

The purpose of the hearing is to provide information and allow public comment regarding the Town's water management and non-essential outdoor water use restrictions. Written comments may also be submitted to the Board of Selectmen, Needham Town Hall, 1471 Highland Avenue, Needham, MA 02494 or via email to: selectmen@needhamma.gov.



REVISED-JULY 1, 2013

Public Notice

**Mandatory ODD/EVEN Non-essential
Outdoor Water Use Restriction**

For Residential & Commercial Customers

At its meeting on June 26, 2013, the Needham Board of Selectmen voted to implement a mandatory non-essential outdoor water use restriction effective immediately and the restriction will continue until September 30, 2013. Non-essential water use will be allowed two days per week before 9:00 a.m. and after 5:00 p.m. The Town has taken this action in accordance with its Department of Environmental Protection (DEP) Water Management Act Permit, and in keeping with regional water conservation efforts.

Odd/Even Outdoor Water Use Restriction

Properties with **even** street numbers may water lawns (and perform other allowed non-essential outdoor water uses) **only** before 9:00 a.m. or after 5:00 p.m. on **Mondays and Thursdays**.

Properties with **odd** street numbers may water lawns (and perform other non-essential outdoor water uses) **only** before 9:00 a.m. or after 5:00 p.m. on **Tuesdays and Fridays**.

No lawn watering via sprinklers or automatic irrigations system is allowed on Saturday, Sunday or Wednesday.

Watering of lawns, gardens, flowers and ornamental plants by means of a **hand held hose is allowed** during the restricted period.

More information about the water restriction uses can be found on page 2.

The policy of the Commonwealth is to reduce residential water use to 65 gallons per person per day to ensure a sustainable drinking water supply and to protect natural resources and streamflow for aquatic life. Residential use in Needham has fluctuated between 67 and 68 gallons for the last few years. Accordingly, the Town is seeking the cooperation of all residents in achieving this reduction.

Failure to comply with the provisions of the mandatory restriction may result in a fine in accordance with Section 2.2.5.5 of the General By-laws.

Under typical weather conditions, lawns require only one inch of water per week to remain healthy. Further information about the mandatory water use restriction is included on the following pages. Questions about the mandatory non-essential outdoor water restriction should be directed to the Department of Public Works, Water & Sewer Division at (781) 455-7550 – select option 2 then 1 on the automated telephone system - between 8:30 a.m. and 5:00 p.m., Monday – Friday or by email at dpwadmin@needhamma.gov.

The Town of Needham thanks you for your cooperation.

Non-essential outdoor water uses that are subject to the mandatory Odd/Even restriction are:

- irrigation of lawns and landscaping via sprinklers or automatic irrigation systems;
- washing of vehicles, except in a commercial car wash or as necessary for operator safety; and
- washing of exterior building surfaces, parking lots, driveways or sidewalks, except as necessary to apply surface treatments such as paint, preservatives, stucco, pavement or cement.

The following uses are allowed while the mandatory restriction is in place:

- Watering of lawns, gardens, flowers and ornamental plants by means of a hand-held hose.
- Irrigation to establish a new lawn and new plantings during the month of September.
- Irrigation of public parks and recreation fields by means of automatic sprinklers outside the hours of 9:00 a.m. and 5:00 p.m.

Water uses NOT subject to the mandatory restrictions are those required for health or safety reasons, by regulation, for the production of food and fiber, for the maintenance of livestock, or to meet the core functions of a business (e.g. irrigation by golf courses as necessary to maintain tees, greens, and limited fairway watering, or irrigation by plant nurseries as necessary to maintain stock).

In the event that the Massachusetts Drought Management Task Force declares a drought advisory (or higher), non-essential outdoor water use will be allowed only one day per week before 9:00 a.m. and after 5:00 p.m.

Suggested Household Water Conservation Measures

Simple improvements such as fixing water leaks, switching to more efficient equipment, and changing gardening practices to conserve water can reduce household water costs and help the Town reach the Commonwealth's standard of 65 residential gallons per capita per day. Listed below are some suggested outdoor and indoor water conservation measures.

- Repair leaky faucets, indoors and out.
- Consider replacing old equipment such as toilets, dishwashers and washing machines.
- When cooking, peel and clean vegetables in a large bowl of water rather than under running water.
- For cold drinking water, keep a pitcher of water in the fridge instead of running the tap until the water cools.
- Fill sink or basin when washing and rinsing dishes rather than leaving water running.
- Run dishwashers and washing machines only when they are full.
- Only run a garbage disposal when necessary and experiment with composting as an alternative.
- Install faucet aerators.
- Encourage short showers instead of baths and install low-flow showerheads.
- Turn off water when brushing teeth.
- Fill the sink to shave rather than leaving the water running.
- Maximize the use of natural vegetation and establish smaller lawns.
- Consider planting more trees, shrubs, ground cover, and less grass. Shrubs and ground cover provides greenery for much of the year and usually demands less water.
- Use native plants in flower beds. Native plants have adapted to rainfall conditions in New England and often provide good wildlife habitat.
- Cluster plants that require extra care together to minimize time and save water.
- When mowing your lawn, set the mower blades to 2-3 inches high. Longer grass shades the soil, improves moisture retention, and leaves more leaf surface to absorb sunlight, allowing grass to grow thicker and develop a deeper root system. This helps grass survive drought, tolerate insect damage, and fend off disease.
- Only water the lawn when necessary – before 9:00 a.m. and after 5:00 p.m. – and only when rainfall is not sufficient. Watering the lawn and garden in the morning or late in the evening maximizes the amount of water which reaches the plant roots (otherwise most of the water will evaporate). Avoid watering on windy and hot days.
- Use soaker hoses to water gardens and flower beds. If sprinklers are used, take care to be sure they do not water walkways and buildings.

- If you do water your lawn, use no more than one inch each week. This watering pattern will encourage healthier, deep grass roots. Over-watering encourages fungal growth and disease, and results in the growth of shallow, compacted root systems that are more susceptible to drought.
- If an automatic lawn irrigation system is used, be sure it has been properly installed, is programmed to deliver the appropriate amount and rate of water, and has rain shut-off capability.
- Apply mulch around shrubs and flower beds to reduce evaporation, promote plant growth, and control weeds.
- Add compost or an organic matter to soil as necessary to improve soil conditions and water retention. Collect rainfall for irrigation in a screened container (to prevent mosquito larvae growth).
- Always use a broom to clean walkways, driveways, decks and porches, rather than hosing off these areas.

For further information on water conservation measures please visit www.needhamma.gov.



**Board of Selectmen
TOWN OF NEEDHAM
AGENDA FACT SHEET**

MEETING DATE: 7/16/2013

Agenda Item	Public Consumption of Marijuana & Medical Marijuana Dispensaries
Presenter(s)	Public Hearing

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED		
The 2013 Annual Town Meeting voted to refer a proposed by-law amendment – Marijuana Consumption on Public Property - back to the Board of Selectmen for further study. The Board will seek input on a revised public consumption by-law proposal. The 2013 Annual Town Meeting also voted to impose a moratorium on the location of medical marijuana facilities in the Town of Needham, including but not limited to the operation of medical marijuana dispensaries and the cultivation of marijuana plants, until March 1, 2013. The Board of Selectmen seeks input in the development of its recommendation for amending the zoning to regulate the siting of such facilities.			
2.	VOTE REQUIRED BY BOARD OF SELECTMEN	YES	NO
3.	BACK UP INFORMATION ATTACHED	YES	NO
a. Notice of Public Hearing b. Proposed Marijuana Consumption By-law (revised since 2013 ATM) c. Map of Sensitive Areas – Medical Marijuana Dispensary Siting			



Office of the
TOWN MANAGER

TOWN OF NEEDHAM

TOWN HALL
Needham, MA 02492-2669

TEL: (781) 455-7500
FAX: (781) 449-4569
TDD: (781) 455-7558

Public Hearing on Medical Marijuana Consumption and Dispensaries

At the Annual Town Meeting in May 2013, Town Meeting voted to refer Article 23 – Amend General By-Law – Marijuana Consumption on Public Property back to the Board of Selectmen for further study. A public hearing regarding the proposed by-law to regulate consumption of medical marijuana on public property and the potential location for medical marijuana dispensaries will be held at the Board of Selectmen meeting on Tuesday, July 16, 2013, at 7:30 pm at the Needham Town Hall in Powers Hall, 1471 Highland Avenue, Needham.

The Board of Selectmen invites all residents and interested parties to provide input regarding public consumption of medical marijuana and potential locations for dispensaries at this meeting. Public comments may also be directed to the Board of Selectmen, c/o Needham Town Hall, 1471 Highland Avenue, Needham, MA or selectmen@needhamma.gov.



TOWN OF NEEDHAM

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TEL: (781) 455-7500
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TO: Board of Selectmen
FROM: Kate Fitzpatrick
CC: Christopher Coleman, Phil Droney, Janice Berns
DATE: July 9, 2013
RE: Proposed Marijuana Consumption By-law

Set forth below is a proposed by-law regulating consumption of marijuana on public property. Existing by-law language regulating the consumption of alcoholic beverages is included for comparison.

Proposed Marijuana Consumption By-law:

3.1.10. Use of Marijuana No person shall possess or consume marijuana (or tetrahydrocannabinol, as defined in G.L. c. 94C, 1, as amended) within the limits of any park, playground, public land or public building owned or under the control of the Town of Needham, nor shall any person consume marijuana, as previously defined, on any public way or any way to which the public has a right of access as invitees or licenses, including any person in a motor vehicle in, on or upon any public way or any way to which the public has said right of access, within the limits of the Town of Needham; and no person shall consume marijuana, as previously defined, in, on or upon any private land or place without the consent of the owner or persons in control of such private land or place. Nothing in this bylaw shall authorize any possession, cultivation, transport, distribution, sale or use of marijuana otherwise prohibited by law.

All marijuana being used in violation of Sub-section 3.1.10 may be seized and held until final adjudication of the charge against any such person or persons has been made by the court.

Non-criminal Fine Schedule: \$50 per offense

Existing By-law Language for Alcohol:

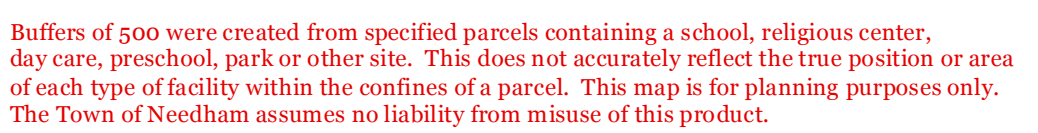
3.1.9 Consumption of Alcoholic Beverages No person shall possess or consume an alcoholic beverage as defined by M.G.L. Chapter 138, Section 1, as amended, within the limits of any

park, playground, public land or public building owned or under the control of the Town of Needham, except with written permission of the appropriate controlling Town tribunal, nor shall any person consume alcoholic beverage as defined in Section 1, on any public way or any way to which the public has a right of access as invitees or licenses, including any person in a motor vehicle in, on or upon any public way or any way to which the public has said right of access, within the limits of the Town of Needham; and no person shall consume an alcoholic beverage as previously defined, in, on or upon any private land or place without the consent of the owner or persons in control of such private land or place.

Any person who violates Sub-section 3.1.9 of the General By-Laws may be arrested by a police officer without a warrant.

All alcoholic beverages being used in violation of Sub-section 3.1.9 may be seized and held until final adjudication of the charge against any such person or persons has been made by the court.

Non-Criminal Fine Schedule: \$50 per offense

[illegible]

Town of Needham GIS Information Technology Center

Town of Needham
1471 Highland Avenue, Needham, MA 02492
www.NeedhamMA.gov/GIS
(781) 455-7500

\\Projects\Health\SensitiveUseAreas_Alcohol3_500.mxd b.w.a 07/08/2013



**Board of Selectmen
TOWN OF NEEDHAM
AGENDA FACT SHEET**

MEETING DATE: 7/16/2013

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

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED		
At this time, the Town Manager will update the Board on issues not covered on agenda, as needed.			
2.	VOTE REQUIRED BY BOARD OF SELECTMEN	YES	NO
<i>Suggested Motion:</i>			
3.	BACK UP INFORMATION ATTACHED	YES	NO
(Describe backup below) none			



**Board of Selectmen
TOWN OF NEEDHAM
AGENDA FACT SHEET**

MEETING DATE: 7/16/2013

Agenda Item	Committee Reports
Presenter(s)	Board Discussion

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED		
<i>Board members will report on the progress and / or activities of their Committee assignments.</i>			
2.	VOTE REQUIRED BY BOARD OF SELECTMEN	YES	NO
3.	BACK UP INFORMATION ATTACHED	YES	NO
(Describe backup below)			
None			

**Town of Needham
Board of Selectmen
Minutes for June 11, 2013
Needham Town Hall**

6:45 p.m. Informal Meeting with Citizens:
Kathy Lewis, 17 Maple Street spoke with the Board on behalf of residents of Maple Street, Maple Terrace, and Denmark Lane regarding a 12-unit 40B proposal at 44 Maple Street. She said neighbors are opposed, stating the project would destroy the balanced mix of single family, two-family, and condominium homes which currently characterize the neighborhood. She said a petition with 54 signatures has been filed. Chairman Matthews suggested neighbors follow the process and contact the Zoning Board of Appeals with their concerns.

7:00 p.m. Call to Order:
A meeting of the Board of Selectmen was convened by Chairman Daniel P. Matthews. Those present were John A. Bulian, Maurice P. Handel, Matthew D. Borrelli, Town Manager Kate Fitzpatrick, and Recording Secretary Mary Hunt.

7:00 p.m. South Street Tree Removal Project:
Kate Fitzpatrick, Town Manager and Ed Olsen, Parks & Forestry Superintendent appeared before the Board to discuss the proposed tree removal project on South Street between Chestnut Street and Charles River Street.

Ms. Fitzpatrick gave an overview of the project saying the Town, over the past few years, has experienced severe weather resulting in downed trees and loss of power for residents. She said some of the trees present a potential hazard to motorists, bicyclists, and pedestrians from falling limbs and obstruction of view on the curvy road. She noted downed trees have resulted in costly damage to properties. She said the Town has been working with NSTAR to remove trees which are diseased or dead, and noted the project requires approval of the Planning Board under the Scenic Road Act (M.G.L. c. 40 Section 15C). Ms. Fitzpatrick commented the South Street project is unrelated to the NSTAR vegetation management plan along transmission lines. Ms. Fitzpatrick asked the Board consider the project for reliability and safety, reduction in property damage, and cost. Ms. Fitzpatrick said neighbors are supportive of the project, noting emails from Mr. and Mrs. Hunt, 969 South Street, Needham and a resident who is concerned with the transmission lines.

Mr. Olsen concurred with the comments made by Ms. Fitzpatrick adding the stretch of roadway has the highest concentration of dead trees in the entire Town. He commented the project is a "triple win" for NSTAR, the Town, and residents.

