

SELECT BOARD

June 11, 2019

Needham Town Hall

Revised Agenda

Note: Agenda subject to revision, start times are approximate and agenda items may be discussed at earlier or later times.

	6:45	Informal Meeting with Citizens <i>One or more members of the Select Board 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 Select Board'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- Level 3 Communications Grant of Location- 250 First Avenue • Mike Wiemer, Century Link
2.	7:00	Public Hearing GioMare Group Inc. Grant of Location- 66 Pickering Street • Chris Murray, GioMare Group
3.	7:00	Public Hearing Eversource Grant of Location- Country Way • Maureen Carroll, Eversource Energy
4.	7:00	Public Hearing Water & Sewer Rates • Water and Sewer Rate Structure Committee • David Davison, Assistant Town Manager/Finance • Richard Merson, Director of Public Works • Evelyn Poness, Town Treasurer/Collector • Christopher Seariac, Superintendent of Water and Sewer
5.	7:30	Public Hearing Transfer Station User Fees • Solid Waste Disposal & Recycling Advisory Committee • David Davison, Assistant Town Manager/Finance • Richard Merson, Director of Public Works • Evelyn Poness, Town Treasurer/Collector • Gregory Smith, Superintendent of Solid Waste and Recycling Operations
6.	8:15	Approval of the Sale of General Obligation Bond Anticipation Note (State House Note) • David Davison, Assistant Town Manager/Finance • Evelyn Poness, Town Treasurer/Collector
7.	8:30	Town Manager • Town Manager Report
8.	8:35	Board Discussion • Committee Reports

APPOINTMENTS

	None	
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CONSENT AGENDA *=Backup attached

1.	Accept the following donations made to the Needham Aging Services Donation Account in memory of Arlene Van Putten: \$50 from Lawrence & Marie Kelley; and \$25 from Thomas & Geraldine Lally.																		
2.	Accept a \$100 donation made to the Needham Aging Services Donation Account from Joy & Dale Truman.																		
3.*	Approve a request from the Charles River YMCA to hold its 4 th of July Road Race in Needham on July 4, 2019 from 5:30 a.m. to 11:00 a.m. The route of the race has been approved by the following departments: Police, Fire, DPW and Park and Recreation.																		
4.	Approve a 2019 Weekday Entertainment License for Poet King Restaurant Group d/b/a Hungry Coyote located at 1185 Highland Avenue, Needham.																		
5.*	Approve a date correction on the May 13, 2019 Open Session minutes.																		
6.	Accept the following donation made to the Needham Community Revitalization Trust Fund: \$1500 from The Exchange Club of Needham.																		
7.	Approve a 2019 Weekday and Sunday Entertainment license for the Rotary Club of Needham, who will be hosting a carnival in July 2019 in Needham.																		
8.	Grant permission for the following residents to hold block parties:																		
9.*	Endorse License and Memorandum of Understanding between the Town of Needham, Eat Farmhouse LLC, and Sol Soul Family Foods LLC.																		
10.	Accept a \$25 donation made to Needham Youth & Family Services from the Kelleher family. The monies will be used towards future programs in the Youth & Family Services Department.																		
11.*	In accordance with Section 20B 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 2020.																		
12.	Grant permission for the following residents to hold block parties:																		
	<table><tr><th>Name</th><th>Address</th><th>Party Location</th><th>Party Date</th><th>Party Rain Date</th><th>Party Time</th></tr><tr><td>Rachel Black</td><td>83 Nardone Rd</td><td>Jarvis Circle</td><td>9/14/19</td><td>9/15/19</td><td>1:30pm-7:30pm</td></tr><tr><td>Leah Schwartz</td><td>114 Gay Street</td><td>Gay Street</td><td>6/22/19</td><td>n/a</td><td>4:00pm-9:00pm</td></tr></table>	Name	Address	Party Location	Party Date	Party Rain Date	Party Time	Rachel Black	83 Nardone Rd	Jarvis Circle	9/14/19	9/15/19	1:30pm-7:30pm	Leah Schwartz	114 Gay Street	Gay Street	6/22/19	n/a	4:00pm-9:00pm
Name	Address	Party Location	Party Date	Party Rain Date	Party Time														
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Leah Schwartz	114 Gay Street	Gay Street	6/22/19	n/a	4:00pm-9:00pm														



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

MEETING DATE: 6/11/2019

Agenda Item	Public Hearing: Level 3 Communications Grant of Location-250 First Avenue
Presenter(s)	Shelly Cullen, Axis Engineering Group Mike Wiemer, Century Link

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED
Level 3 Communications requests permission to install approximately (1) 4" Schedule 40 PVC underground conduit, from an existing Level 3 manhole on First Avenue at A Street, approximately 386' to an existing utility pole #150-15/15. The work is necessary to provide fiber optic cable to bring 250 First Avenue new internet service. The Department of Public Works has approved this petition, based on Level 3 Communications' commitment to adhere to the Town's 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 SELECT BOARD
<u>Suggested Motion:</u> Move that the Select Board approve and sign a petition from Level 3 Communications to install approximately (1) 4" Schedule 40 PVC underground conduit, from an existing Level 3 manhole on First Avenue at A Street, approximately 386' to an existing utility pole #150-15/15. The work is necessary to provide fiber optic cable to bring 250 First Avenue new internet service.	
3.	BACK UP INFORMATION ATTACHED
(Describe backup below) a. Grant of Location Petition Review Sheet from DPW b. Petition c. Order d. Plan e. Notice Sent to Abutters f. List of Abutters	

**TOWN OF NEEDHAM
PUBLIC WORKS DEPARTMENT**

P.O. Box 920364 NEEDHAM, Ma. 02492 Telephone: (781) 455-7550
www.needhamma.gov/dpw

TO: Nikki Witham, Selectmen Office
FROM: Judy Laffey, DPW Office
DATE: 5/30/19
RE: 250 First Ave

For Selectmen Meeting of 6/11/19
Abutters list & labels at Assessors Office.

Please email confirmation date & time of hearing

GRANT OF LOCATION PETITION REVIEW

DATE OF FIELD REVIEW: 4-29-19 REVIEWER: R.W.W.
SITE LOCATION: # 250 FIRST AVENUE UTILITY REQUESTING: LEVEL 3

Conduit Work Area Description

- A Sidewalk/Grass Strip Crossing Only Peer Review _____
- ☒ B Work Within Paved Road Perpendicular Crossing Peer Review _____
- ☒ C Work Within a Plaza Area/Landscaped Island/Parallel Along Roadway
Peer Review mm Div. Head Review mm R.W.W. 5/28/19
- D Other Peer Review _____ Div. Head Review _____

- | | |
|---|--|
| ☐ Petition Plan Consistent with Field Review | ☐ Old Pole Removed <u>N/A</u> |
| ☒ Diameter of Conduit | ☐ Cables Transferred to New Pole |
| ☒ Depth of Conduit | ☐ New Riser on Pole |
| ☐ Utility Conflicts | ☐ Visible Trench Patch across Road/Sidewalk <u>NO</u> |
| ☒ Crossing Perpendicular to Road | ☐ Abutters List Complete |
| ☒ Public Road | ☒ Photos Included |
| ☐ Double Pole <u>N/A</u> | |

Department Head R.P. Merson OK

COMMENTS:

NO CONDUIT MARKOUTS ON PAVEMENT OR BERM NO TRENCHING
AS YET. WAS NOT ABLE TO LOCATE EXISTING LEVEL 3 MH. NEAR
A ST. Revised plans show 386' conduit; Traffic Plan to be
approved by police prior to construction.

April 25, 2019

To the Select Board of the Town of Needham, Massachusetts:

The undersigned respectfully petitions

Level 3, 300 Bent Street, Cambridge, MA 02141, respectfully requests permission to install (1) 4" Schedule 40 PVC underground conduit, from an existing Level 3 manhole on First Ave at A Street, approximately ~~410~~³⁸⁶' to an existing utility pole #150-15/15.