Mr. Handel asked if there are any live trees "on the borderline" that may be able to be kept, and whether any residents disputed any of the marked trees. Mr. Olsen said that if a resident is concerned about a particular tree, it will not be taken. He

commented there are many live trees growing underneath and into the distribution lines which are a hazard.

Mr. Matthews opened the Public Hearing.

John Negoshian, 1101 South Street said he hasn't seen NSTAR in the area in ten years. He said Needham has the highest electric bills in the state and asked why the trees can't be trimmed yearly, instead of every ten years.

Ken Davison, 1051 South Street complimented Mr. Olsen, saying he has been incredibly responsive to resident concerns. Mr. Davison said the project will save the Town money. He stated it is a safety issue and is in favor of the project.

Lyn Lustig, 86 Eaton Road asked how many healthy trees have been identified, is there a plan for replanting, has there been any consideration of the water retention of healthy trees, and who will get the money from the sale of the cut trees.

Doug Payne, 1150 South Street is very supportive of the project. He suggested removing trees near the road, others can be cut and left on his property perpendicular to the road, and said ash trees are very tall and should be cut.

Maureen Davison, 1051 South Street concurs with comments, but wonders how South Street can be a bicycle route. She hopes the project also includes removing the vines.

Motion by Mr. Bulian that the Board vote to endorse the South Street tree removal project and forward same to the Planning Board for its approval. Second: Mr. Handel. Unanimously approved 4-0.

7:30 p.m.

Parking Fines Public Hearing:

Dave Davison, Assistant Town Manager/Finance Director appeared before the Board to outline a proposal for changing the Town's parking fine structure. Mr. Davison said the last change to the general parking fine was in 1989. Mr. Davison presented a proposal increasing the parking fines for most general violations from \$10 to \$15. He noted the fine for parking in a handicapped space or bus stop will remain unchanged at \$100. Mr. Davison said the proposal is based on a survey of surrounding communities and the fact that costs have increased since 1989.

Mr. Bulian suggested the Board consider a by-law change to increase the fine for parking in a handicapped parking space.

Mr. Matthews opened the Public Hearing. No comments were made.

Motion by Mr. Bulian that the Board vote to adopt the proposed parking fine structure as presented on the notice of public hearing dated June 11, 2013. Second: Mr. Handel. Unanimously approved 4-0.

7:40 p.m.

Consent Agenda:

Motion by Mr. Bulian that the Board of Selectmen vote to accept the Consent Agenda as presented.

CONSENT AGENDA

1. Ratify a request from Seana Gaherin of Dunn Gaherins to ride a portion of its "Pete Leary Road Race" through Needham on June 2, 2013. The route was approved by the following departments: Police, Fire, DPW & Park and Recreation.
2. Approve continuation of the experimental Traffic Regulation in accordance with the Needham Traffic Rules and Regulations Section 3-6 for Great Plain Avenue for the period June 17, 2013 to July 17, 2013: one Handicap Parking spot, and one 15 minute Parking spot, in front of the former Eaton Square Right of Way adjacent to MBTA Right of Way.
3. Accept donations made to the Needham Health Department's Domestic Violence Action Committee from the following: \$50- Lynn & Stephen Baum; and \$25- Cathy & Richard Freedberg.
4. Accept the following donations made to The Park and Recreation Commission for Arts in the Park and Programs: \$700 from Middlesex Savings; \$600 from Louise Condon Realty; \$600 from Dedham Savings Bank; \$600 from North Hill; \$100 from Needham Business Association; \$75 from Thomas Nutile; and \$600 from the Needham Exchange Club.
5. Accept gifts of materials and labor from the following Eagle Scouts who worked on various projects for the Needham Park and Recreation Commission and Department: Ted Morin- built new turnboards for Rosemary Pool- estimated value of materials \$1,000; Scott Groux- improvements to Perry Park- estimated value of materials \$270; and Matthew Bejian- 2 benches and 25 arborvitae at NHS tennis courts- estimated value of materials \$820.
6. Accept donation made in the amount of \$22,000 to The Needham Park and Recreation Commission from the Declaration of Trust of Harold J.A. Street to be placed in the department's Gift Fund.
7. Approve a request from Charles York, of the Needham Sheraton, to extend the hours of its liquor license on 12/31/2013 for a wedding that has been booked. They would like to provide bar service until 1:00 a.m.
8. Approve Minutes from May 14, 2013 and May 28, 2013.
9. Water and Sewer Abatement Order # 1163.
10. Accept gift in the amount of \$12,550 to the Town of Needham from The Needham Channel for the purpose of improving community access television by enabling the routing of digital signals containing video and audio from facilities on the Town's fiber optic network through the data hub at Town Hall to the Needham Channel Studios for broadcast.
11. Accept the following donations made to the Needham Off-Leash Dog Park gift account: \$360 from Michael Verdun; \$50 from Alan & Judith Richman; \$50 from Terry & James Windhorst; \$50 from Myra & John Anderson; \$10 from Janice Klein; \$1000 from Highland Animal Hospital; \$100 from Debbie

Winnick; \$100 from the Rotary Club of Needham; \$15 from Fredrick & Alice Rapkin; and \$100 from Emily Cooper.

13. Grant permission for the following residents to hold a Block Party:

Name	Address	Party Location	Date	RainDate	Time
Ashly Scheufele	29 Davenport Rd	Davenport Rd	6/22/2013		3-7pm
Deb Tormey	33 Lawton Rd	Lawton Rd	6/22/2013		3-9pm
Virginia Carnahn	671 Great Plain Ave.	Greenwood	7/13/2013	7/14/2013	3-11pm

Second: Mr. Handel. Unanimously approved 4-0.

7:40 p.m. Order of Taking for a Town Way (Form 3) for a portion of Booth Street:
Richard Merson, DPW Director appeared before the Board stating this is the next step in the Street Acceptance process where the Board of Selectmen adopt the Order for Acceptance as voted favorably at the May 2013 Annual Town Meeting and record the document and plans at the Registry of Deeds.

Motion by Mr. Borrelli that the Board vote to approve and sign the Order of Taking for Town Way (Form 3) for the acceptance of Booth Street.

Second: Mr. Bulian. Unanimously approved 4-0.

7:45 p.m. Citizens Connect:
Roger MacDonald, Director of Information Technology and Carys Lustig, Supervisor of Administration, DPW appeared before the Board to discuss Citizens Connect. Mr. MacDonald stated the City of Boston has been working with others to provide citizens and the City itself with the means to report common problem items such as pot holes and overfilled trash cans easily with their mobile phones. He stated the City extended participation to other Massachusetts communities and Needham was one of the early communities to reach out to Boston. Mr. MacDonald said the Town's Information Technology Center and Department of Public Works staff have been working on the set-up and roll out logistics of the system and will be rolling it out to the general public very soon.

Ms. Lustig commented on the history of the application, demonstrated how the system works, how one can access it with a smart phone app, and how it can be used internally by Town departments.

The Board thanked Mr. MacDonald and Ms. Lustig for the presentation.

8:00 p.m. Approve Sale of Notes:
Dave Davison, Assistant Town Manager/Finance and Evelyn Poness, Town Treasurer/Collector appeared before the Board seeking approval of the sale of a bond anticipation note in the amount of \$266,000, at a rate of 0.55%. Mr. Davison stated interest rates continue to be low, but this rate is slightly higher than the taxable bond anticipation note sold last year by 0.05%. Mr. Davison said the note will fund expenses related to a number of general fund projects: Rosemary Pool, Public Services Administration Building, storm water improvements, the Pollard

School roof, RTS projects including soil remediation work and construction equipment, and water projects including St. Mary's water pump station design and water distribution system rehabilitation.

Motion A

Mr. Bulian made a motion to approve the sale of the Town's \$266,000 General Obligation Bond Anticipation Note (Subject to Federal and Massachusetts Income Taxation) dated June 14, 2013 and payable June 28, 2013 (the "Note") to Century Subsidiary Investments Inc. III at par.

Motion B

Mr. Bulian made a motion that in connection with the marketing and sale of the Note, the preparation and distribution of a Notice of Sale and Preliminary Official Statement dated May 30, 2013 and a final Official Statement dated June 4, 2013, each in such form as may be approved by the Town Treasurer, be and hereby are ratified, confirmed, approved and adopted.

Motion C

Mr. Bulian made a motion that we authorize and direct the Treasurer to establish post issuance federal tax compliance procedures in such form as the Treasurer and bond counsel deem sufficient, or if such procedures are currently in place, to review and update said procedures, in order to monitor and maintain the tax-exempt status of the Note.

Motion D

Mr. Bulian made a motion that each member of the Board of Selectmen, the Town Clerk and the Town Treasurer be and hereby are, authorized to take any and all such actions, and execute and deliver such certificates, receipts or other documents as may be determined by them, or any of them, to be necessary or convenient to carry into effect the provisions of the foregoing votes.

Second: Mr. Handel. Unanimously approved 4-0.

It is noted that Tedi Eaton, Town Clerk, was in attendance to witness the vote.

8:05 p.m.

Town Manager:

Kate Fitzpatrick, Town Manager appeared before the Board with 4 items to discuss:

1. Highland Avenue/Needham Street Corridor/TIP Project

Ms. Fitzpatrick recommended that the Board submit a letter to the Boston Region Metropolitan Planning Organization during the comment period for the FY2014-

2017 Transportation Improvement Program (TIP) requesting advancement of the Highland Avenue/Needham Street corridor project for inclusion in the next TIP.

Motion by Mr. Handel that the Board vote to approve and authorize the Chairman to sign a letter to the Boston Region MPO seeking advancement of the Highland Avenue/Needham Street corridor project to the FY2014-2017 TIP.

Second: Mr. Borrelli. Unanimously approved 4-0.

2. Lincoln Street Parking Lot Improvements

Ms. Fitzpatrick recommended that the Board of Selectmen approve the Lincoln/School Parking Lot Improvement Plan Design as proposed. She said the mix of parking/space designations will be monitored and changes will be recommended as needed.

Motion by Mr. Bulian that the Board approve the Lincoln/School Parking Lot Improvement Plan Design dated May 22, 2013 for filing with the Planning Board.

Second: Mr. Handel. Unanimously approved 4-0.

3. Determination of Unique Status/Parking Lot at 870 Great Plain Avenue

Ms. Fitzpatrick told the Board the Town is contemplating entering into a license agreement with First Church of Christ, Scientist for the use of its parking lot for municipal parking. She said the 2013 Annual Town Meeting approved the lease of private land for public use for up to 10 years. Ms. Fitzpatrick noted the parking lot is immediately adjacent to the Town's municipal parking lot on Dedham Avenue and has been in use for municipal parking for decades. She noted in accordance with M.G.L c. 30B, a public procurement process is not required if the Board of Selectmen determines that advertising will not benefit the Town's interest because of the unique qualities of the parcel. Ms. Fitzpatrick asked the Board declare that advertising will not benefit the Town's interest due to the unique qualities of the parcel.

Motion by Mr. Bulian that the Board vote to determine that in the case of the proposed lease of the parking lot associated with 870 Great Plain Avenue, advertising will not benefit the Town's interest because of the unique qualities of the location of the property needed. This determination is made on the basis that the property abuts the municipal parking lot on Dedham Avenue.

Second: Mr. Handel. Unanimously approved 4-0.

4. Town Manager's Report

Ms. Fitzpatrick reported to the Board the Town has received bids for the installation, servicing, and construction of the play structure and field at Greene's Field. She said the project is moving forward.

Ms. Fitzpatrick noted the Walker Gordon field project is well underway and said it is exciting, as it is the first use of CPA funds to buy recreation land.

Ms. Fitzpatrick commented on an exciting photographic display at the Needham library titled "Inspirational Families of Needham". She encouraged the public to view the exhibit through August 31, 2013.

8:15 p.m. Board Discussion:

Mr. Borrelli noted the upcoming "Dancing With the Needham Stars" to be held on Saturday, June 15, 2013 at Moseley's on the Charles River, Dedham.

8:20 p.m. Executive Session - Exception 3 (potential litigation):

Motion by Mr. Bulian that the Board of Selectmen vote to enter into Executive Session.

Exception 3 - To discuss strategy with respect to collective bargaining or litigation, if an open meeting may have a detrimental effect on the bargaining or litigation position of the public body and the chair so declares. Not to return to open session prior to adjournment.

Second: Mr. Borrelli. Mr. Matthews polled the Board. Unanimously approved 4-0.

A list of all documents used at this Board of Selectmen meeting are available at:

<http://www.needhamma.gov/Archive.aspx?AMID=99&Type=&ADID=>

Note: Meeting adjourned at 8:30 p.m.

BOARD OF SELECTMEN

* MINUTES *

June 17, 2013

4:00 p.m. A special meeting of the Board of Selectmen was convened by Chairman Daniel Matthews at the Needham Town Hall. Present were Mr. John Bulian, Mr. Maurice Handel, Mr. Matthew Borrelli, Town Counsel David Tobin, Special Counsel Jay Talerman, and Town Manager Kate Fitzpatrick.

Executive Session - Exception 3 (potential litigation):

Motion by Mr. Bulian that the Board of Selectmen vote to enter into Executive Session under exception 3 - to discuss strategy with respect to collective bargaining or litigation, if an open meeting may have a detrimental effect on the bargaining or litigation position of the public body and the chair so declares. Not to return to open session prior to adjournment.

Second: Mr. Borrelli. Mr. Matthews polled the Board.

Unanimously approved 4-0.

Note: The meeting adjourned at 5:50 p.m.

**Town of Needham
Board of Selectmen
Minutes for June 26, 2013
Needham Town Hall**

- 6:45 p.m. Informal Meeting with Citizens:
Peter Oehlkers spoke with the Board about his appointment to the Conservation Commission.
- 7:00 p.m. Call to Order:
A meeting of the Board of Selectmen was convened by Chairman Daniel P. Matthews. Those present were John A. Bulian, Maurice P. Handel, Matthew D. Borrelli, Town Manager Kate Fitzpatrick, and Recording Secretary Mary Hunt.
- 7:00 p.m. Public Hearing - 526 Grove Street, Needham:
Edward Olsen, Tree Ward/Parks and Forestry Superintendent appeared before the Board to discuss a petition for removal of one Red Maple tree located on Town property. Mr. Olsen said the homeowner, Miriam Sheehan is concerned about the location of this Town tree, as it obstructs her view while exiting her property. The Tree Warden said that while the tree is live and healthy, he concurs with the homeowner that the tree impedes the sight vision. Mr. Olsen recommends granting permission for the removal of the 23 1/2 inch Sugar Maple, and further recommends that the tree be removed at the owner's expense using a contractor pre-approved by the Town.
- Mr. Matthews asked for public comment. No comments were made.
- Motion by Mr. Bulian that the Board vote to approve and sign the Public Shade Tree Hearing Form for the removal of one 23 1/2 inch Sugar Maple tree in front of 526 Grove Street.**
Second: Mr. Borrelli. Unanimously approved 4-0.
- A 2 minute recess was taken.
- 7:03 p.m. Swearing in of New Selectman:
Mr. Matthews welcomed newly elected member Marianne Cooley to the Board of Selectmen after the Special Town Election on Tuesday, June 25, 2013.
- Tedi Eaton, Town Clerk swore in Mrs. Cooley as a member of the Board of Selectmen.
- 7:05 p.m. Public Hearing - Verizon Petition for Wildwood Drive:
Ellen Joy, Verizon representative appeared before the Board requesting permission to install approximately 255 feet of direct buried inner duct and one new handhole on Wildwood Drive for new FIOS service to 69 Wildwood Drive.

Mr. Matthews asked for public comment. No comments were made.

Motion by Mr. Handel that the Board of Selectmen approve and sign a petition from Verizon to install approximately 255 feet of direct buried inner duct and one new handhole on Wildwood Drive for new FIOS service to 69 Wildwood Drive.

Second: Mr. Bulian. Unanimously approved 5-0.

7:06 p.m.

Public Hearing: Verizon and NSTAR Petition for Arch Street:

Ellen Joy, Verizon representative appeared before the Board requesting permission to install one anchor and sidewalk guy at existing pole #234/1 on Arch Street. She stated this work is necessary on Arch Street in order to remove a tree guy wire from the abutting property at 289 Hillcrest Road.

Mr. Matthews asked for public comment. No comments were made.

Motion by Mr. Handel that the Board of Selectmen approve and sign a petition from Verizon and NSTAR to install one anchor and sidewalk guy at existing Pole #234/1 on Arch Street. This work is necessary on Arch Street in order to remove a tree guy wire from the abutting property at 289 Hillcrest Road.

Second: Mr. Bulian. Unanimously approved 5-0.

7:07 p.m.

Public Hearing - Transfer of Liquor License/Manager Banyan Tree, LLC d/b/a The Rice Barn:

Roy Cramer, Attorney and Chalernpol Intha, Manager, appeared before the Board petitioning for a transfer of liquor license from Banyan Tree, LLC d/b/a The Rice Barn to Zucchini Gold, LLC d/b/a The Rice Barn, a 102 seat restaurant located at 1037 Great Plain Avenue, Needham. Mr. Cramer stated Mr. Intha has not operated a restaurant for the 12 month period immediately preceding this application and is asking the Board for a waiver of Town of Needham Regulation for the Sale of Alcoholic Beverages section 6.6.4. Mr. Cramer said Mr. Intha is TIPS certified, and holds a ServSafe certification and has allergen awareness training.

Mr. Matthews cautioned Mr. Intha about alcohol service in Needham, saying the rules must be followed and that the Town will be strict about enforcement.

Mr. Matthews asked for public comment. No comments were made.

Motion by Mr. Borrelli that a.) the Board vote to approve and forward to the ABCC petition for transfer from Banyan Tree, LLC d/b/a The Rice Barn to Zucchini Gold, LLC d/b/a The Rice Barn; and b.) grant a waiver of Town of Needham Regulation for the Sale of Alcoholic Beverages section 6.6.4.

Second: Mr. Handel. Unanimously approved 5-0.

7:13 p.m.

Consent Agenda:

Motion by Mr. Bulian that the Board of Selectmen vote to accept the Appointments and Consent Agenda as presented.

APPOINTMENTS

- 1. New Years Needham Committee** Sheri Edsall (term expires 6/30/14)
Nancy Spargo-Barber (term expires 6/30/14)
- 2. Conservation Commission** Peter Oehlkers (term expires 6/30/2016)
- 3. Various Boards & Committee** Reappointment List Attached

CONSENT AGENDA

- 1. Accept donations made to the Needham Health Department's Domestic Violence Action Committee from the following: \$50 from The Marins of Needham; \$25 from Paul C. Mazzio of Needham; \$10 from Bruce and Gail Lustig of Needham; and \$50 from Mr. George W. Noyes of Needham.**
- 2. Accept \$150 donation made to Needham Youth Services from the Needham High School Anime Club. The monies will be used to help fund programs that Youth Services offer to the residents of Needham.**
- 3. Accept the following donations made to the Needham Off-Leash Dog Park gift account: \$50 from Stephen Franco; \$50 from John & Judith Currie; \$50 from Jeff Loumis; \$50 from Diane Saltzberg; \$500 from Caren & Stu Carpenter/Copley Motorcars; \$50 from Julie Bailit; \$25 from Elizabeth Strauss; \$50 from Dedham Institute for Savings.**
- 4. Water & Sewer Abatement, Order #1164**
- 5. Approve Amendment to Application of Innovative Distributing Concepts, LLC d/b/a Bin Ends, which comports with the ownership listing filed with and pending approval by the Alcoholic Beverages Control Commission.**
- 6. Approve and sign Ambulance Abatements for \$560 and \$25 which have been submitted by the Fire Department.**
- 7. Approve a Special One Day Wine and Malt Beverages Only License for Suzanne Kajunski of Needham Pool and Racquet Club to hold its Summerfest event on Thursday, July 18, 2013 from 6:00 p.m. to 9:00 p.m. at Needham Pool and Racquet Club, 1550 Central Avenue, Needham.**
- 8. Grant permission for the following resident to hold a Block Party:**

Name	Address	Party Location	Date	Rain Date	Time
Jerome Kassel	174 Parker Rd.	153-159 Parker Road	9/7/2013	9/8/2013	3-8pm

Second: Mr. Handel. Unanimously approved 5-0.

7:15 p.m.

Downtown Streetscape Working Group - Interim Report:
Tom Jacobs, Chairman, Downtown Streetscape Working Group and Lee Newman, Planning Director appeared before the Board with an interim report on the Downtown Streetscape project. Mr. Jacobs reviewed the charge of the Working Group and its composition. He stated the Working Group began meeting in January 2013 and referred to a map indicating the scope of the area. He stated the center of Town, including the two major intersections in the area, have been the focus for the group. He noted the timeline saying the project is a little bit behind, but is on pace

with the traffic analysis. Mr. Jacobs said there are an enormous number of issues regarding traffic, particularly the amount of time drivers are stopped when the train is in Town. He said the issue will be corrected with a new timing system which will alleviate a great deal of congestion and frustration. He commented on design elements including street lights and bicycle racks, as well as considerations for the Town Common.

Mr. Handel noted the need to balance pedestrian needs and traffic.

Mr. Bulian commented on parking, saying people should consider parking in one area and walking to their destination. He agreed there is frustration when the train moves through the downtown.

Mr. Borrelli said deliveries to downtown stores must be considered. He asked about crosswalk improvements at Nehoiden Street and Washburn Avenue.

Mr. Matthews said this project, if done right, can add value to the downtown. He noted the many opinions of those on the Committee.

The Board thanked Mr. Jacobs and Ms. Newman for the presentation.

7:35 p.m.

Preview of Updated Town Website:

Roger MacDonald, Director of Information Technology and Sandy Cincotta, Support Services Manager appeared before the Board to discuss the Town's website, which has been updated to present information in a "resident friendly" format. Mr. MacDonald showed the Board a preview of the updated site. Ms. Cincotta said the new website will be live at 5:00 p.m. on Friday, June 28, 2013.

Mr. Handel asked if there is anonymity when using the site.

Mrs. Cooley asked if the Town has a privacy policy. Mr. MacDonald said the Town has a disclaimer posted on the website.

Dave Davison, ATM/Finance said the Town does not collect data to sell. He said, unlike a corporate entity, the Town is subject to the Public Records Act, and therefore there is no expectation of privacy.

Mr. Borrelli noted the monumental task it took to get the website up and running. He asked if it will be easier for departments to upload content, and mobile accessibility.

Kate Fitzpatrick, Town Manager noted the Town has a much more significant presence on Facebook and Twitter. She said the goal of Facebook and Twitter is to direct users to the website.

Mr. Matthews said this project is a work in progress, and thanked Mr. MacDonald and Ms. Cincotta for their work.

7:45 p.m.

Approve Sale of Bonds and Notes:

Dave Davison, ATM/Finance and Diane Ryan, Assistant Treasurer/Collector appeared before the Board seeking approval of the sale of the \$5,945,000 General Obligation Municipal Purpose Loan. Mr. Davison said two Bond Anticipation Notes are also included. Mr. Davison said the lowest bidder offered a rate of 3.02%. He said this is a very favorable rate, however not as favorable as in the last several sales, and suggested interest rates may be on the uptick. He noted the Town's credit quality remains very strong and the Town has maintained its AAA rating.

Motion A

Motion by Mr. Bulian that the Board of Selectmen vote to approve the sale of the \$5,945,000 General Obligation Municipal Purpose Loan of 2013 Bonds of the Town dated June 28, 2013 (the "Bonds"), to Fidelity Capital Markets, a division of National Financial Services LLC at the price of \$6,110,719.60 is hereby approved and confirmed. The Bonds shall be payable on November 1 of the years and in the principal amounts and bear interest at the respective rates, as follows:

Interest			Interest		
Year	Amount	Rate	Year	Amount	Rate
2013	\$350,000	2.00%	2023	\$285,000	3.00%
2014	335,000	3.00	2024	285,000	3.00
2015	335,000	3.00	2025	285,000	3.00
2016	325,000	3.00	2026	285,000	3.00
2017	320,000	4.00	2027	285,000	3.25
2018	290,000	4.00	2028	285,000	3.375
2019	290,000	4.00	2029	280,000	3.50
2020	290,000	3.00	2030	280,000	3.625
2021	290,000	3.00	2031	280,000	3.75
2022	290,000	3.00	2032	280,000	4.00

Second: Mr. Borrelli. Unanimously approved 5-0.

Motion B

Motion by Mr. Bulian that the Board of Selectmen vote to approve the sale of a \$2,210,000 0.50 percent General Obligation Bond Anticipation Note, Series A of the Town dated June 28, 2013 and payable December 2, 2013 (the "Series A Notes"), to TD Securities (USA) LLC at par plus a premium of \$2,873.

Second: Mr. Borrelli. Unanimously approved 5-0.

Motion C

Motion by Mr. Bulian that the Board of Selectmen vote to approve the sale of a \$4,300,000 0.50 percent General Obligation Bond Anticipation Note, Series B of the Town dated July 2, 2013, and payable December 2, 2013 (the "Series B Notes" and together with the Series A Notes, the "Notes"), to TD Securities (USA) LLC at par plus a premium of \$5,663.

Second: Mr. Borelli. Unanimously approved 5-0.

Motion D

Motion by Mr. Bulian that in connection with the marketing and sale of the Bonds, the preparation and distribution of a Notice of Sale and Preliminary Official Statement dated June 11, 2013, and a final Official Statement dated June 18, 2013 (the "Official Statement"), each in such form as may be approved by the Town Treasurer, be and hereby are ratified, confirmed, approved and adopted.

Second: Mr. Borrelli. Unanimously approved 5-0.

Motion E

Motion by Mr. Bulian that in connection with the marketing and sale of the Notes, the preparation and distribution of a Notice of Sale and Preliminary Official Statement dated June 11, 2013, and a final Official Statement dated June 18, 2013, each in such form as may be approved by the Town Treasurer, be and hereby are ratified, confirmed, approved and adopted.

Second: Mr. Borrelli. Unanimously approved 5-0.

Motion F

Motion by Mr. Bulian that the Bonds shall be subject to redemption, at the option of the Town, upon such terms and conditions as are set forth in the Official Statement.

Second: Mr. Borrelli. Unanimously approved 5-0.

Motion G

Motion by Mr. Bulian that the Town Treasurer and the Board of Selectmen be, and hereby are, authorized to execute and deliver continuing and significant events disclosure undertakings in compliance with SEC Rule 15c2-12 in such forms as may be approved by bond counsel to the Town, which undertakings shall be incorporated by reference in the Bonds and Notes, as applicable, for the benefit of the holders of the Bonds and Notes from time to time.

Second: Mr. Borrelli. Unanimously approved 5-0.

Motion H

Motion by Mr. Bulian that we authorize and direct the Treasurer to establish post issuance federal tax compliance procedures in such form as the Treasurer and bond counsel deem sufficient, or if such procedures are currently in place, to review and update said procedures, in order to monitor and maintain the tax-exempt status of the Bonds and Notes.

Second: Mr. Borrelli. Unanimously approved 5-0.

Motion I

Motion by Mr. Bulian that each member of the Board of Selectmen, the Town Clerk and the Town Treasurer be and hereby are, authorized to take any and all such actions, and execute and deliver such certificates, receipts or other documents as may be determined by them, or any of them, to be necessary or convenient to carry into effect the provisions of the foregoing votes.

Second: Mr. Borrelli. Unanimously approved 5-0.

Mr. Davison noted Tedi Eaton, Town Clerk is in attendance as witness.

7:55 p.m.

Town Manager:

Kate Fitzpatrick, Town Manager appeared before the Board with 2 items to discuss:

1. Review of Goals

Ms. Fitzpatrick reviewed the "Statement of Obligations and Goals 2013/3014" as adopted by the Board last year. She noted some items are nearing completion or at completion. She also reviewed the list "Items for Consideration" dated 6/21/13 that could be considered for adding to the list of goals and committed obligations.

Mr. Matthews said some of the items deserve more attention than others. He highlighted those items he feels require prompter action including the evaluation of the implementation of medical marijuana - public consumption by-law and zoning and review of the Crowninshield/Stephen Palmer lease. Mr. Matthews said coordinating response to Needham Mews project is probably a very high priority for the Board, other Town agencies, and residents. Mr. Matthews strongly recommends updating the Affordable Housing Plan, particularly looking at elements such as the possibility of adoption of a production plan to protect the Town against further 40B filings while working on the plan, as well as a linkage by-law.

Mr. Borrelli said he would like to add or discuss the Board's understanding of the businesses at Needham Crossing, particularly since the re-naming and re-branding.

Mr. Bulian agreed Needham Mews is a high priority, and feels the Stephen Palmer lease situation must be reviewed.

Mr. Handel suggested receiving feedback from the Town Manager as to items she felt might be more labor intensive.

2. Town Manager's Report

Ms. Fitzpatrick reported Trip Advisor has signed its lease with Normandy. She also said the Economic Assistance Coordinating Council approved the TIF Amendment.

8:25 p.m.

Board Discussion:

1. Committee Reports

No reports were made.

2. Implementation of Non Essential Water Use Restriction

The Board discussed the Town's responsibility in accordance with its Department of Environmental Protection (DEP) Water Manager Act Permit, and regional drinking water source protection efforts. The Board discussed efforts to seek the cooperation of all residents in achieving a reduction to 65 gallons per capita per day.