Petitioner: Level 3

Contact: Mike Wiemer

Signature: Mike Wiemer

Address: 300 Bent Street

Cambridge, MA 02141

Phone: 857.706.6388

Email: Mike.Wiemer@centurylink.com

ORDER OF LOCATION FOR UNDERGROUND FIBER OPTIC FACILITIES

By the Select Board of the Town of Needham, Massachusetts, as approved by law,

IT IS HEREBY ORDERED:

That Level 3 is hereby granted permission to install and maintain fiber optic telecommunications facilities in the public way hereinafter named. Consisting of underground facilities as shown upon the plan filed herewith and made part hereof, together with all necessary wires, cables, devices, equipment, and other items relating thereto, and likewise the manhole and conduit construction connected with said fiber optic facilities, as requested in petition of said company dated this 25th day of April, 2019.

All construction under this order shall be performed with due regard to public safety and shall be placed substantially at the points indicated upon the plan filed with and made part of said petition, subject to such deviations as may be required for technical, engineering, or other purposes.

First Ave install (1) 4" Communication Conduit (Schedule 40) approximately ^{386'}410' from existing Level 3 manhole at A Street to existing Pole #150/15/15.

Please see the attached plan marked "Proposed Conduit Installation at 250 First Ave Needham, MA"

We hereby certify that on _____ 2019, at _____ o'clock
at _____ a public hearing was held on the petition of:

I hereby certify that the foregoing order was adopted at a meeting of the Select Board of Needham, Massachusetts, held on the ____ day of _____, 2019.

City Clerk

I hereby certify that the foregoing is a true copy of a location order adopted by the Select Board of the Town of Needham, Massachusetts on the ____ day of _____, 2019, and recorded with the records of location orders of said city, Book _____, Page _____.

This certified copy is made under the provisions of Chapter 166 of General Laws and any additions thereto or attachments thereof.

Attest: _____

City Clerk

Level(3)[®] COMMUNICATIONS

PROPOSED CONDUIT INSTALLATION AT 250 FIRST AVE NEEDHAM, MA



LOCUS
N.T.S

INDEX OF DRAWING

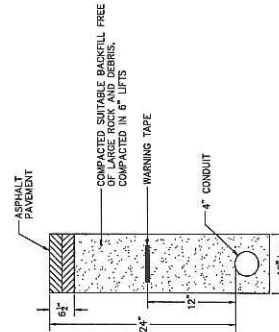
SHEET NO.	DESCRIPTION
01	COVER SHEET
02	PROPOSED CONDUIT INSTALLATION

AXIS
ENGINEERING GROUP
201 Boston Post Rd Suite 100
Marlborough, MA 01752
(774) 586-2924 www.axisgroup.com

GENERAL NOTES

1. THE LOCATIONS OF EXISTING UNDERGROUND UTILITIES ARE SHOWN IN AN APPROXIMATE WAY ONLY AND HAVE NOT BEEN INDEPENDENTLY VERIFIED BY THE OWNER OR ITS REPRESENTATIVE. THE CONTRACTOR SHALL BE RESPONSIBLE FOR LOCATING ALL UTILITIES BEFORE COMMENCING WORK AND SHALL BE FULLY RESPONSIBLE FOR ANY AND ALL DAMAGES WHICH MIGHT BE OCCASIONED BY THE CONTRACTOR'S FAILURE TO EXACTLY LOCATE AND PRESERVE ANY AND ALL UNDERGROUND UTILITIES.
2. WHERE AN EXISTING UTILITY IS FOUND TO CONFLICT WITH THE PROPOSED WORK, THE LOCATION, DEPTH AND SIZE OF THE UTILITY SHALL BE ACCURATELY DETERMINED WITHOUT DELAY BY THE CONTRACTOR AND THE INFORMATION FURNISHED TO THE ENGINEER FOR RESOLUTION OF THE CONFLICT.
3. THE CONTRACTOR SHOULD MAINTAIN A SEPARATION OF 18 INCHES MIN. WHEN CROSSING EXISTING WATER FACILITIES.
4. THE CONTRACTOR SHALL MAKE ALL ARRANGEMENTS FOR THE ALTERATION AND ADJUSTMENT OF GAS, ELECTRIC, TELEPHONE AND ANY OTHER PRIVATE UTILITIES BY THE UTILITY COMPANY.
5. THE CONTRACTOR SHALL NOT DISTURB PUBLIC TREES AND SHRUBS.
6. AREAS OUTSIDE THE LIMITS OF PROPOSED WORK DISTURBED BY THE CONTRACTOR'S OPERATIONS SHALL BE RESTORED BY THE CONTRACTOR TO THEIR ORIGINAL CONDITION AT NO EXPENSE TO THE OWNER.
7. THE CONTRACTOR SHALL BE RESPONSIBLE FOR PLACING AND MAINTAINING TEMPORARY PAVEMENT AND SIDEWALKS IN PAVED STREETS AND SIDEWALKS UNTIL PERMANENT RESURFACING IS COMPLETE.
8. JOINTS BETWEEN NEW BITUMINOUS CONCRETE ROADWAY PAVEMENT AND SAWCUT EXISTING PAVEMENT SHALL BE SEALED WITH BITUMEN AND BACK SANDED.
9. THE CONTRACTOR SHALL PROTECT AND SUPPORT ALL EXISTING UTILITY LINES THAT BECOME EXPOSED DUE TO EXCAVATION REQUIRED TO INSTALL THE PROPOSED CONDUIT.
10. THE CONTRACTOR SHALL REPLACE ALL DISTURBED TRAFFIC SIGNAL LOOP DETECTORS TO GOOD WORKING CONDITION AS REQUIRED BY THE LATEST STANDARDS OF THE MUNICIPAL TRAFFIC DEPARTMENT.
11. ALL EXISTING STATE, COUNTY, CITY, AND TOWN LOCATION LINES AND THEIR EXACT PROPERTY LINES HAVE BEEN ESTABLISHED FROM AVAILABLE INFORMATION AND THEIR EXACT LOCATION ARE NOT GUARANTEED.
12. THE CONTRACTOR SHALL REPLACE ALL PAVEMENT MARKINGS IN THEIR ENTIRETY THAT HAVE BEEN DAMAGED BY EXCAVATION OR OPERATIONS OF THE CONTRACTOR WITH SIMILAR COLOR AND SIZE THERMOPLASTIC MARKINGS.

- ITEM SHOWN ON UTILITY RECORDS, BUT NOT FOUND IN FIELD.
- ITEM FOUND IN FIELD, BUT NOT IN UTILITY RECORDS.



ROADWAY PATCH AND DUCT BANK INSTALLATION DETAIL

N.T.S.

TRENCH DETAIL NOTES.

1. 24" MAXIMUM FROM TOP OF CONDUIT TO SURFACE.
2. 12" FROM TOP OF CONDUIT TO METALLIC WARNING TAPE PLACED ABOVE.
3. REPAIR SIDEWALKS AND SIDEWALKS WITH SAME MATERIALS AS EXISTING.



PROPOSED 4110' OF
(11/4") COMMUNICATION CONDUIT (SCHEMATIC 40)
FROM EXISTING L3 MH
TO POLE #150-15/15

YANKEE DIVISION HWY (95-D)

FIRST AVE

ASPH/CONC

#150-15/15

#1250

A ST



LEGEND

X	ELECTRIC POLE	1	STREET LIGHT
0	ELECTRIC POLE	2	STREET LIGHT
1	TELEPHONE POLE	3	TELEPHONE POLE
2	TELEPHONE POLE	4	TELEPHONE POLE
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98	TELEPHONE POLE	100	TELEPHONE POLE

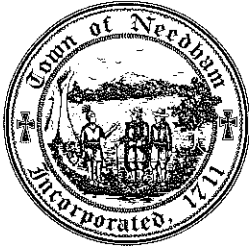
EXISTING UTILITIES SHOWN ARE APPROXIMATE AND NOT GUARANTEED TO BE CORRECT. THE CONTRACTOR SHALL BE RESPONSIBLE FOR LOCATING ALL UTILITIES PRIOR TO BEGINNING ANY EXCAVATION.