Mr. Matthews said the goal of the Commonwealth is to reduce residential water use to 65 gallons per person per day. He said residential use in Needham has fluctuated between 67 and 68 gallons for the last few years. Mr. Matthews recommended immediate action to conserve water through indoor and outdoor water conservation measures by instructing the Town Manager to implement lawn watering restrictions.

Motion by Mr. Bulian that the Board vote to implement a mandatory restriction on non-essential outdoor water use effective immediately and continuing until September 30, 2013, and to authorize Town Manager to implement the restriction consistent with the Town's Water Management Act Permit.

Second: Mrs. Cooley. Unanimously approved 5-0.

8:35 p.m.

Executive Session Exception 3 (potential litigation):

Motion by Mr. Bulian that the Board of Selectmen vote to enter into Executive Session.

Exception 3 - To discuss strategy with respect to collective bargaining or litigation, if an open meeting may have a detrimental effect on the bargaining or litigation position of the public body and the chair so declares. Not to return to open session prior to adjournment.

Second: Mr. Borrelli. Mr. Matthews polled the Board. Unanimously approved 5-0.

A list of all documents used at this Board of Selectmen meeting are available at:

<http://www.needhamma.gov/Archive.aspx?AMID=99&Type=&ADID=>

Note: Meeting adjourned at 9:35 p.m.

Police ✓
Fire ✓
P+R ✓
DPW ✓

May 24, 2013

56 Glenridge Road
Dedham, MA 02026

Nicki Witham
Needham Town Hall
1471 Highland Avenue
Needham, MA 02492

Dear Ms. Witham,

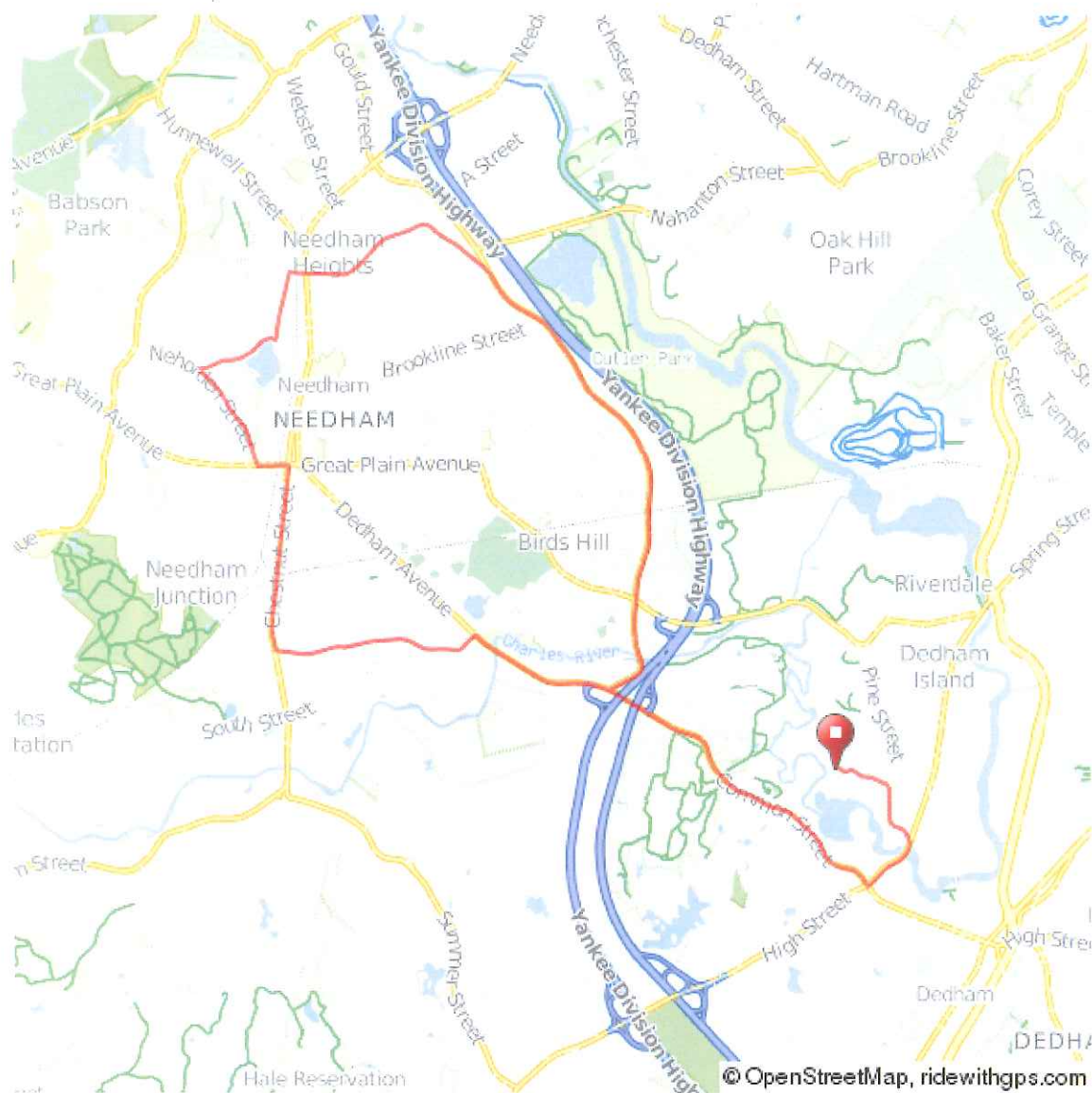
I am writing to request permission to direct a portion of our second annual bicycle Ride for Food through Needham, MA. We are holding the ride on Sunday morning, September 15th, 2013 to raise awareness and funds to combat hunger in New England communities. This year the Ride for Food will benefit food pantries in Concord, Dedham, Jamaica Plain, Maynard, Natick, Needham, Westwood, and Wellesley.

We expect to have 250 riders, and each rider will have a choice of a 12, 25 or a 50 miles ride. Riders will be leaving Dedham on a staggered basis from 7:30 through 10:00AM and should all be returning between 11 and noon. All three routes will go through Needham. Please look at these links to get a better idea on the overall routes (12 mile ride - <http://ridewithgps.com/routes/2460983>, 25 mile ride - <http://ridewithgps.com/routes/2461052>, and the 50 mile ride - <http://ridewithgps.com/routes/2460525>). In all cases, riders will enter Needham from Dedham via Rout 135, all riders will then take a left onto South Street. The riders in the 12 mile ride will then take a right onto High Rock Street, and continue to the end and take a right onto Central, continuing to West Street, taking a right onto West Street crossing Highland and taking a right onto Webster until getting to Dedham Street (Route 135). Riders will then take a left onto Rt. 135 and continue into Dedham. The 25 and 50 mile riders will do the same, but diverge at High Rock by continuing down South Street into Dover. On the way back they will enter Needham on Central and continue as described above.

Our website www.threesquaresne.org will not be up for a couple more weeks, but we will have complete information and maps there soon. Please also find enclosed the insurance certificate with Needham named as an additional insured. Thank you for considering this proposal. Please contact me at 781-775-0125 or at gjundanian@comcast.net if you have any questions.

Best Regards,


Greg Jundanian

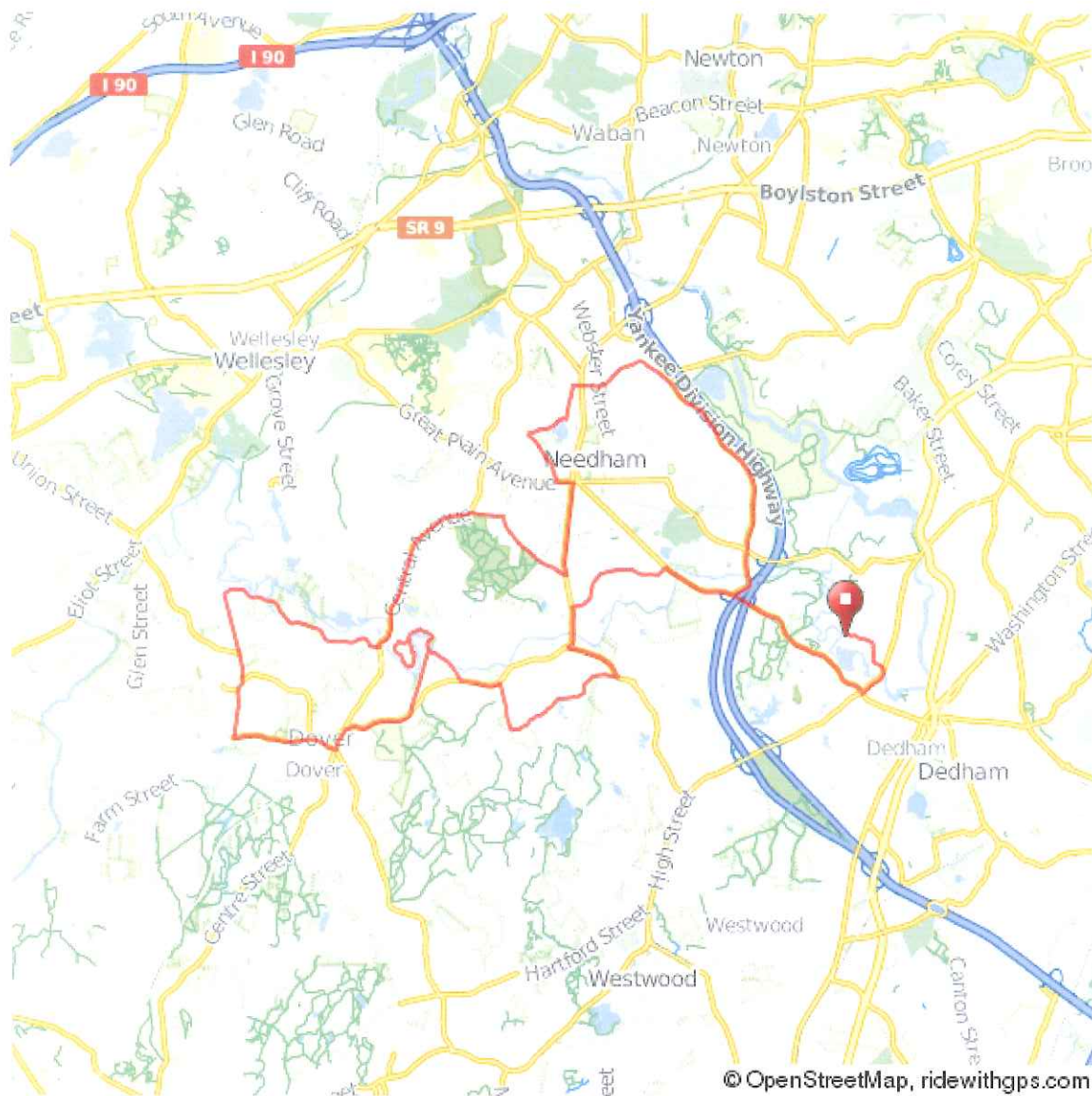


Three Squares NE 12 mile

12.2 miles

Leg	Dir	Type	Notes	Total
	→	Right	Slight right onto Bridge St	0.6
0.3	→	Right	Turn right onto Common St	0.9
1.0	↑	Straight	Continue onto West St	1.9
1.2	←	Left	Turn left onto South St	3.1
0.6	→	Right	Slight right onto High Rock St	3.8
1.5	→	Right	Turn right onto Central Ave	5.3
1.2	→	Right	Turn right onto West St	6.4
0.7	→	Right	Slight right onto Hunnewell St	7.1
0.1	→	Right	Turn right onto Webster St	7.2
1.1	←	Left	Turn left onto MA-135 E/Dedham Ave	8.3
1.7	↑	Straight	Continue onto West St	10.0
0.3	↑	Straight	Continue onto Common St	10.3
1.0	←	Left	Turn left onto Bridge St	11.4
0.3	←	Left	Slight left onto Campus Dr	11.6