CALL BEFORE YOU DIG
UNDERGROUND SERVICE ALERT
1-800-4-A-SAFE
800-4-A-SAFE

AXIS
ENGINEERING GROUP

Level(3)
COMMUNICATIONS

PREPARED BY	DATE
REVIEWED BY	DATE
APPROVED BY	DATE
PROJECT NO.	
SHEET NO.	
SHEET TOTAL	
TITLE	
PROPOSED CONDUIT INSTALLATION	
DRAWN BY	
CHECKED BY	
SCALE	
DATE	



NOTICE

To the Record

You are hereby notified that a public hearing will be held at the **Needham Town Hall, 1471 Highland Avenue, at 7:00 p.m. on June 11, 2019** upon petition of Level 3 Communications dated **April 25, 2019** to install approximately (1) 4" Schedule 40 PVC underground conduit, from an existing Level 3 manhole on First Avenue at A Street, approximately 386' to an existing utility pole #150-15/15. The work is necessary to provide fiber optic cable to bring 250 First Avenue new internet service.

A public hearing is required and abutters should be notified.

If you have any questions regarding this petition, please contact Century Link representative, Mike Wiemer, at 857-706-6388.

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

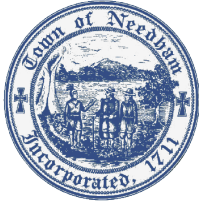
SELECT BOARD

Dated: May 30, 2019

250 FIRST AVENUE

OWNER NAME 1	OWNER NAME 2	MAILING ADDRESS	CITY	ST	ZIP	PARCEL ID	PROPERTY ADDRESS
NEEDHAM DEVELOPMENT CORP TR	C/O FIRST NEEDHAM DE, LLC	250 FIRST AVE- STE 200	NEEDHAM	MA	02494-2805	1993000003100000	250 FIRST AVE
300 FIRST AVE REALTY LLC		180 WELLS AVE STE 100	NEWTON	MA	02459	1993000003000000	300 FIRST AVE
130-150 A STREET LLC		197 FIRST AVENUE SUITE 300	NEEDHAM	MA	02494	1993000006700000	0 A ST
DIGITAL FIRST AVENUE, LLC		128 FIRST AVENUE	NEEDHAM	MA	02494	1993000003300000	72 A ST
NORMANDY GAP-V DEVELOPMENT	NEEDHAM LLC	53 MAPLE AVE	MORRISTOWN	NJ	07960-5219	1993000002800000	37 A ST
130-150 A STREET, LLC		197 FIRST AVENUE SUITE 300	NEEDHAM	MA	02494	1993000005200000	180 FIRST AVE
FORTY A LIMITED PARTNERSHIP		P.O. BOX 95	WESTWOOD	MA	02090	1993000003200000	40 A ST
CLAREMONT NEEDHAM SUITES LLC		ONE LAKESHORE CT	BRIDGEWATER	MA	02324	1993000004700000	200 FIRST AVE
197 FIRST AVENUE, LLC	C/O MARIC, INC.	197 FIRST AVE., STE 300	NEEDHAM	MA	02494-2874	1993000004800000	195 FIRST AVE

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.....

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

MEETING DATE: 6/11/2019

Agenda Item	Public Hearing: GioMare Group Inc. Grant of Location- 66 Pickering Street
Presenter(s)	Chris Murray, Engineering Manager, GioMare Group Inc.

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED
GioMare Group Inc., on behalf of TC Systems, requests permission to install conduit on Pickering Street and Great Plain Avenue, from utility pole #48/1 on Pickering Street to utility pole #121 on Great Plain Avenue for a total distance of approximately 165'. The reason for the work is to provide improved network connectivity to the Verizon Central office at 66 Pickering Street. The Department of Public Works has approved this petition, based on GioMare Group Inc. TC System's commitment to adhere to the Town's 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 SELECT BOARD
Suggested Motion: Move that the Select Board approve and sign a petition from GioMare Group Inc., on behalf of TC Systems, to install conduit on Pickering Street and Great Plain Avenue, from utility pole #48/1 on Pickering Street to utility pole #121 on Great Plain Avenue for a total distance of approximately 165'. The reason for the work is to provide improved network connectivity to the Verizon Central office at 66 Pickering Street.	
3.	BACK UP INFORMATION ATTACHED
(Describe backup below) a. Grant of Location Petition Review Sheet from DPW b. Petition c. Order d. Plan e. Notice Sent to Abutters f. List of Abutters	

TOWN OF NEEDHAM
PUBLIC WORKS DEPARTMENT

P.O. Box 920364 NEEDHAM, Ma. 02492 Telephone: (781) 455-7550
www.needhamma.gov/dpw

TO: Nikki Witham, Selectmen Office

FROM: Judy Laffey, DPW Office

DATE: 5/30/19

RE: 66 Pickering St

For Selectmen Meeting of 6/11/19
Abutters list & labels at Assessors Office.

Please email confirmation date & time of hearing

GRANT OF LOCATION PETITION REVIEW

DATE OF FIELD REVIEW: 4-11-19

REVIEWER: R.W.W.

SITE LOCATION: 66 PICKERING ST. GREAT PLAIN AVE. UTILITY REQUESTING: VERIZON

Conduit Work Area Description

A Sidewalk/Grass Strip Crossing Only

Peer Review _____

☒ B Work Within Paved Road Perpendicular Crossing

Peer Review THW 5/28/19

☒ C Work Within a Plaza Area/Landscaped Island/Parallel Along Roadway

Peer Review _____ Div. Head Review _____

D Other

Peer Review _____ Div. Head Review _____

☒ Petition Plan Consistent with Field Review

☐ Old Pole Removed N/A

☒ Diameter of Conduit

☐ Cables Transferred to New Pole N/A

☒ Depth of Conduit

☐ New Riser on Pole

☐ Utility Conflicts

☐ Visible Trench Patch across Road/Sidewalk

☒ Crossing Perpendicular to Road

☐ Abutters List Complete

☒ Public Road

☒ Photos Included

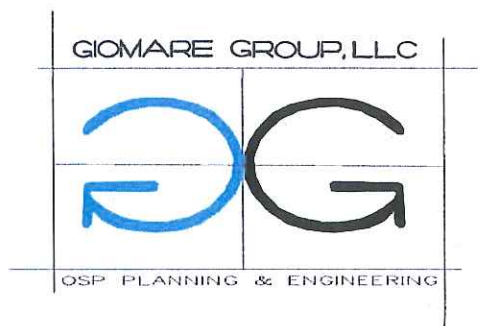
☐ Double Pole N/A

Department Head

R.R. Mersink

COMMENTS:

165 FOOT CONDUIT RUN AND NEW HANDHOLE INSTALLATION. NOT
MARKED OUT AS OF 4-11-19. MANY UTILITY CROSSINGS AND POSSIBLE
TRAFFIC IMPACTS.



April 9, 2019

Select Board
Town Hall
1471 Highland Ave
Needham, MA 02192

**RE: TC Systems Inc (AT&T)
Petition for Grant of Location – Pickering Street and Great Plain Ave**

Dear Members of the Board:

On behalf of TC Systems Inc, Giomare Group is hereby requesting a grant of location from the Town of Needham for the purpose of installing, maintaining and operating underground conduits, with the cables to be placed therein, under the surface of the following public way:

Pickering Street and Great Plain Ave, from utility pole #48/1 on Pickering Street to utility pole # 121 on Great Plain Ave for a total distance of approximately 165'.

The conduit will be placed at an approximate depth of 36-inches and in accordance with the requirements of the City's Department of Public Works.

The reason for this work is to provide improved network connectivity to the Verizon Central office at 66 Pickering Street.

If you have any further questions, contact Chris Murray at (781) 605-5922.
Your prompt attention to this matter would be greatly appreciated.

Sincerely,

Giomare Group, LLC
Chris Murray
Engineering Manager

PETITION OF TC SYSTEMS INC FOR LOCATION OF CONDUITS AND MANHOLES

To the **Select Board** of the Town of **Needham** Massachusetts:

Respectfully represents TC Systems Inc, a provider of telecommunications services that it desires to construct a line for such transmission of under the public way or ways hereinafter specified.