 Ride With GPS · <http://ridewithgps.com>

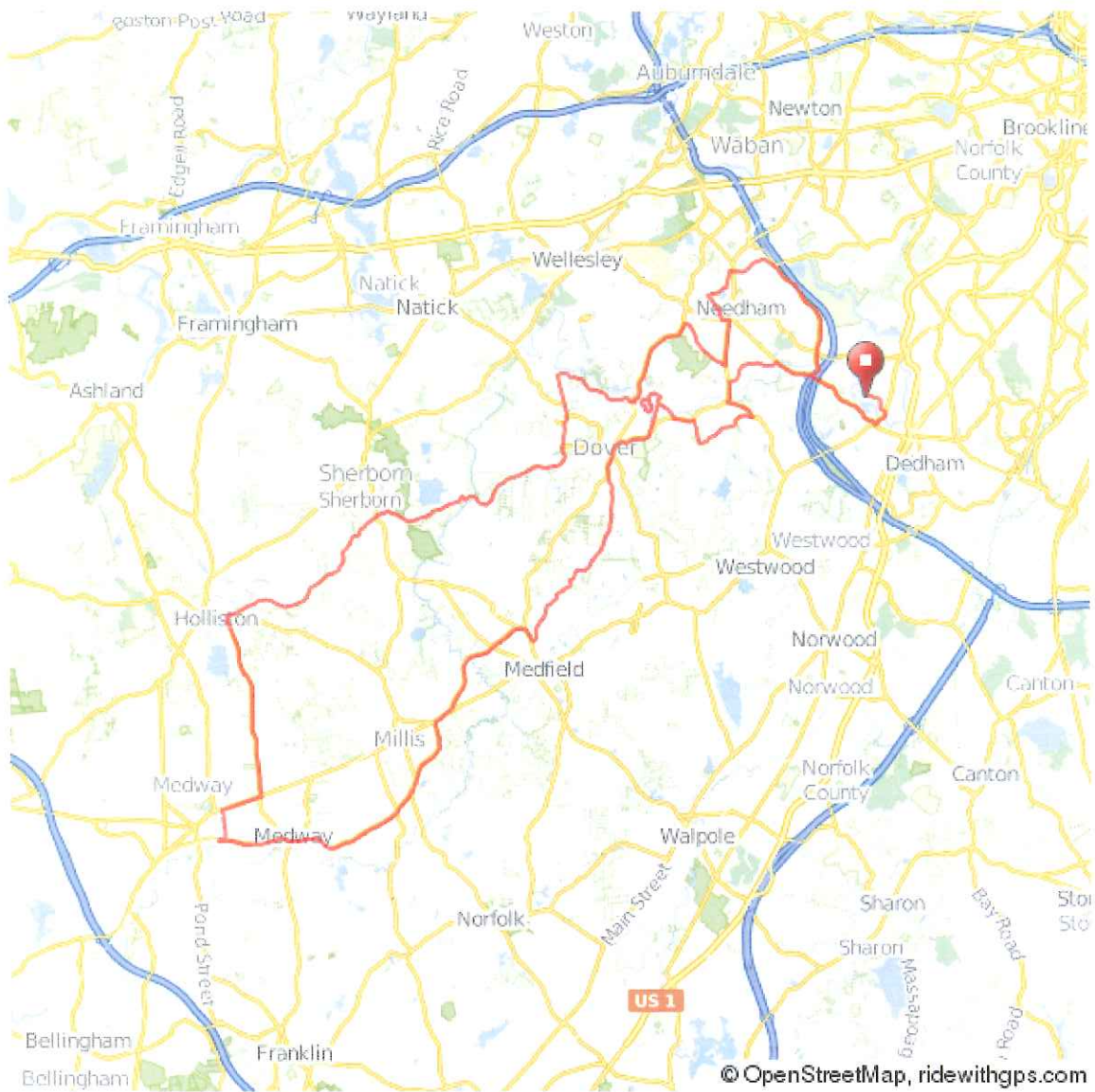


Three Squares NE 25 mile

25.4 miles

Leg	Dir	Type	Notes	Total
	→	Right	Slight right onto Bridge St	0.6
0.3	→	Right	Turn right onto Common St	0.9
1.0	↑	Straight	Continue onto West St	1.9
1.2	←	Left	Turn left onto South St	3.1
1.1	←	Left	Turn left onto Chestnut St	4.2
0.3	↑	Straight	Continue onto Dedham St	4.5
0.1	←	Left	Turn left to stay on Dedham St	4.6
0.1	↑	Straight	Continue onto Westfield St	4.7
0.5	→	Right	Sharp right onto Wilsondale St	5.2
1.2	→	Right	Turn right onto Strawberry Hill St	6.4
0.4	←	Left	Turn left onto Dedham St	6.8
0.4	→	Right	Turn right onto Mill St	7.2
0.4	←	Left	Turn left onto Willow St	7.6
0.6	↑	Straight	Continue onto Dedham St	8.2
0.6	←	Left	Turn left onto Centre St	8.9
0.2	→	Right	Turn right onto Springdale Ave	9.1
1.0	←	Left	Turn left onto Farm St	10.1
1.4	→	Right	Turn right onto Wight St	11.5
0.1	→	Right	Turn right onto Glen St	11.6
2.2	→	Right	Turn right onto Pleasant St S	13.8
0.6	←	Left	Turn left onto Claybrook Rd	14.4
2.1	←	Left	Turn left onto Central Ave/Centre St	16.5
3.0	→	Right	Turn right onto West St	19.6
0.7	→	Right	Slight right onto Hunnewell St	20.3
0.1	→	Right	Turn right onto Webster St	20.4
1.1	←	Left	Turn left onto MA-135 E/Dedham Ave	21.5
1.7	↑	Straight	Continue onto West St	23.2
0.3	↑	Straight	Continue onto Common St	23.5
1.0	←	Left	Turn left onto Bridge St	24.5
0.3	←	Left	Slight left onto Campus Dr	24.8

 Ride With GPS · <http://ridewithgps.com>



Three Squares NE 50 mile

51.6 miles

Leg	Dir	Type	Notes	Total
	→	Right	Slight right onto Bridge St	0.6
0.3	→	Right	Turn right onto Common St	0.9
1.0	↑	Straight	Continue onto West St	1.9
1.2	←	Left	Turn left onto South St	3.1
1.1	←	Left	Turn left onto Chestnut St	4.2
0.3	↑	Straight	Continue onto Dedham St	4.5
0.1	←	Left	Turn left to stay on Dedham St	4.6
0.1	↑	Straight	Continue onto Westfield St	4.7
0.5	→	Right	Sharp right onto Wilsondale St	5.2
1.2	→	Right	Turn right onto Strawberry Hill St	6.4
0.4	←	Left	Turn left onto Dedham St	6.8
0.4	→	Right	Turn right onto Mill St	7.2
0.4	←	Left	Turn left onto Willow St	7.6
0.6	↑	Straight	Continue onto Dedham St	8.2
0.6	←	Left	Turn left onto Centre St	8.9
0.7	←	Left	Slight left onto Pine St	9.6
3.8	→	Right	Turn right onto North St	13.3
0.2	←	Left	Slight left onto Harding St	13.6
0.1	←	Left	Slight left onto West St	13.7
1.1	↑	Straight	Continue onto Dover Rd	14.8
1.3	→	Right	Slight right onto Main St	16.1
0.1	←	Left	Turn left onto Village St	16.2
1.4	↑	Straight	Continue onto Norfolk Rd	17.6
0.1	←	Left	Turn left toward Village St	17.7
0.0	←	Left	Turn left onto Village St	17.7
0.5	←	Left	Turn left onto Pleasant St	18.2
0.7	→	Right	Pleasant St turns slightly right and becomes Myrtle St	18.9
0.6	→	Right	Turn right onto River Rd	19.5
1.0	↑	Straight	Continue onto Lakeshore Dr	20.5
0.4	↑	Straight	Continue onto Priscilla Ave	20.9
0.5	→	Right	Turn right onto Leland Rd	21.4
0.3	→	Right	Turn right onto Woodward Rd	21.7
0.1	↑	Straight	Continue onto Populatic St	21.8
0.0	→	Right	Turn right to stay on Populatic St	21.8
1.2	↑	Straight	Continue onto Walker St	23.0
0.1	←	Left	Turn left onto Village St	23.1
1.8	→	Right	Turn right onto Cottage St	24.9
0.6	←	Left	Turn left onto Evergreen St	25.4
0.1	↑	Straight	Continue onto Winthrop St	25.6
3.2	→	Right	Turn right onto MA-126 N/MA-16 E/Washington St	28.8
0.7	→	Right	Turn right onto Central St	29.5
0.7	←	Left	Slight left onto Fiske St	30.2
1.8	↑	Straight	Continue onto Mill St	32.0
1.1	↑	Straight	Continue onto Woodland St	33.1

Leg	Dir	Type	Notes	Total
0.1	←	Left	Slight left onto W Goulding St	33.2
1.1	←	Left	Sharp left onto Lake St	34.4
1.1	→	Right	Turn right onto Farm Rd	35.5
1.2	↑	Straight	Continue onto Bridge St	36.7
0.6	←	Left	Turn left onto Farm St	37.2
0.5	←	Left	Turn left onto Glen St	37.7
2.4	→	Right	Turn right onto Pleasant St S	40.1
0.6	←	Left	Turn left onto Claybrook Rd	40.7
2.1	←	Left	Turn left onto Central Ave/Centre St	42.8
3.0	→	Right	Turn right onto West St	45.8
0.7	→	Right	Slight right onto Hunnewell St	46.6
0.1	→	Right	Turn right onto Webster St	46.6
1.1	←	Left	Turn left onto MA-135 E/Dedham Ave	47.8
1.7	↑	Straight	Continue onto West St	49.5
0.3	↑	Straight	Continue onto Common St	49.7
1.0	←	Left	Turn left onto Bridge St	50.8
0.3	←	Left	Slight left onto Campus Dr	51.1

 Ride With GPS · <http://ridewithgps.com>



TOWN OF NEEDHAM

For Calendar Year: 2013

APPLICATION/ RENEWAL FOR A COMMON VICTUALLER LICENSE

The undersigned hereby applies for a Common Victualler License in accordance with the provisions of the Statutes relating thereto:

Name of Corporation: OLNH VENTURES, INC

Name of Establishment (d/b/a): ORANGE LEAF FROZEN YOGURT

If business is a Corporation / Corporate Name and Officers: _____

Gerry Pelissier - Pres + Treasurer

Kevin Dubois - Secretary

If business is not a Corporation, Name of Owner: _____

Email Address: gerry@OLFroyo.com

Address of Establishment: 1185 Highland Ave

Contact Person (name who will receive notices under this license): Gerry Pelissier

Mailing Address (of contact person), if different from Establishment: _____

2 Musket Rd Plymouth, MA 02360

Establishment's Days of Operation: SUN-SAT (7days)

Establishment's Hours of Operation: 11-11 SUN-THURS, 11-12A FRI+SAT

Manager: Kevin Le Mieux # of Staff: 20 # of Seats: 40

Telephone Number: 508-681-9804 Fax Number: 775-

Signature of Owner: [Signature] Date: 7/11/13

(If corporation, signature of a duly authorized agent of the corporation)

A certificate of insurance showing evidence that the applicant has workers' compensation insurance must be included with this completed application.

If you currently hold an alcoholic beverages license, you must provide a copy of a certificate of liquor liability insurance in the minimum amount of \$100,000/person/\$1,000,000 aggregate for personal injury and \$100,000 per occurrence for property damage before your alcoholic beverages license will be renewed.

Pursuant to MGL Ch. 62C, Sec. 49A:

I certify under the penalties of perjury that I, to my best knowledge and belief, have read and am in compliance with the contents of M.G.L. Chapter 62C, Section 49A (on reverse side of this application).

[Signature]
Signature of Applicant (Mandatory)

[Signature]
By Corporate Officer (if applicable)

46-2078806
Either a Social Security Number or Federal ID
Number must be Supplied

7/11/13
Date (required)

This License will not be issued unless this certification clause is signed by the applicant.



The Commonwealth of Massachusetts
Department of Industrial Accidents
Office of Investigations
600 Washington Street
Boston, MA 02111
www.mass.gov/dia

Workers' Compensation Insurance Affidavit: General Businesses

Applicant Information

Please Print Legibly

Business/Organization Name: OLNH VENTURES, INC

Address: 1185 Highland Ave

City/State/Zip: Needham, MA

Phone #: 781-444-0200

Are you an employer? Check the appropriate box:

1. ☒ I am an employer with 20 employees (full and/or part-time).*
2. ☐ I am a sole proprietor or partnership and have no employees working for me in any capacity. [No workers' comp. insurance required]
3. ☐ We are a corporation and its officers have exercised their right of exemption per c. 152, §1(4), and we have no employees. [No workers' comp. insurance required]**
4. ☐ We are a non-profit organization, staffed by volunteers, with no employees. [No workers' comp. insurance req.]

Business Type (required):

5. ☐ Retail
6. ☒ Restaurant/Bar/Eating Establishment
7. ☐ Office and/or Sales (incl. real estate, auto, etc.)
8. ☐ Non-profit
9. ☐ Entertainment
10. ☐ Manufacturing
11. ☐ Health Care
12. ☐ Other _____

*Any applicant that checks box #1 must also fill out the section below showing their workers' compensation policy information.

**If the corporate officers have exempted themselves, but the corporation has other employees, a workers' compensation policy is required and such an organization should check box #1.

I am an employer that is providing workers' compensation insurance for my employees. Below is the policy information.

Insurance Company Name: Harleysville

Insurer's Address: _____

City/State/Zip: Harleysville, PA

Policy # or Self-ins. Lic. # BoP 0000052453Q Expiration Date: 5/7/2014

Attach a copy of the workers' compensation policy declaration page (showing the policy number and expiration date).

Failure to secure coverage as required under Section 25A of MGL c. 152 can lead to the imposition of criminal penalties of a fine up to \$1,500.00 and/or one-year imprisonment, as well as civil penalties in the form of a STOP WORK ORDER and a fine of up to \$250.00 a day against the violator. Be advised that a copy of this statement may be forwarded to the Office of Investigations of the DIA for insurance coverage verification.

I do hereby certify, under the pains and penalties of perjury that the information provided above is true and correct.

Signature: [Signature]

Date: 7/11/13

Phone #: 508-681-9804

Official use only. Do not write in this area, to be completed by city or town official.

City or Town: _____ Permit/License # _____

Issuing Authority (circle one):

1. Board of Health 2. Building Department 3. City/Town Clerk 4. Licensing Board 5. Selectmen's Office
6. Other _____

Contact Person: _____ Phone #: _____



TOWN OF NEEDHAM

For Calendar Year: **2013**

APPLICATION/ RENEWAL FOR A COMMON VICTUALLER LICENSE

The undersigned hereby applies for a Common Victualler License in accordance with the provisions of the Statutes relating thereto:

Name of Corporation: YO SO GOOD

Name of Establishment (d/b/a): YO SO GOOD FROZEN YOGURT CAFE

If business is a Corporation / Corporate Name and Officers: _____

If business is not a Corporation, Name of Owner: VINCENZO SESTITO

Email Address: _____

Address of Establishment: 33 HIGHLAND AVE NEEDHAM MA 02492

Contact Person (name who will receive notices under this license): VINCENZO SESTITO

Mailing Address (of contact person), if different from Establishment: _____

54 SAMOSET RD PEARBODY MA 01960

Establishment's Days of Operation: MON - SUN

Establishment's Hours of Operation: MON - SAT 11AM to 10PM SUN NOON to 10PM

Manager: NICHOLAS GREGORY # of Staff: 12 # of Seats: 24

Telephone Number: (781) 400-2093 Fax Number: _____

Signature of Owner: Vincenzo Sestito Date: 7/12/13

(If corporation, signature of a duly authorized agent of the corporation)

A certificate of insurance showing evidence that the applicant has workers' compensation insurance must be included with this completed application.

If you currently hold an alcoholic beverages license, you must provide a copy of a certificate of liquor liability insurance in the minimum amount of \$100,000/person/\$1,000,000 aggregate for personal injury and \$100,000 per occurrence for property damage before your alcoholic beverages license will be renewed.

Pursuant to MGL Ch. 62C, Sec. 49A:

I certify under the penalties of perjury that I, to my best knowledge and belief, have read and am in compliance with the contents of M.G.L. Chapter 62C, Section 49A (on reverse side of this application).

Vincenzo Sestito
Signature of Applicant (Mandatory)

By Corporate Officer (if applicable)

462487752 LLC
Either a Social Security Number or Federal ID
Number must be Supplied

7/12/13
Date (required)

This License will not be issued unless this certification clause is signed by the applicant.



The Commonwealth of Massachusetts
Department of Industrial Accidents
Office of Investigations
600 Washington Street
Boston, MA 02111
www.mass.gov/dia

Workers' Compensation Insurance Affidavit: General Businesses

Applicant Information

Please Print Legibly

Business/Organization Name: YO SO GOOD FROZEN YOGURT CAFE

Address: 33 HIGHLAND AVE

City/State/Zip: NEEDHAM MA

Phone #: (781) 400-2093

Are you an employer? Check the appropriate box:

1. ☒ I am an employer with 12 employees (full and/or part-time).*
2. ☐ I am a sole proprietor or partnership and have no employees working for me in any capacity. [No workers' comp. insurance required]
3. ☐ We are a corporation and its officers have exercised their right of exemption per c. 152, §1(4), and we have no employees. [No workers' comp. insurance required]**
4. ☐ We are a non-profit organization, staffed by volunteers, with no employees. [No workers' comp. insurance req.]