WHEREFORE, your petitioner desires that, after due notice and hearing such 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 cables therein, said conduits and manholes to be located, substantially as shown on plans made by Giomare Group LLC, titled "TC SYSEMS INC. PROPOSED CONDUIT PLACEMENT PLAN GREAT PLAIN AVENUE & PICKERING STREET, NEEDHAM MA MARCH 12, 2019" and filed herewith, under the following public way or ways of said town:

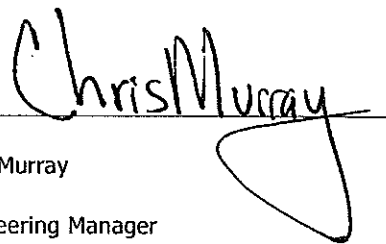
Pickering Street and Great Plain Ave, from utility pole #48/1 on Pickering Street to utility pole # 121 on Great Plain Ave for a distance of approximately 165'.

Giomare Group on behalf of TC Systems Inc

By: _____

Chris Murray

Engineering Manager



Dated this 9th day of April

Town of **NEEDHAM** Massachusetts

Received and filed _____ 2019

ORDER FOR LOCATION OF CONDUITS AND MANHOLES
Town of NEEDHAM

WHEREAS, **TC Systems Inc** has petitioned for permission to construct a line for the transmission of telecommunications 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 **TC Systems Inc** be and hereby is granted permission to construct and a location for, such a line of conduits and manholes with the necessary cables therein under the following public way or ways of said Town:

Pickering Street and Great Plain Ave, from utility pole #48/1 on Pickering Street to utility pole # 121 on Great Plain Ave for a distance of approximately 165'.

All construction 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 Giomare Group LLC, titled "TC SYSYEMS INC. PROPOSED CONDUIT PLACEMENT PLAN GREAT PLAIN AVENUE & PICKERING STREET, NEEDHAM MA MARCH 12, 2019" 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 Select Board or such officer or officers as it may appoint to supervise the work.

1. _____
2. _____
3. _____
4. _____
5. _____

Select Board
the Town of
NEEDHAM

CERTIFICATE

We hereby certify that the following 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 _____ 2019 at _____ in said Town.

1. _____
2. _____
3. _____
4. _____
5. _____

Select Board
the Town of
NEEDHAM

CERTIFICATE

I hereby certify that the foregoing are true copies of the Order of the **Select Board** of the Town of **Needham**, Massachusetts, duly adopted on the _____ day of _____, 2019 and recorded with the records of the 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

TC SYSTEMS, INC.
A Wholly Owned Subsidiary of at&t

137 Green Street, Suite 2
Foxboro, MA 02035

CONTACTS

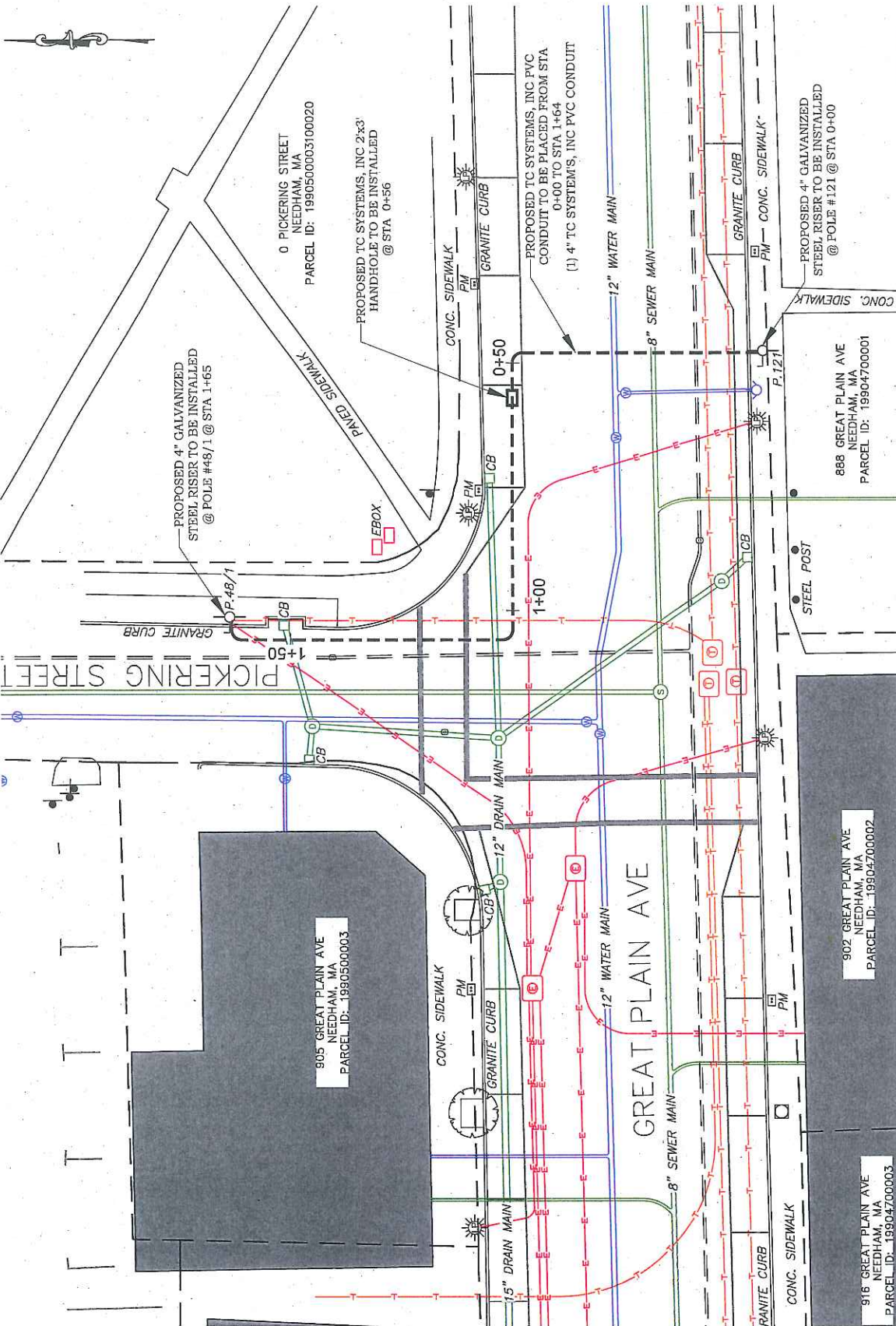
NAME: GREG DODIER
COMPANY: GIGMARE GROUP LLC
TITLE: OSP PROJECT MANAGER
PHONE: 718-738-9850

NO.	DATE	ENG. DESIGN	DRAFTING	REVISION #	REVISION #	REVISION #
1	3/12/2019	GDD	IMT	ORIGINAL		
2						

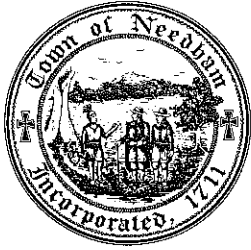
GIGMARE GROUP, LLC



TELECOM CONSULTING & ENGINEERING
GIGMARE GROUP, LLC ENGINEER: GREG DODIER
CUSTOMER NAME: TC SYSTEMS INC.
PROJECT NUMBER:
LOCATION: PICKERING STREET & GREAT PLAIN AVENUE
NEEDHAM, MA
DRAWING NAME: Pickering Street Needham, MA.dwg



Call Before You Dig
1-888-DIG-SAFE



NOTICE

To the Record

You are hereby notified that a public hearing will be held at the **Needham Town Hall, 1471 Highland Avenue, at 7:00 p.m. on June 11, 2019** upon petition of Giomare Group dated **April 9, 2019** to install conduit on Pickering Street and Great Plain Avenue, from utility pole #48/1 on Pickering Street to utility pole #121 on Great Plain Avenue for a total distance of approximately 165'. The reason for the work is to provide improved network connectivity to the Verizon Central office at 66 Pickering Street.

A public hearing is required and abutters should be notified.

If you have any questions regarding this petition, please contact Giomare Group, LLC representative Chris Murray at 603-842-4893.

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

SELECT BOARD

Dated: May 30, 2019

66 PICKERING STREET

OWNER NAME 1	OWNER NAME 2	MAILING ADDRESS	CITY	ST	ZIP	PARCEL ID	PROPERTY ADDRESS
TOPLIFF STREET ASSOCIATES LIMITED PARTN	C/O BOYLSTON PROPERTIES	800 BOYLSTON ST SUITE 1390	BOSTON	MA	02199	1990500001500000	1450 HIGHLAND AVE
NATHAN, JOSHUA &	ENGEL, AMY	14 PICKERING PL	NEEDHAM	MA	02492	1990500001300000	14 PICKERING PL
ATB REALTY LLC	C/O DR. THOMAS BARTZOKIS	2867 BANYAN BLVD CIR NW	BOCA RATON	FL	33431	1990470000200000	902 GREAT PLAIN AVE
56 PICKERING LLC	10 UNION ST	SUITE 3B	NATICK	MA	01760	1990500001900000	52 PICKERING ST
1478 HIGHLAND AVENUE CO., LLC	C/O WALGREEN CO. R.E.TAX DEPT.	PO BOX 1159	DEERFIELD	IL	60015	1990500002200000	1478 HIGHLAND AVE
MADAN, GUNJAN &	MADAN, RAJNI	10 PICKERING PL	NEEDHAM	MA	02492	1990500001200000	10 PICKERING PL
EIP PICKERING STREET LLC		PO BOX 1083	HICKSVILLE	NY	11802-1083	1990500002400000	20 PICKERING ST
TOWN OF NEEDHAM		1471 HIGHLAND AVE	NEEDHAM	MA	02492	1990500003100020	0 PICKERING ST
MCIVER, CAROLYN R &	MCIVER, CAROLYN D. TR	70 PICKERING ST	NEEDHAM	MA	02492	1990500001100000	70 PICKERING ST
905 GREAT PLAIN AVENUE LLC	C/O THE MAKIN GROUP INC	7 HARVARD ST	BROOKLINE	MA	02445	1990500003000000	905 GREAT PLAIN AVE
15 HIGHLAND, LLC	C/O BOYLSTON PROPERTIES	800 BOYLSTON ST SUITE 1390	BOSTON	MA	02199	1990500001600000	13 HIGHLAND PL
QUINNAN, JOSEPH P		888 GREAT PLAIN AVE	NEEDHAM	MA	02492	199047000001000000	888 GREAT PLAIN AVE
GEORGACOPOULOS, TASOS, TR.	ARGYRIOS & SONS REALTY TRUST	165 PALMER ST	ARLINGTON	MA	02474	1990500001400000	1424 HIGHLAND AVE
NEW ENGLAND TELEPHONE & TELEG	C/O DUFF & PHELPS	P O BOX 2749	ADDISON	TX	75001	1990500001800000	66 PICKERING ST

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.....



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

MEETING DATE: 6/11/2019

Agenda Item	Public Hearing: Eversource Energy Grant of Location – Country Way
Presenter(s)	Maureen Carroll, Eversource Energy Representative

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED
Eversource Energy requests permission to install approximately 36 feet of conduit in Country Way. This work is necessary to provide underground electric service to 371 Country Way. The Department of Public Works has approved this petition, based on Eversource Energy's commitment to adhere to the Town's 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 SELECT BOARD
<u>Suggested Motion:</u> Move that the Select Board approve and sign a petition from Eversource Energy to install approximately 36 feet of conduit in Country Way. This work is necessary to provide underground electric service to 371 Country Way.	
3.	BACK UP INFORMATION ATTACHED
(Describe backup below) a. Grant of Location Petition Review Sheet from DPW b. Letter of Application c. Petition d. Order e. Petition Plan f. Notice Sent to Abutters g. List of Abutters	

**TOWN OF NEEDHAM
PUBLIC WORKS DEPARTMENT**

P.O. Box 920364 NEEDHAM, Ma. 02492 Telephone: (781) 455-7550
www.needhamma.gov/dpw

TO: Nikki Witham, Selectmen Office

FROM: Judy Laffey, DPW Office

DATE: 5/30/19

RE: 371 Country Way

For Selectmen Meeting of 6/11/19
Abutters list & labels at Assessors Office.

Please email confirmation date & time of hearing

GRANT OF LOCATION PETITION REVIEW

DATE OF FIELD REVIEW: 5-16-19

REVIEWER: RWW.

SITE LOCATION: #371 COUNTRY WAY

UTILITY REQUESTING: EVERSOURCE

Conduit Work Area Description

A Sidewalk/Grass Strip Crossing Only

Peer Review _____

(B) Work Within Paved Road Perpendicular Crossing

Peer Review pm 5/28/19

C Work Within a Plaza Area/Landscaped Island/Parallel Along Roadway

Peer Review _____ Div. Head Review _____

D Other

Peer Review _____ Div. Head Review _____

☒ Petition Plan Consistent with Field Review

☐ Old Pole Removed. N/A

☒ Diameter of Conduit 3"

☐ Cables Transferred to New Pole NO

☒ Depth of Conduit

☐ New Riser on Pole NO

☐ Utility Conflicts

☐ Visible Trench Patch across Road/Sidewalk NO

☐ Crossing Perpendicular to Road

☒ Abutters List Complete

☒ Public Road

☒ Photos Included

☐ Double Pole N/A

Department Head

OK Rick Merson

COMMENTS:

NO TRENCH ACROSS ROAD AS YET. SEWER(?) TRENCH VISIBLE.



200 Calvary Street
Waltham, Ma 02453

May 13, 2019

Select Board
Town Hall
1471 Highland Avenue
Needham, MA 02192

RE: 371 Country Way
Needham, MA
W/O #2324298

Dear Members of the Board:

The enclosed petition and plan are being presented by the NSTAR ELECTRIC COMPANY dba EVERSOURCE ENERGY for the purpose of obtaining a Grant of Location to install approximately 36 feet of conduit in Country Way.

The reason for this work is to provide underground electric service to 371 Country Way.

If you have any further questions, contact Maureen Carroll at (781) 314-5053.
Your prompt attention to this matter would be greatly appreciated.

Very truly yours,

A handwritten signature in dark ink, appearing to read "RMS", written over a circular stamp or seal.

Richard M. Schifone, Supervisor
Rights and Permits

RMS/kj
Attachments

**PETITION OF NSTAR ELECTRIC COMPANY dba EVERSOURCE ENERGY
FOR LOCATION FOR CONDUITS AND MANHOLES**

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

Respectfully represents **NSTAR ELECTRIC COMPANY dba EVERSOURCE ENERGY** 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 May 8, 2019** and filed herewith, under the following public way or ways of said Town:

Country Way - **Northerly from pole 344/47, approximatley
258 feet west of Stratford Road, a distance
of 36 ± feet - conduit**

W/O #2324298

**NSTAR ELECTRIC COMPANY
dba EVERSOURCE ENERGY**



By: _____
Richard M. Schifone, Supervisor
Rights & Permits

Dated this 13th day of May

Town of **NEEDHAM** Massachusetts

Received and filed _____ 2019

ORDER FOR LOCATION FOR CONDUITS AND MANHOLES
Town of NEEDHAM

WHEREAS, **NSTAR ELECTRIC COMPANY dba EVERSOURCE ENERGY** 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 dba EVERSOURCE ENERGY** 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:

**Country Way Northerly from pole 344/47, approximatley
258 feet west of Stratford Road, a distance
of 36 ± feet – conduit**

W/O #2324298

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 May 8, 2019** 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 Select Board or such officer or officers as it may appoint to supervise the work.