Business Type (required):

5. ☐ Retail
6. ☒ Restaurant/Bar/Eating Establishment
7. ☐ Office and/or Sales (incl. real estate, auto, etc.)
8. ☐ Non-profit
9. ☐ Entertainment
10. ☐ Manufacturing
11. ☐ Health Care
12. ☐ Other _____

*Any applicant that checks box #1 must also fill out the section below showing their workers' compensation policy information.

**If the corporate officers have exempted themselves, but the corporation has other employees, a workers' compensation policy is required and such an organization should check box #1.

I am an employer that is providing workers' compensation insurance for my employees. Below is the policy information.

Insurance Company Name: THE HARTFORD

Insurer's Address: _____

City/State/Zip: _____

Policy # or Self-ins. Lic. # TUWE GDZ 01128 Expiration Date: 7/15/14

Attach a copy of the workers' compensation policy declaration page (showing the policy number and expiration date).

Failure to secure coverage as required under Section 25A of MGL c. 152 can lead to the imposition of criminal penalties of a fine up to \$1,500.00 and/or one-year imprisonment, as well as civil penalties in the form of a STOP WORK ORDER and a fine of up to \$250.00 a day against the violator. Be advised that a copy of this statement may be forwarded to the Office of Investigations of the DIA for insurance coverage verification.

I do hereby certify, under the pains and penalties of perjury that the information provided above is true and correct.

Signature: Vincent S. Sesto Date: 7/12/13

Phone #: (617) 548-3605

Official use only. Do not write in this area, to be completed by city or town official.

City or Town: _____ Permit/License # _____

Issuing Authority (circle one):

1. Board of Health 2. Building Department 3. City/Town Clerk 4. Licensing Board 5. Selectmen's Office
6. Other _____

Contact Person: _____ Phone #: _____

Town of Needham
Water Sewer Billing System
Adjustment Form

DEPARTMENT OF PUBLIC WORKS

TO: TOWN TREASURER AND COLLECTOR
cc: TOWN ACCOUNTANT, WATER AND SEWER SUPERINTENDENT

WHEREAS the appropriate divisions of the Department of Public Works have submitted to you the following commitment(s) on the dates listed below for the collection of water, sewer revenue and

WHEREAS certain inadvertent error(s) were made in said commitment(s), it is hereby requested that you abate these particular account(s) in the amount(s) stated below.

Water Sales: -\$105.75

Water Irrigation: \$0.00

Water Admin Fees: \$0.00

Sewer Sales: -\$2,438.30

Transfer Station Charges: \$0.00

Total Abatement: -\$2,544.05

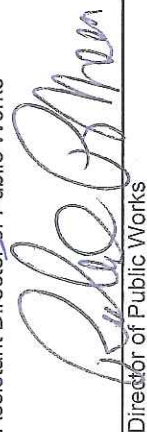
Order #: 1165

Read and Approved: 7/12/2013


Assistant Director of Public Works

For the Board of Selectmen

Date: 7/16/2013


Director of Public Works

**Town of Needham
Water Sewer Billing System
Adjustment Form**

Prepared By:	Last Name	First Name	Customer ID#	Location ID#	Street Number	Street Name	Irrigation Water	Domestic Water	Sewer	Total	Reason	Corrected Last Read Y/N
DB	Ellison	Julie	35637	5132	130	Dedham Avenue	\$0.00	\$0.00	-\$172.20	-\$172.20	ACC	N
DB	Moy	Ruth C.	7101	2384	523	Great Plain Avenue	\$0.00	\$0.00	-\$2,016.65	-\$2,016.65	ACC	N
JO	Council on Aging (1)						\$0.00	-\$105.75	-\$249.45	-\$355.20	COA	N

Total: -\$2,544.05

ALSO, LET THIS SERVE AS AUTHORIZATION TO ABATE ANY PENALTY OR INTEREST WHICH HAS ACCRUED DUE TO THE NON-PAYMENT OF AMOUNTS AS STATED ABOVE.

Legend:

O.I. = O.I. reading slower than inside meter causing large bill when inside meter is read.

TWN = Town Project caused damage to private property

EC = Extenuating Circumstances

Equip = Equipment Malfunction

UEW = Unexplained water loss

ACC = Accidental Water Loss

BP = Billing Period beyond 100 days

COA = Council on Aging



RECEIVED
TOWN OF NEEDHAM
BOARD OF SELECTMEN

2013 MAR 25 P 12:58

March 22, 2013

Town Manager Office
Town of Needham
1471 Highland Avenue
Needham, MA 02492

Dear Nikki ,

I am writing to request permission again this year, to set up a rest stop at **Ridge Hill Reservation** as part of a charity bicycle ride, BRAKING AIDS™ Ride. We would like to use the space as last year on Friday, September 27, 2013 from 6:15 AM to 9:00 AM. The Reservation parking lot is an ideal spot for our riders to relax, get snacks, and receive first aid, if necessary. As you may notice we have changed the name of our event to better express our commitment in fight HIV/AIDS.

BRAKING AIDS™ Ride is a three-day, charity bike ride. Approximately 100-125 riders will each raise at least \$3,500 to benefit Housing Works, a major AIDS service organization headquartered in New York City and with offices around the country. Housing Works offers a wide array of HIV/AIDS services including but not limited to the homeless population, HIV medical care, and mental health.

BRAKING AIDS™ Ride is a chance for everyone – not just athletes – to make an extraordinary difference. It's a ride, not a race, with people of all ages, shapes, and sizes riding side by side.

Enclosed is our **Site Use Summary** describing the details of our proposed set-up and our **Notification and Approval of Event** form. **Please fill out the approval form & fax or mail back to me.** If you have any questions, please do not hesitate to contact me at 212.989.1111 to discuss this request. I look forward to hearing from you.

Sincerely,

Jim Dreher
Logistics Coordinator
BRAKING AIDS™ Ride

127 West 26th Street
Suite 402
New York, NY 10001
212.989.1111 tel
212.807.1853 fax

www.brakingaidsride.org

SITE USE SUMMARY

Location: Ridge Hill Reservation
Day of Use: Friday, September 27, 2013
Number of Participants: Approximately
100-125

Setup Begins: 6:15 AM
Hours of Operation: 7:15 AM – 8:00 AM
Cleanup Complete: 9:00AM

How we would like to use your site:

On Friday, September 27th, we would like to establish a rest stop at **Ridge Hill Reservation** for the participants of the BRAKING AIDSTTM Ride. At our rest stops, we provide our dedicated Riders and Volunteers the opportunity to get some rest, drink water, get snacks, and if necessary, get medical attention. Specifically we would like to set up two 10' x 10' tents to serve water and snacks, and to use the bathroom facilities on site. This set-up can be on a grassy area or on pavement, whatever is preferable for you.

Staff

Volunteers staff the rest stop. Each volunteer team has a manager who has worked with the BRAKING AIDSTTM Ride staff for months to prepare for the event. There are also staff members who move up and down the route to ensure the event progresses smoothly.

Equipment

The Volunteer team of approximately three people arrives in the morning to begin setting up the rest stop. They will arrive in a minivan and a cargo van. Rest stops each have two 10' x 10' tents; one for beverages and snacks, and one for first aid. The van contains all the supplies needed to operate a rest stop, including tables and chairs, trashcans, coolers, etc.

As part of this permit request, we hope to use the bathroom facilities on site for our participants. If this is not possible, a vendor can place two portable toilets the afternoon before the rest stop will be used. The vendor is given a site drawing instructing them where to place the toilets. As we have done in the past we would like to bring in portable restrooms on Thursday, Afternoon September 26, 2013 and picked up either the Afternoon of the 27th or the Morning of September 30, 2013, whichever you prefer. In the past we have used All American Waste Services, Inc. and we plan on doing the same this year. A staff member is also responsible for checking placement that afternoon.

Hours of Operation

The rest stop has hours of operation as listed at the top of this page. The Riders are aware of the hours of operation. The hours are also posted at the rest stop. Riders who are not able to keep pace with the route hours or who are unable to continue for other reasons will be picked up in a sweep vehicle. Riders will only be permitted to pass through the rest stop during the hours of operation.

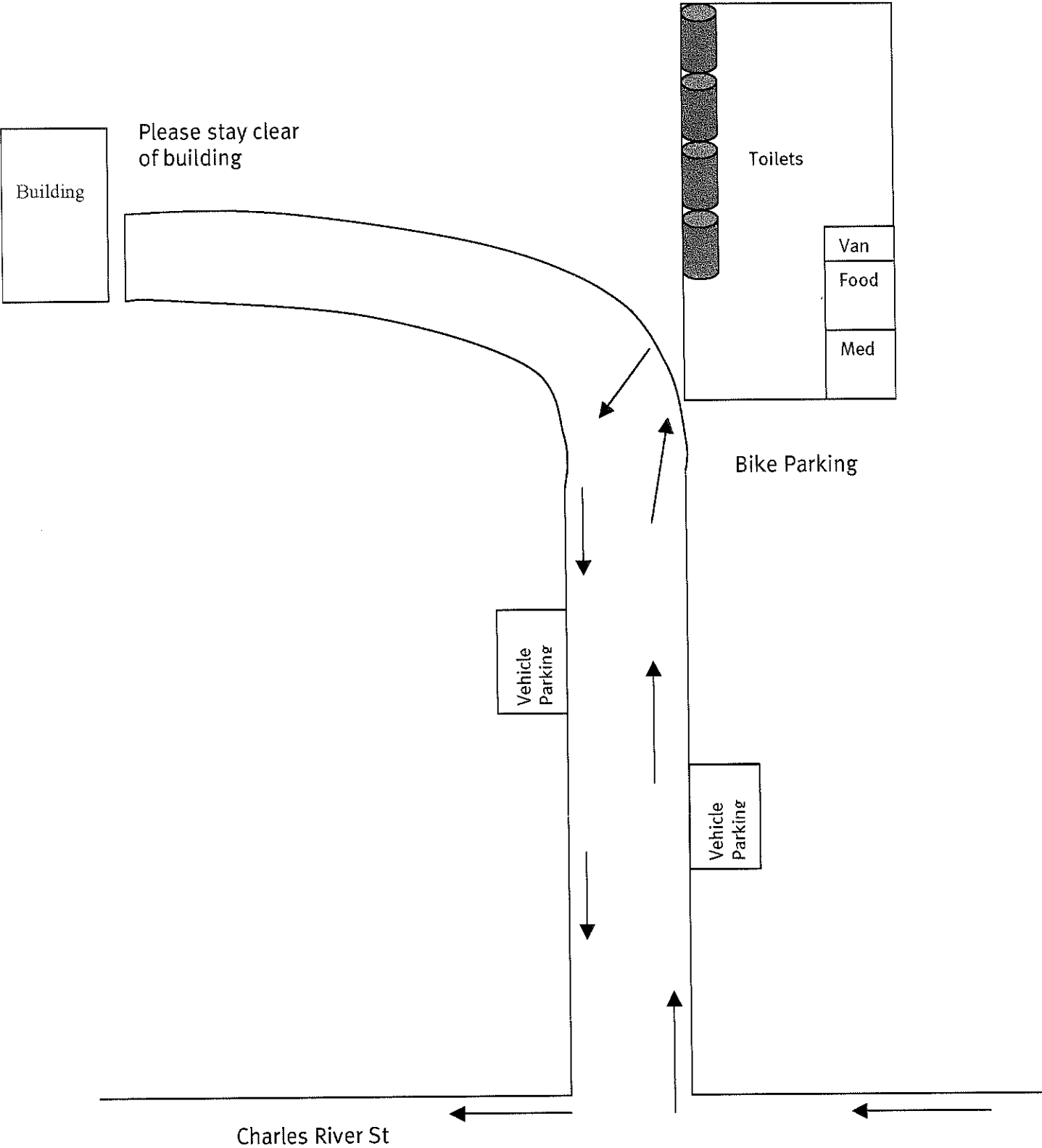
Insurance

BRAKING AIDSTTM Ride is fully insured for property damage and general liability. If required, we will provide a certificate of insurance with your establishment named as additionally insured. Certificates of Insurance are generally provided 1 month before the event.

Cleanup

BRAKING AIDSTTM strives to leave a site cleaner than when we arrived. Our volunteer team will regularly pick up the site to ensure that our participants and the community will see a clean area. At the end of the day we will pick up and remove all garbage that we generate. Clean-up for a rest stop usually takes one hour and everyone immediately departs. We realize that you are entrusting your site to us. We endeavor to be worthy of that trust.

Day 1
Oasis 1
Ridge Hill Reservation



BARKING AIDS Ride - Scouting Cues

Day 1

Segment Mileage	Total Miles	Turn	Note	Police/Motorcycle Safety sup	Township or Borough
0.0	0.0	Right	Out of Opening Ceremony onto Beacon Street	Suffolk County	Boston/Brighton
1.2	1.2	Cross	Hammond Street at light	Middlesex County	Newton
1.2	2.4	Cross	Centre Street		
0.2	2.6	Left	Onto Lake Avenue	Police/Moto Safety	
0.2	2.8	Bear Left	To stay on Lake Avenue		
	2.8	Immediate Bend Right	To avoid Rogers Street		
0.3	3.1	Left	Onto Walnut Street		
0.2	3.3	Right	Onto Centre Street at light		
0.2	3.5	Forward	Pass under Route 9/Boylston Street becomes Winchester Street		
0.2	3.7	Cross	Columbia Avenue		
0.5	4.2	Cross	Goodard Street at stop sign		
0.7	4.9	Right	Onto Nahanton Street at stop sign		
0.4	5.3	Cross	Charles River becomes Kendrick Street	Norfolk County	Needham
0.4	5.3	Forward	Cross Route 128	High Sweep Area	
0.1	5.4	Bear Right	Onto Glendale		
0.3	5.7	Forward	Onto High Street		
0.2	5.9	Forward	Onto West Street at light		
0.1	6.0	Forward	Cross Highland Ave at light	Moto Safety	
0.6	6.6	Left	Onto Central Avenue at stop sign	Moto	
0.8	7.4	Cross	Great Plain Avenue at light - gets narrow	Moto Safety (single file)	
1.2	8.6	Right	Onto Pine Street		
0.4	9.0	Right	Onto Charles River Street at stop sign - Unmarked		
0.2	9.2	On right	Ridge Hill Reservation - Oasis 1		

BARKING AIDS Ride - Scouting Cues

Day 1

Segment Mileage	Total Miles	Turn	Note	Police/Motorcycle Safety sup	Township or Borough
0.4	9.6	Forward	To avoid Grove Street		
0.9	10.5	Left	Onto Main Street	Moto Safety	Dover
0.3	10.8	Cross	Claybrook Street		
0.6	11.4	Forward	To avoid Pleasant Street at stop sign		
0.3	11.7	Bear Right	To avoid Haven Street		
0.5	12.2	Cross	Springdale Avenue onto Farm Street		
2.1	14.3	Right	Onto Bridge Street, becomes Farm Road	Middlesex County	Sherborn