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

CERTIFICATE

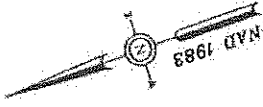
We hereby certify that the foregoing Order was adopted after due notice and a public hearing as prescribed by Section 22 of Chapter 166 of the General Laws (Ter. Ed.), and any additions thereto or amendments thereof, to wit: after written notice of the time and place of the hearing mailed at least seven 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 _____ 2019 at _____ in said Town.

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

CERTIFICATE

I hereby certify that the foregoing are true copies of the Order of the **Select Board** of the Town of **NEEDHAM**, Masssachusetts, duly adopted on the _____ day of _____, 2019 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



SITE UNDER CONSTRUCTION

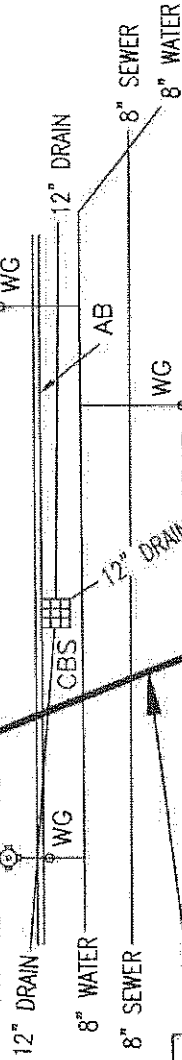
APPROX. PT.
OF PICKUP

#99

IRON PIPE(FD)

APPROX. R.O.W.

APPROX. R.O.W.



ES TO INSTALL 1 - 3" PVC PIPES
SCHEDULE 40
NO CONCRETE

COUNTRY WAY

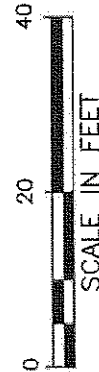
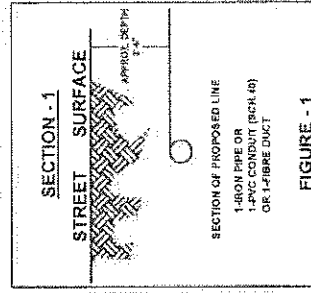
APPROX. R.O.W.

#370

APPROX. 258' TO
STRATFORD RD

#362

APPROX. R.O.W.



SCALE IN FEET

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 NEAR ELECTRIC COMPANY, NEAR GAS COMPANY NOR ITS PARTNERS, AFFILIATES, OFFICERS, DIRECTORS, SUPERVISORS, EMPLOYEES OR AGENTS COLLECTED OR OBTAINED THE INFORMATION OR MADE ANY MEASUREMENTS, SURVEYS OR CONDUCTED ANY FIELD WORK FOR THE PURPOSE OF PREPARING THIS MAP. THE INFORMATION IS PROVIDED AS IS, WITHOUT WARRANTY OF ANY KIND, EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO THE IMPLIED WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE. YOU AGREE TO HOLD THE NEAR COMPANIES HARMLESS FROM ANY SUCH LOSS OR INJURY. THE INFORMATION WAS NOT RESEARCHED, A SURVEY WAS NOT OF THE AREA, AND IS SUBJECT TO CHANGE WITHOUT NOTICE. NEAR ELECTRIC COMPANY AND NEAR GAS COMPANY DO NOT WARRANT THE ACCURACY OF THE INFORMATION. NEITHER NEAR ELECTRIC COMPANY NOR NEAR GAS COMPANY SHALL BE RESPONSIBLE FOR ANY DAMAGE, LOSS OR INJURY CAUSED BY ANYONE USING THE INFORMATION FOR OTHER THAN ITS INTENDED PURPOSES. THIS INFORMATION IS NOT TO BE USED FOR ANY OTHER PURPOSES.

MASS. LAW

REQUIRES 72 HOURS ADVANCE NOTICE TO UTILITY COMPANIES
BEFORE DIGGING BY ANYONE. CALL DIG-SAFE 1-888-344-7233

C# 100-19

Ward #

Work Order # 2324998

Surveyed by: GC/PG

Research by: PG

Plotted by: PG

Proposed Structures:

Approved: A DEBENEDICTIS

P#

NESTAR EVERSOURCE
1165 MASSACHUSETTS AVE. DORCHESTER, MASS. 02122

Plan of COUNTRY WAY

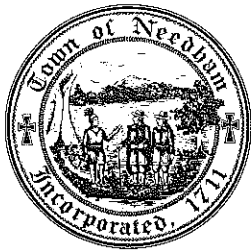
NEEDHAM

Showing PROPOSED CONDUIT LOCATION

Scale 1"=20'

Date MAY 8, 2019

SHEET 1 of 1



NOTICE

To the Record

You are hereby notified that a public hearing will be held at the **Needham Town Hall, 1471 Highland Avenue, at 7:00 p.m. on June 11, 2019** upon petition of Eversource Energy dated **May 13, 2019** to install approximately 36 feet of conduit in Country Way. This work is necessary to provide underground electric service to 371 Country Way.

A public hearing is required and abutters should be notified.

If you have any questions regarding this petition, please contact Maureen Carroll, Eversource Energy representative at 781-314-5053.

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

SELECT BOARD

Dated: May 30, 2019

371 COUNTRY WAY

OWNER NAME 1	OWNER NAME 2	MAILING ADDRESS	CITY	ST	ZIP	PARCEL ID	PROPERTY ADDRESS
FORD, ANNETTE COVELLI TR.		353 COUNTRY WAY	NEEDHAM	MA	02492	1992130002900000	353 COUNTRY WAY
BARKAI, JOSEPH & IRIT	C/O BTE DEVELOPMENT LLC	13 EATON CT	WELLESLEY	MA	02481	1992130003500000	371 COUNTRY WAY
GINSBERG, BRUCE C, TR &	CASEY, J. ROBERT, TR	99 COUNTRY WAY	NEEDHAM	MA	02492	1992130003400000	99 COUNTRY WAY
SCHWARTZ, CHARLES A +	SCHWARTZ, SHEILA F	362 COUNTRY WAY	NEEDHAM	MA	02492	1992130003600000	362 COUNTRY WAY
HARVEY, STEVEN W. & DEBRA E., TRS	HARVEY REALTY TRUST	370 COUNTRY WAY	NEEDHAM	MA	02492	1992130003700000	370 COUNTRY WAY
GRAFFMAN, JENNIFER L.		113 COUNTRY WAY	NEEDHAM	MA	02492	1992130003300000	113 COUNTRY WAY

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.....



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

MEETING DATE: 06/11/2019

Agenda Item	Public Hearing Water and Sewer Rates
Presenter(s)	Water and Sewer Rate Structure Committee David Davison, Assistant Town Manager/Finance Richard Merson, Director of Public Works Evelyn Poness, Town Treasurer/Collector Christopher Seariac, Superintendent of Water and Sewer

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED
	The Water and Sewer Rate Structure Committee met on April 25, 2019, May 21, 2019, and again on June 5, 2019 to finalize its recommendation to the Board. It is anticipated that the Select Board will vote on final water and sewer rates at its meeting on June 25, 2019.
2.	VOTE REQUIRED BY SELECT BOARD
	Suggested Motion: None
3.	BACK UP INFORMATION ATTACHED
	a. Legal Notice b. Water and Sewer Rate Proposal Schedule c. Water and Sewer Rate Recommendation memo (will be sent separately)

WATER/SEWER RATES
LEGAL NOTICE
Town of Needham
Select Board
Public Hearing

The Needham Select Board of Selectmen will hold a public hearing on Tuesday, June 11, 2019 at 7:00 p.m. in the Needham Town Hall, 1471 Highland Avenue, Needham, Massachusetts 02492. The purpose of this hearing is to provide the public with an opportunity to comment on any proposed changes to the water and sewer rates. In addition, written comments may be sent to the Select Board, Town Hall, 1471 Highland Avenue, Needham, Massachusetts 02492 or may be emailed to selectboard@needhamMA.gov.