Town of Needham
FISCAL YEAR 2014
SCHEDULE A

Effective July 1, 2013

Full-time, part-time and seasonal position classifications with corresponding compensation schedules

CLASS TITLE	GRADE/SCHEDULE	FLSA exempt status
Activity Instructor	Schedule C	exempt
Administrative Analyst	NR3	exempt
Administrative Assessor	M-2	exempt
Administrative Assistant	TS-3	non-exempt
Administrative Coordinator	TS-4	non-exempt
Administrative Specialist	TS-4	non-exempt
Animal Control Officer	UR-2	non-exempt
Animal Inspector	Schedule C	Stipend
Applications Administrator	PT-5	exempt
Assistant Administrative Assessor	PT-4	non-exempt
Assistant Building Commissioner	NR-6	exempt
Assistant Cataloger	SS-3	non-exempt
Assistant Children's Librarian	SS-4	non-exempt
Assistant Director, Council on Aging	NR-5	exempt
Assistant Director of Emergency Management	Schedule C	Stipend
Assistant Director of Public Library	NR-6	exempt
Assistant Director of Public Works	N-4	exempt
Assistant Director, Park & Recreation	PT-4	exempt
Assistant Program Coordinator	NR-1	non-exempt
Assistant Program Coordinator (PT)	Schedule C	non-exempt
Assistant Purchasing Agent/Office Mgr. DPW	NR-4	exempt
Assistant Superintendent	UR-5	exempt
Assistant Superintendent, Fire Alarm	FA-2	non-exempt
Assistant to Planning Director	NR-3	exempt
Assistant to Town Manager	NR-4	exempt
Assistant Town Accountant	NR-5	exempt
Assistant Town Clerk	NR-3	exempt
Assistant Town Engineer	UR-6	exempt
Assistant Town Manager/Director of Finance	M-5	exempt
Assistant Town Manager/Director of Operations	M-5	exempt
Assistant Town Planner	NR-4	exempt
Assistant Treasurer/Collector	NR-5	exempt
Assistant, Council on Aging	Schedule C	non-exempt
Associate Director, Council on Aging	PT-4	exempt

effective July 1, 2013

Town of Needham

Autocad Technician	UR-2	non-exempt
Building Commissioner	M-2	exempt
Building Inspector, Substitute	NR-5	non-exempt
Building Monitor	Schedule C	non-exempt
Canvasser	Schedule C	non-exempt
Care/Veterans Graves & Coordinator of Ceremonies	Schedule C	Stipend
Carpenter	BT-2	non-exempt
Children's Librarian	NR-3	exempt
Chief Pumping Station Operator	W-7	non-exempt
Civil Engineer	UR-4	exempt
Clerk	Schedule C	non-exempt
Committee Secretary	SS-3	non-exempt
Computer Operator	PT-1	non-exempt
Contract Administrator	UR-6	exempt
Council on Aging, Executive Director	M-2	exempt
Craftsworker	BT-2	non-exempt
Custodian	BC-1	non-exempt
Data Collector	PT-1	non-exempt
Department Assistant 1	TS-1	non-exempt
Department Assistant 2	TS-2	non-exempt
Department Specialist	TS-3	non-exempt
Deputy Fire Chief	F-4	non-exempt
Deputy Fire Chief, Operations	F-4	non-exempt
Director of Conservation	M-1	exempt
Director of Design and Construction	M-4	exempt
Director of Economic Development	M-1	exempt
Director of Emergency Management	Schedule C	Stipend
Director of Facilities Operations	N-4	exempt
Director of Human Resources	M-3	exempt
Director of Management Information Systems	M-3	exempt
Director of Park and Recreation	M-2	exempt
Director of Planning and Community Development	M-3	exempt
Director of Public Health	M-3	exempt
Director of Public Library	M-3	exempt
Director of Public Works	N-5	exempt
Director of Veterans' Services	M-1	exempt
Director of Youth Services	M-2	exempt
Division Superintendent, Highway	N-2	exempt
Division Superintendent, Parks and Forestry	N-2	exempt
Division Superintendent, Solid Waste/Recycling	N-2	exempt
Division Superintendent, Water/Sewer	N-3	exempt
Election Clerk	Schedule C	non-exempt
Election Inspector	Schedule C	non-exempt

effective July 1, 2013

Town of Needham

Election Warden	Schedule C	non-exempt
Electrician	BT-3	non-exempt
Enforcement Agent	Schedule C	non-exempt
Engineering Aide	UR-1	non-exempt
Environmental Health Agent	PT-5	non-exempt
Equipment Mechanic	W-5	non-exempt
Facility Operations Shift Supervisor	UR-5	exempt
Finance and Procurement Coordinator	NR-6	exempt
Finance Committee, Executive Secretary	NR-4	exempt
Financial System Application Manager	PT-6	exempt
Fire Captain	F-3	non-exempt
Fire Chief	N-5 *	exempt
Fire Director of Administrative Services	PT-5	exempt
Fire Lieutenant	F-2	non-exempt
Firefighter	F-1	non-exempt
Garage and Equipment Supervisor	N-1	exempt
GIS/Database Administrator	PT-5	exempt
Glazer/Craftsperson	BT-2	non-exempt
Heavy Motor Equipment Operator	W-4	non-exempt
Human Resources Administrator	NR-3	non-exempt
HVAC Technician	BT-3	non-exempt
Inspector of Buildings	M-2	exempt
Inspector of Plumbing & Gas	NR-4	non-exempt
Inspector of Wires	NR-4	non-exempt
Laborer 2	W-2	non-exempt
Laborer 3	W-3	non-exempt
Library Assistant	SS-2	non-exempt
Library Assistant - Technical Services PT	SS-1	non-exempt
Library Assistant PT	SS-1	non-exempt
Library Children's Supervisor	NR-4	exempt
Library Circulation Supervisor	SS-5	exempt
Library Page	Schedule C	non-exempt
Library Reference Supervisor	NR-4	exempt
Library Technical Services Supervisor	NR-4	exempt
Library Technology Specialist/Archivist	NR-4	exempt
Lineman	FA-1	non-exempt
Local Building Inspector	NR-5	non-exempt
Management Analyst	PT-5	exempt
Marketing Program Assistant	Schedule C	non-exempt
Master Mechanic	W-7	non-exempt
Network Administrator	PT-4	exempt
Network Manager	PT-6	exempt
New Year's Needham Coordinator	Schedule C	Stipend

effective July 1, 2013

Town of Needham

Outreach Worker, Council on Aging	PT-2	exempt
Parking Clerk	NR-1	non-exempt
Parking Enforcement Attendant	SS-2	non-exempt
Personal Computer Specialist	Schedule C	non-exempt
Playground Maintenance Specialist	Schedule C	non-exempt
Plumber	BT-3	non-exempt
Plumbing & Gas Inspector Substitute	NR-4	non-exempt
Police Chief	N-5 *	exempt
Police Lieutenant	P-3	non-exempt
Police Maintenance Assistant	NR-1	non-exempt
Police Matron	Schedule C	non-exempt
Police Officer	P-1	non-exempt
Police Sergeant	P-2	non-exempt
Program Coordinator	NR-2	non-exempt
Program Coordinator (PT)	Schedule C	non-exempt
Program Manager	M-1	exempt
Project Manager	M-1	exempt
Public Health Nurse	PT-5	exempt
Public Safety Dispatch Supervisor	UR-4	non-exempt
Public Safety Dispatcher	UR-1	non-exempt
Public Works Craftsworker	W-4	non-exempt
Public Works Inspector	W-6	non-exempt
Public Works Specialist 1	W-4	non-exempt
Public Works Specialist 2	W-5	non-exempt
Public Works Technician	W-5	non-exempt
Pumping Station Operator	W-5	non-exempt
Recording Secretary	Schedule C	non-exempt
Recreation Specialist 1-5	Schedule C	exempt
Recreation Supervisor	PT-2	non-exempt
Reference Librarian PT	NR-2	exempt
Reference Librarian/Audio Visual Specialist	NR-3	exempt
Reference Librarian/Program Specialist	NR-3	exempt
Registrar of Voters	Schedule C	Stipend
Resident Site Manager	NR-6	exempt
Retirement Specialist	PT-4	non-exempt
Ridge Hill Ranger	Schedule C	non-exempt
Sealer of Weights & Measures	NR-4	non-exempt
Seasonal Packers/Drivers	Schedule C	non-exempt
Senior Administrative Coordinator	TS-5	non-exempt
Senior Corps Participant	Schedule C	non-exempt
Senior Custodian 1	BC-2	non-exempt
Senior Custodian 2	BC-3	non-exempt
Senior Program Coordinator	NR-5	non-exempt

effective July 1, 2013

Town of Needham

Senior Program Manager	N-3	exempt
Senior Trip Coordinator	Schedule C	non-exempt
Social Worker	PT-3	exempt
Special Detail Worker	Schedule C	non-exempt
Student Draftsman and Rodman	Schedule C	non-exempt
Student Intern 1 - 4	Schedule C	non-exempt
Supervisor of Administration/DPW	M-1	exempt
Support Services Manager	M-1	exempt
Survey Party Chief	UR-3	non-exempt
Systems Analyst	PT-3	exempt
Temporary Laborer/Trades Assistant	Schedule C	exempt
Town Accountant	M-2	exempt
Town Counsel	Schedule C	exempt
Town Engineer	N-4	exempt
Town Manager	Contract	exempt
Town Treasurer and Tax Collector	M-2	exempt
Traffic Supervisor	Schedule C	non-exempt
Traveling Meals Coordinator	NR-2	non-exempt
Tree Climber	W-4	non-exempt
Van Driver - COA	Schedule C	non-exempt
Warehouse Person	BT-1	non-exempt
Water Treatment Facility Manager	UR-6	exempt
Wiring Inspector Substitute	Schedule C	non-exempt
Working Foreman	W-6	non-exempt
Youth Center Worker 1 - 5	Schedule C	non-exempt

SCHEDULE A STIPENDS

All Stipends must be approved by the Town Manager prior to payment.

(Additional compensation for specific assignments)

(1) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive of the Needham Special Home Rule Charter Act (Acts of 1971, c. 403), and shall be appointed in the manner and shall exercise the powers and duties of such Superintendent, specified in said act.

(2) Additional \$75.00 per month when assigned to and performing the duties of Deputy Tree Warden.

(3) Additional \$600.00 per year when assigned to and performing the duties of Workers' Compensation Agent

(4) Additional \$1,500 per year when performing the duties of Assistant Parking Clerk

(5) Additional \$1,200 when assigned to and performing the duties of Registered Land Surveyor as designated by the Director of Public Works.

(6) Additional \$1,200 when an employee other than the Assistant Town Manager/Finance Director is designated as the Chief Procurement Officer.

(7) Designated Wiring Inspector in accordance with M.G.L. c. 166 s 32.

(*) Compensation set by employment agreement in accordance with M.G.L. c. 41 s. 108O

effective July 1, 2013

**Management Salary Schedule
Effective July 1, 2013**

Grade	Step 1	Step 2	Step 3	Performance Range*
M-5	98,730	102,284	105,966	123,716
M-4	89,054	92,259	95,581	111,591
M-3	76,310	79,058	81,904	95,623
M-2	71,521	74,096	76,763	89,560
M-1	60,028	62,188	64,427	75,219

* Subject to a maximum increase of 10% in accordance with Merit Program

Management Salary Schedule Expressed Hourly

**Group N-1 - Non-Represented 37.5 Hours Per Week
Effective July 1, 2013**

Grade	Step 1	Step 2	Step 3	Performance Range*
M-5	50.63	52.45	54.34	63.44
M-4	45.67	47.31	49.02	57.23
M-3	39.13	40.54	42.00	49.04
M-2	36.68	38.00	39.37	45.93
M-1	30.78	31.89	33.04	38.57

**Group N2 - Non-Represented 40 Hours per Week
Effective July 1, 2013**

Grade	Step 1	Step 2	Step 3	Performance Range*
N-5	47.47	49.18	50.95	59.48
N-4	42.81	44.36	45.95	53.65
N-3	36.69	38.01	39.38	45.97
N-2	34.38	35.62	36.91	43.06
N-1	28.86	29.90	30.97	36.16

Administrative/Support Salary Schedule/Non-Represented
Group N-1 - Non Represented 37.5 Hours per week
Effective July 1, 2013

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SS-5	44,195	45,520	46,885	48,293	49,741	51,235	52,771	54,354	55,984
SS-4	40,425	41,638	42,887	44,174	45,499	46,865	48,271	49,718	51,210
SS-3	36,106	37,189	38,306	39,455	40,638	41,857	43,112	44,406	45,738
SS-2	33,562	34,568	35,605	36,673	37,773	38,906	40,074	41,276	42,514
SS-1	29,741	30,632	31,551	32,499	33,473	34,477	35,511	36,577	37,673

Administrative/Support Salary Schedule/Non-Represented
Group N-1 - Non Represented 37.5 Hours per week
Effective July 1, 2013 **expressed hourly**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SS-5	22.66	23.34	24.04	24.77	25.51	26.27	27.06	27.87	28.71
SS-4	20.73	21.35	21.99	22.65	23.33	24.03	24.75	25.50	26.26
SS-3	18.52	19.07	19.64	20.23	20.84	21.46	22.11	22.77	23.46
SS-2	17.21	17.73	18.26	18.81	19.37	19.95	20.55	21.17	21.80
SS-1	15.25	15.71	16.18	16.67	17.17	17.68	18.21	18.76	19.32

Administrative/Support Salary Schedule/ITWA
Group TH 37.5 Hours per Week
Effective July 1, 2013

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
TS-5	44,195	45,520	46,885	48,293	49,741	51,235	52,771	54,354	55,984
TS-4	40,425	41,638	42,887	44,174	45,499	46,865	48,271	49,718	51,210
TS-3	36,106	37,189	38,306	39,455	40,638	41,857	43,112	44,406	45,738
TS-2	33,562	34,568	35,605	36,673	37,773	38,906	40,074	41,276	42,514
TS-1	29,741	30,632	31,551	32,499	33,473	34,477	35,511	36,577	37,673

Administrative/Support Salary Schedule/ITWA
Group TH 37.5 Hours per Week **expressed hourly**
Effective July 1, 2013

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
TS-5	22.66	23.34	24.04	24.77	25.51	26.27	27.06	27.87	28.71
TS-4	20.73	21.35	21.99	22.65	23.33	24.03	24.75	25.50	26.26
TS-3	18.52	19.07	19.64	20.23	20.84	21.46	22.11	22.77	23.46
TS-2	17.21	17.73	18.26	18.81	19.37	19.95	20.55	21.17	21.80

Town of Needham

TS-1	15.25	15.71	16.18	16.67	17.17	17.68	18.21	18.76	19.32
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Professional and Technical Salary Schedule/Non-Represented

Group N1 - Non Represented 37.5 Hours per Week

Effective July 1, 2013

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
NR-8	63,707	65,997	68,377	70,835	73,387	76,025	78,763	81,602	83,236
NR-7	59,503	61,646	63,865	66,165	68,543	71,012	73,568	76,217	77,741
NR-6	55,584	57,586	59,660	61,807	64,034	66,339	68,729	71,199	72,624
NR-5	53,334	55,250	57,240	59,304	61,433	63,646	65,939	67,258	68,603
NR-4	47,658	49,376	51,152	52,994	54,900	56,878	58,925	61,047	62,269
NR-3	42,595	44,125	45,714	47,357	49,065	50,833	52,661	54,556	56,796
NR-2	40,878	42,349	43,874	45,452	47,090	48,782	50,540	52,359	53,407
NR-1	35,506	36,750	38,046	39,390	40,779	42,218	43,708	45,252	46,949

Professional and Technical Salary Schedule/Non-Represented

Group N1 - Non Represented 37.5 Hours per Week

Effective July 1, 2013 **expressed hourly**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
NR-8	32.67	33.84	35.07	36.33	37.63	38.99	40.39	41.85	42.68
NR-7	30.51	31.61	32.75	33.93	35.15	36.42	37.73	39.09	39.87
NR-6	28.50	29.53	30.59	31.70	32.84	34.02	35.25	36.51	37.24
NR-5	27.35	28.33	29.35	30.41	31.50	32.64	33.81	34.49	35.18
NR-4	24.44	25.32	26.23	27.18	28.15	29.17	30.22	31.31	31.93
NR-3	21.84	22.63	23.44	24.29	25.16	26.07	27.01	27.98	29.13
NR-2	20.96	21.72	22.50	23.31	24.15	25.02	25.92	26.85	27.39
NR-1	18.21	18.85	19.51	20.20	20.91	21.65	22.41	23.21	24.08

Professional and Technical Salary Schedule/ITWA

Group TH - 37.5 Hours per Week

Effective July 1, 2013

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PT-8	63,707	65,997	68,377	70,835	73,387	76,025	78,763	81,602	83,236
PT-7	59,503	61,646	63,865	66,165	68,543	71,012	73,568	76,217	77,741
PT-6	55,584	57,586	59,660	61,807	64,034	66,339	68,729	71,199	72,624
PT-5	53,334	55,250	57,240	59,304	61,433	63,646	65,939	67,258	68,603
PT-4	47,658	49,376	51,152	52,994	54,900	56,878	58,925	61,047	62,269
PT-3	42,595	44,125	45,714	47,357	49,065	50,833	52,661	54,556	56,796
PT-2	40,878	42,349	43,874	45,452	47,090	48,782	50,540	52,359	53,407
PT-1	35,506	36,750	38,046	39,390	40,779	42,218	43,708	45,252	46,949

Professional and Technical Salary Schedule/ITWA**Group TH - 37.5 Hours per Week****Effective July 1, 2013 expressed hourly**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PT-8	32.67	33.84	35.07	36.33	37.63	38.99	40.39	41.85	42.68
PT-7	30.51	31.61	32.75	33.93	35.15	36.42	37.73	39.09	39.87
PT-6	28.50	29.53	30.59	31.70	32.84	34.02	35.25	36.51	37.24
PT-5	27.35	28.33	29.35	30.41	31.50	32.64	33.81	34.49	35.18
PT-4	24.44	25.32	26.23	27.18	28.15	29.17	30.22	31.31	31.93
PT-3	21.84	22.63	23.44	24.29	25.16	26.07	27.01	27.98	29.13
PT-2	20.96	21.72	22.50	23.31	24.15	25.02	25.92	26.85	27.39
PT-1	18.21	18.85	19.51	20.20	20.91	21.65	22.41	23.21	24.08

Professional and Technical Salary Schedule/Non-Represented**Group N2 - Non-Represented 40 Hours per Week****Effective July 1, 2013**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
UR-8	63,707	65,998	68,377	70,835	73,387	76,025	78,763	81,603	83,235
UR-7	60,099	61,646	63,865	69,044	68,543	71,012	73,568	76,217	78,519
UR-6	55,584	57,586	59,660	61,807	64,034	66,339	68,729	71,199	72,624
UR-5	53,334	55,250	57,240	59,304	61,433	63,647	65,939	67,258	68,603
UR-4	47,659	49,376	51,152	52,994	54,900	57,447	58,926	61,047	62,269
UR-3	42,595	44,125	45,714	47,357	49,065	50,833	52,661	54,556	56,795
UR-2	40,878	42,349	43,873	45,453	47,090	48,782	50,540	52,359	53,407
UR-1	35,506	36,751	38,046	39,390	40,779	42,218	43,708	45,252	46,949

Professional and Technical Salary Schedule/Non-Represented**Group N2 - Non-Represented 40 Hours per Week****Effective July 1, 2013 expressed hourly**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
UR-8	30.63	31.73	32.87	34.06	35.28	36.55	37.87	39.23	40.02
UR-7	28.89	29.64	30.70	33.19	32.95	34.14	35.37	36.64	37.75
UR-6	26.72	27.69	28.68	29.71	30.79	31.89	33.04	34.23	34.92
UR-5	25.64	26.56	27.52	28.51	29.54	30.60	31.70	32.34	32.98
UR-4	22.91	23.74	24.59	25.48	26.39	27.62	28.33	29.35	29.94

Town of Needham

UR-3	20.48	21.21	21.98	22.77	23.59	24.44	25.32	26.23	27.31
UR-2	19.65	20.36	21.09	21.85	22.64	23.45	24.30	25.17	25.68
UR-1	17.07	17.67	18.29	18.94	19.61	20.30	21.01	21.76	22.57

NIPEA/Public Works Salary Schedule

NIPEA - 40 hours per Week

Effective July 1, 2013

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
W7			51,166	52,718	54,296	55,528	57,305	59,138	60,913
W6		46,637	48,035	49,480	50,964	52,508	53,728	54,857	56,009
W5		43,164	44,449	45,787	47,160	48,584	49,696	50,739	51,805
W4		40,187	41,400	42,641	43,921	45,239	46,444	47,419	48,415
W3		37,724	38,867	40,021	41,232	42,479	43,798	44,564	45,344
W2			35,178	36,477	37,899	39,387	41,050	41,768	42,499

NIPEA/Public Works Salary Schedule

NIPEA - 40 Hours per Week

expressed hourly

Effective July 1, 2013

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
W7			24.60	25.35	26.10	26.70	27.55	28.43	29.28
W6		22.42	23.09	23.79	24.50	25.24	25.83	26.37	26.93
W5		20.75	21.37	22.01	22.67	23.36	23.89	24.39	24.91
W4		19.32	19.90	20.50	21.12	21.75	22.33	22.80	23.28
W3		18.14	18.69	19.24	19.82	20.42	21.06	21.43	21.80
W2			16.91	17.54	18.22	18.94	19.74	20.08	20.43

Public Facilities--Custodians Schedule

BCTIA - 40 Hours per Week

Effective July 1, 2013

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC3	42,537	43,765	45,030	46,335	47,456	48,603	49,778	50,984
BC2	40,512	41,681	42,886	44,129	45,196	46,288	47,408	48,556
BC1	36,111	37,153	38,227	39,334	40,286	41,260	42,257	43,281

Public Facilities--Custodians Schedule

BCTIA - 40 Hours per Week

Effective July 1, 2013

expressed hourly

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC3	20.45	21.04	21.65	22.28	22.82	23.37	23.93	24.51

Town of Needham

BC2	19.48	20.04	20.62	21.22	21.73	22.25	22.79	23.34
BC1	17.36	17.86	18.38	18.91	19.37	19.84	20.32	20.81

Public Facilities--Trades Schedule

BCTIA - 40 Hours per Week

Effective July 1, 2013

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	56,127	57,812	59,545	61,331	62,865	64,436	66,047	67,697
BT3	49,144	50,619	52,137	53,701	55,044	56,420	57,830	59,276
BT2	44,665	46,006	47,386	48,806	50,028	51,277	52,560	53,874
BT1	40,607	41,822	43,078	44,369	45,479	46,616	47,782	48,976

Public Facilities--Trades Schedule

BCTIA - 40 Hours per Week

Effective July 1, 2013 **expressed hourly**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	26.98	27.79	28.63	29.49	30.22	30.98	31.75	32.55
BT3	23.63	24.34	25.07	25.82	26.46	27.12	27.80	28.50
BT2	21.47	22.12	22.78	23.46	24.05	24.65	25.27	25.90
BT1	19.52	20.11	20.71	21.33	21.86	22.41	22.97	23.55

Police Unit A Salary Schedule

Effective July 1, 2013

GRADE	MIN	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	MAX
P-2			61,127	63,383	65,918	68,555	69,926
P-1	42,235	44,347	46,564	48,892	51,337	53,904	56,599

Police Unit A Salary Schedule

Effective July 1, 2013 **expressed hourly**

GRADE	MIN	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	MAX
P-2			29.39	30.47	31.69	32.96	33.62
P-1	20.31	21.32	22.39	23.51	24.68	25.92	27.21

Police Superior Officers Association Salary Schedule

Effective July 1, 2013

GRADE	MIN	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	MAX
P-3				73,169	75,441	77,702	80,809	84,044	85,725

Police Superior Officers Association Salary Schedule

Effective July 1, 2013 **expressed hourly**

GRADE	MIN	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	MAX
P-3				35.18	36.27	37.36	38.85	40.41	41.21

Fire Fighters Unit A Salary Schedule
Effective July 1, 2013

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
F-3						69,418	72,888
F-2				58,871	61,343	63,865	67,059
F-1	42,235	44,347	46,564	48,892	51,337	53,904	56,599

Fire Fighters Unit A Salary Schedule
Expressed Hourly
Effective July 1, 2013

expressed hourly

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
F-3						31.78	33.37
F-2				26.96	28.09	29.24	30.70
F-1	19.34	20.31	21.32	22.39	23.51	24.68	25.92

Fire Fighters Unit B Salary Schedule
Fire Alarm
Effective July 1, 2013

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
FA-2		52,186	54,824	57,600	60,495	63,520	66,696
FA-1	43,031	45,183	47,442	49,814	52,305	54,920	57,666

Fire Fighters Unit B Salary Schedule
Fire Alarm - Expressed Hourly
Effective July 1, 2013

expressed hourly

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
FA-2		25.09	26.36	27.69	29.08	30.54	32.07
FA-1	20.69	21.72	22.81	23.95	25.15	26.40	27.72

Fire Fighters Unit C Salary Schedule (Deputy Fire Chiefs)
Effective July 1, 2013

GRADE	MIN	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
F-4				73,036	76,277	79,417	83,388

Fire Fighters Unit C Salary Schedule (Deputy Fire Chiefs)
expressed hourly
Effective July 1, 2013

expressed hourly

Town of Needham

GRADE	MIN	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
F-4				33.44	34.93	36.36	38.18

Fire Fighters Unit C Salary Schedule Deputy Fire Chief of Operations
Effective July 1, 2013

GRADE	MIN	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
F-5							87,233	91,691

Fire Fighters Unit C Salary Schedule Deputy Fire Chief of Operations
expressed hourly
Effective July 1, 2013

GRADE	MIN	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
F-5							39.94	41.98

Town of Needham

JULY 1, 2013--FY14

Schedule C

Rates for part-time and seasonal positions (rates are hourly unless specifically noted)

Title		Rate	Title		Rate
#	Activity Instructor (per session) [6000]			Recreation Specialist 4 First Year	13.55
	Group A	8.00		Second Year	14.03
	Group B	10.00		Recreation Specialist 5 First Year	15.98
	Group C	12.00		Second Year	16.54
	Group D	15.00	#	Registrar of Voters (per year) [6060]	545.00
	Group E	18.00	#	Ridge Hill Ranger [6082]	
	Group F	21.00		Per Hour	25.00
	Group G	25.00		Per Event	200.00
	Group H	28.00		Seasonal Driver Traveling Meals -- 1st year [6035]	13.93
	Group I	30.00		Seasonal Driver Traveling Meals -- 2nd year	16.07
	Group J	32.00		Seasonal Packer/Driver [6033]	13.63
	Group K	35.00	#	Senior Corps Participant [6076]	8.20
	Group L	50.00	#	Senior Trip Coordinator (per trip)	150.00
	Group M	75.00	#	Special Detail Worker [6079]	35.00
#	Animal Inspector (per year) [6055]	2,500.00		Student Draftsman and Rodman [6034]	
	Assistant, Council on Aging [6010]	14.54		First Year	14.45
#	Asst. Dir. Of Emergency Management (per year)	1,500.00		Second Year	15.13
	Assistant Program Coordinator (PT) [6073]	16.79		Third Year	15.34
	Building Inspector Substitute [6011]	27.08		Fourth Year	15.80
	Building Monitor [6012]	11.30		Fifth Year	17.14
	Canvasser [6013]	9.11			
#	Care of Graves Veterans/Coord of Ceremonies (/yr) ^	2,500.00		Student Intern 1 [6039]	10.02
#	Director of Emergency Management (per year)	2,000.00		Student Intern 2	13.38
*	Election Clerk (per election) [6074]	150.00		Student Intern 3	16.70
*	Election Inspector (per election)	120.00		Student Intern 4	20.05
*	Election Warden (per election)	150.00			
	Enforcement Agent [6081]	19.68		Temporary Laborer/Trades Assistant [6077]	
	Library Page [6021]			First Year	11.72
	First Year	8.79		Second Year	12.14
	Second Year	9.02		Third Year	12.56
	Third Year	9.34		Fourth Year	13.00
#	Marketing/Program Assistant [6078]	100.00			
#	New Year's Needham Coordinator (per year)	5,000.00		Town Counsel (per year) [6062]	71,514
	Personal Computer Specialist [6075]	38.21		Traffic Supervisor [6049]	19.67
#	Playground Maintenance Specialist	17.00			
	Plumbing and Gas Inspector Substitute [6063]	24.20		Van Driver - COA [6040]	13.93
	Police Matron [6024]	19.67		Wiring Inspector Substitute [6064]	24.20
	Program Coordinator (PT) [6025]	19.17			
	Recording Secretary [6026]	18.46	#	Youth Center Worker 1 [6050]	20.00
	Recreation Specialist 1 First Year [6027]	9.46	#	Youth Center Worker 2	50.00
	Second Year	9.78			
	Recreation Specialist 2 First Year	10.77			
	Second Year	11.12			
	Recreation Specialist 3 First Year	11.63			
	Second Year	12.03			
	Effective July 1, 2013				
	#Titles not included in general wage increases				
	*Rates set by Board of Selectmen				
	^ position number [6083]				