AD#13802483
Needham Times 5/30/19

Town of Needham
Water and Sewer Rate Proposal

	FY2019	FY2020		
	Current	Recommended	Change	
Quarterly Basic Fees (water and sewer)	\$24.00	\$24.00		
Monthly Basic Fee	\$8.00	\$8.00		
Quarterly Second Meter Fee	\$4.00	\$4.00		
Monthly Second Meter Fee	\$1.34	\$1.34		
Rates are per 100 CF				
<u>Water - Regular</u>				
Step 1	\$3.10	\$3.18	\$0.08	2.6%
Step 2	\$3.30	\$3.39	\$0.09	2.7%
Step 3	\$4.15	\$4.26	\$0.11	2.7%
Step 4	\$5.10	\$5.24	\$0.14	2.7%
<u>Water - Irrigation Meters</u>				
Step 1	\$5.10	\$5.24	\$0.14	2.7%
Step 2	\$5.50	\$5.65	\$0.15	2.7%
Step 3	\$6.10	\$6.26	\$0.16	2.6%
Step 4	\$8.10	\$8.32	\$0.22	2.7%
<u>Sewer</u>				
Step 1	\$8.82	\$9.08	\$0.26	2.9%
Step 2	\$9.74	\$10.02	\$0.28	2.9%
Step 3	\$10.51	\$10.81	\$0.30	2.9%
Step 4	\$11.46	\$11.79	\$0.33	2.9%
<u>Septage Disposal</u>				
Per 1,000 Gallons	\$85.00	\$85.00		
1 CF = 7.4805 Gallons				



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

MEETING DATE: 06/11/2019

Agenda Item	Public Hearing Transfer Station User Fees
Presenter(s)	Solid Waste Disposal & Recycling Advisory Committee David Davison, Assistant Town Manager/Finance Richard Merson, Director of Public Works Evelyn Poness, Town Treasurer/Collector Gregory Smith, Superintendent of Solid Waste and Recycling Operations

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED
	The Solid Waste Disposal & Recycling Advisory Committee met on Tuesday, April 16, 2019 and voted to recommend the attached rate proposal. It is anticipated that the Select Board will vote on the recommendations at its meeting scheduled for June 25, 2019.
2.	VOTE REQUIRED BY SELECT BOARD
	Suggested Motion: None
3.	BACK UP INFORMATION ATTACHED
	a. Legal Notice b. Transfer Station Fees Schedule Rate Proposal c. Solid Waste Disposal and Recycling Committee Draft Meeting Minutes April 16, 2019

**TRANSFER STATION USER FEES
LEGAL NOTICE
Town of Needham
Select Board
Hearing**

The Needham Select Board will hold a hearing on Tuesday, June 11, 2019 at 7:30 p.m. in the Needham Town Hall, 1471 Highland Avenue, Needham, Massachusetts 02492. The purpose of the hearing will be to provide the public with an opportunity to comment on any proposed changes to the transfer station user fees. In addition, written comments may be sent to the Select Board, Town Hall, 1471 Highland Avenue, Needham, Massachusetts 02492 or may be emailed to selectboard@needhamMA.gov.

**AD#13802487
Needham Times 5/30/19**

**Town of Needham
Transfer Station Fees
Rate Proposal**

Description	Current	Recommend	\$ Change
RTS Sticker Fees			
Standard Sticker	No Charge	No Change	
Standard Sticker Senior	No Charge	No Change	
Standard Additional Sticker	No Charge	No Change	
Hauler Sticker (annual)	\$125.00	No Change	
RTS Week Pass Program	No Charge	No Change	
Bag Rates		No Change	
Large Bags (pack of 10)	\$20.00	No Change	
Small Bags (pack of 10)	\$10.75	No Change	
Scale Rate		No Change	
Per Ton	\$140.00	No Change	
Minimum Scale	\$25.00	No Change	
Recycling Fees		No Change	
Commercial Single Stream (per ton)	\$85.00	No Change	
		No Change	
Miscellaneous Rates		No Change	
Air Conditioners	\$15.00	No Change	
Appliances (White Goods)	\$15.00	No Change	
Carpet 10x10	\$10.00	No Change	
Computer Monitor	\$15.00	No Change	
Fluorescent Lamps	Charge for ten	No Change	
Freon	\$15.00	No Change	
Furniture - Chair	\$10.00	No Change	
Furniture - Sleep Sofa	\$20.00	No Change	
Furniture - Sofa	\$15.00	No Change	
Box Spring or Mattress	\$5.00	\$20.00	\$15.00
Propane Tank 20lb or less	\$5.00	No Change	
Recycling Bin	\$5.00	No Change	
Single Large Size Item	\$15.00	No Change	
Single Medium Size Item	\$10.00	No Change	
Single Small Size Item	\$5.00	No Change	
Tires - Vehicle Auto	\$5.00	No Change	
Tires - Vehicle Truck	\$10.00	No Change	
Toilet and Sinks (Porcelain)	\$15.00	No Change	
Flat Screen TV - 19" or less (Small)	\$15.00	\$5.00	-\$10.00
Flat Screen TV - Greater than 19" (Large)	\$15.00	No Change	
Yard Waste Processing Equipment Rental		No Change	
Trommel Screener Rental (weekly)	\$2,500.00	No Change	
Trommel Delivery and Pickup	\$200.00	No Change	
Snow Dump Rates		No Change	
Snow Dump Fee 4 Hour Shift	\$1,200.00	No Change	
Snow Dump Fee 8 Hour Shift	\$2,400.00	No Change	
Commercial Yard Waste Disposal*		No Change	
Brush, 12" less in diameter (CY)	\$15.00	No Change	
Leaves / Grass (CY)	\$10.00	No Change	
Brush, 12" less in diameter (TON)	\$60.00	No Change	
Leaves / Grass (TON)	\$50.00	No Change	
Wood Chips (TON)	\$7.50	No Change	
Compost & Loam for Sale*		No Change	
Compost (30 gallon barrel)	\$12.00	No Change	
Compost (CY)		No Change	
Loam (30 gallon barrel)	\$16.28	No Change	
Loam (CY) - Residential	\$16.28	No Change	
Loam (CY) - Commercial	\$16.28	No Change	

Town of Needham
Solid Waste Disposal & Recycling Advisory Committee
April 16, 2019 Minutes

Date: April 16, 2019 Time: 7:00 PM Location: Town Hall

The meeting was called to order by Mr. Jeffery Heller at 7:05. Those in attendance were committee members, Mr. William F. Connors, and Mr. David Ecsedy. Also, in attendance were Mr. Greg Smith, Mr. Robert Lewis, and Ms. Evelyn Poness.

Mr. Greg Smith updated the committee on the Eunomia Efficiency Study which is currently underway. Proposed renderings are in the design stage. He will keep the committee apprised as the process continues.

Weston and Sampson has been hired to provide design services for transfer station building repairs. The buildings have only received minor or emergency repairs over the last decades and town meeting has provided more than \$600,000 for structural repairs to the building.

Mr. Lewis provided an update on the Cogswell Building project. The site work and foundation work will be completed by the last week in June. The change in traffic patterns has received a very favorable response, and police details are provided on Saturday afternoons to assist with safe traffic flow. Definite progress has been made and the project and it is anticipated the building will be completed on schedule barring any unforeseen delays.

Mr. Heller inquired about landscaping. Mr. Smith informed him that the form of landscaping to minimize visual impacts of the building from Central Avenue is an ongoing PPBC and DPW discussion.

Mr. Smith informed the Committee that we currently charge \$15.00 for the disposal of televisions regardless of size. The proposal would be to charge \$5.00 for a small television and \$15.00 for large television.

We currently charge \$5.00 to drop off a mattress. The minimal charge was established due to a 2-year grant the town received from the MA DEP that subsidized the cost of mattress recycling with a company (UTEC, Inc. from Lowell) that recycled the mattresses at no charge to the Town and the only cost was the labor involved. This grant recently expired. As a result, Mr. Smith proposed increasing the charge to \$20.00 per mattress, as the town now has to pay \$16 per mattress to recycle at UTEC, and the town is also transportation the mattresses to Lowell After much discussion as to the significant increase in the charge (from \$5.00 to \$20.00) the committee agreed to recommend a fee increase to 20.00 per mattress.

Therefore, A Motion was offered by Mr. Connors seconded by Mr. Ecsedy to recommend to the Select Board changes be made to the structure of charges for televisions and increase in the charge for the drop off of mattresses as follows:

Town of Needham
Solid Waste Disposal & Recycling Advisory Committee
April 16, 2019 Minutes

Current price	Proposed		
Televisions	\$15.00	\$5.00 small	\$15.00 large
Mattresses	\$ 5.00	\$20.00	

The motion was approved by two in favor, one opposed

Mr. Smith will be reviewing other rates and charges for presentation to the Committee at a future meeting.

Mr. Smith presented the proposal that all fee based services at the RTS be paid by check or credit card upon drop-off to be effective July 1, 2019. A Motion to propose to the Select Board that effective July 1, 2019 all fee based services at the RTS be paid by check or credit card upon drop off was offered by Mr. Connor, seconded by Mr. Escady and approved by unanimous vote.

Mr. Smith updated the Big Belly trash and recycling pilot program. Eleven big belly receptacles will be deployed at DeFazio Field, Green's Field and Memorial Park. They will be removed during the winter to avoid being damaged by snow plows and road salt.

After finding no further business, the committee adjourned at 8:00.

Respectfully Submitted,



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

MEETING DATE: 06/11/2019

Agenda Item	Approval of the Sale of General Obligation Bond Anticipation Note (State House Note)
Presenter(s)	David Davison, Assistant Town Manager/Finance Evelyn Poness, Town Treasurer/Collector

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED
The Board will be asked to approve the sale of a State House Note which will mature prior to the end of the fiscal year. We will discuss the upcoming bond anticipation sale that will be presented to the Board in two weeks for approval.	
2.	VOTE REQUIRED BY SELECT BOARD
Suggested Motions: (please note there are three (3) motions to be acted upon by the Board) Motion A Move that the Board approve that the sale of the \$288,000.00 General Obligation Bond Anticipation Notes of the Town dated June 17, 2019 (the "Notes"), to Century Bank at the price of \$288,000.00 is hereby approved and confirmed. The Notes shall be payable on June 27, 2019 and bear interest at 2.30%. Motion B Move 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 May 23, 2019, and a final Official Statement dated June 3, 2019 (the "Official Statement"), each in such form as may be approved by the Town Treasurer, be and hereby are ratified, confirmed, approved, and adopted. Motion C Move that each member of the Select Board, 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.	
3.	BACK UP INFORMATION ATTACHED
a. Memo Dated June 6, 2019	

Memorandum

To: Select Board
From: David Davison, Assistant Town Manager/Director of Finance
CC: Kate Fitzpatrick, Town Manager; Evelyn Poness, Treasurer/Collector; Michelle Vaillancourt, Town Accountant
Date: June 6, 2019
Re: State House Note

The Town will issue a short-term Anticipation Note (State House Note) in the amount of \$288,000 dated June 17, 2019 and payable on June 27, 2019 at an interest rate of 2.30%. The bidder was Century Bank. The State House Note Program is a low-cost alternative for the Town to issue a low dollar, short term duration Notes. The program was created by the Commonwealth in 1910.

The proceeds will fund expenses related to wastewater system rehabilitation improvements that were approved under Article 48 of the 2017 Annual Town Meeting, and water distribution system improvements that were approved under Article 51 of the 2017 Annual Town Meeting. The breakdown of the \$288,000 is \$220,000 for sewer and \$68,000 for water.

The Board will be asked to approve the sale of the State House note. Upon approval, the Board will need to execute several documents that will be brought to the meeting. Please do not hesitate to contact me if you have any questions prior to the meeting.



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

MEETING DATE: 6/11/2019

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

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



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

MEETING DATE: 6/11/2019

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 SELECT BOARD
3.	BACK UP INFORMATION ATTACHED
(Describe backup below)	
None	



Town of Needham, Massachusetts
Road Event Form

2019 MAY 28 P 12:27

INTERNAL USE ONLY

☒ DPW ☒ Police
☒ Fire ☐ OTM
☒ Park & Rec
☐ PFD ☐ Paid

TYPE OF EVENT: (check all that apply)

☒ RUN ☐ WALK ☐ BICYCLE ☐ MOTORCYCLE

Name of Event:

Charles River YMCA
Independence Day 5K

Name of Organization:

Charles River YMCA

Has this event been conducted in other
Towns in the past? ☐ YES ☒ NO

If yes, name of Town and date:

Has this event been held in Needham in
the past? ☒ YES ☐ NO

If yes, are you repeating the same route as
in prior year(s)? ☒ YES ☐ NO

Organization Mailing Address:

863 Great Plain Ave, Needham, MA 02492

☒ Organization
is
Not-for-Profit

Organization Billing Address (if Police Detail is required):

863 Great Plain Ave, Needham, MA 02492

Primary Contact:

Phil Sconzert

Contact Title:

Healthy Living Director

Contact Address:

863 Great Plain Ave, Needham, MA 02492

Contact Phone (Day):

781-465-2573

Contact Phone (Cell):

315-657-3614

Contact Email:

PSCONZERT@VMCABOSTON.ORG

Event Date(s): 7/4/19	Date Expected to be in Needham: 7/4/19
Earliest Time Expected in Needham: 5:30 am	Latest Time Expected in Needham: 11 am
Number of Expected Participants: 600	Number of Expected Spectators at Peak Time: 300
Are participants charged a fee? ☒ YES ☐ NO	
Estimated Number of Vehicles: 20	What type of Parking is required: None; using library parking lot
Describe Parking Plan, include where participants and spectators will park and length of time expected to be parked: Staff and vendors will use library parking lot participants and spectators will use side streets as needed	
Are event organizers available to meet with members of the Town to plan event? ☒ YES ☐ NO	Do event organizers foresee the need for any road closures (subject to police review)? ☒ YES ☐ NO
What will be done in case of inclement weather? Race will continue as planned.	
Will neighborhoods be impacted by parking and traffic? Yes	
What activities are planned for the start of the race (if in Needham)? Vendor booths and music.	
What activities are planned for the end of the race (if in Needham)? Award ceremony. Parade.	

What facilities are needed for the start of the race (if in Needham)? Bathrooms will be used in Church across from library.	
What facilities are needed for the end of the race (if in Needham)? Bathrooms provided via church.	
Once the event begins, how long will it take to complete the event? 2 hours	
Are signs requested to post at the start of the race? At the end of the race? Are signs requested for along the route?	Yes, at start, along route and finish
Will volunteers be placed along the route?	Yes
Will you be using a sound system? (includes music) If yes, please describe where and when it will be used.	Yes, at start/finish area, before and after race
Will there be any food served? (contact Needham Health Dept: 781-455-7500 x262)	Yes
Will portable toilets be used? List locations.	No
Will hydration stops be set up along route? If yes, please include these on route plan.	Yes
If the event takes place after dark, what is the plan to meet lighting needs?	N/A
What safety measures are being made for participants and spectators? What are plans for handling first aid and medical emergencies?	Staff and BSO staff providing first aid.
Does the event take place during commuter times?	No; holiday
Is school in session during the event? Will school drop off or pick up be impacted by the event?	No; holiday
Are businesses open during the time of the event?	No; holiday
Does the route pass any business that might be impacted by the event? (e.g. funeral homes, markets, restaurants)	No; holiday

Are there any churches/houses of worship located along the event route? Will church/house of worship services take place during the event?	No; holiday
What is the plan to handle trash?	Trash cans provided by YMCA. Trash brought back to YMCA

Please return the completed application and attachments to the Office of the Town Manager, Needham Town Hall, 1471 Highland Avenue, Needham, MA 02492:

- event route map (include map and text of route, parking plan, volunteer placement)
- application fee (\$25 events that start and end in Needham; \$50 event passes through Needham)
- certificate of insurance

PLEASE NOTE:

For Road Events scheduled more than 4 months out from application receipt date, a soft hold will be placed on the date, but final approval will not be granted until under the 4 month window. This is due to unforeseen conditions which may impact this event.

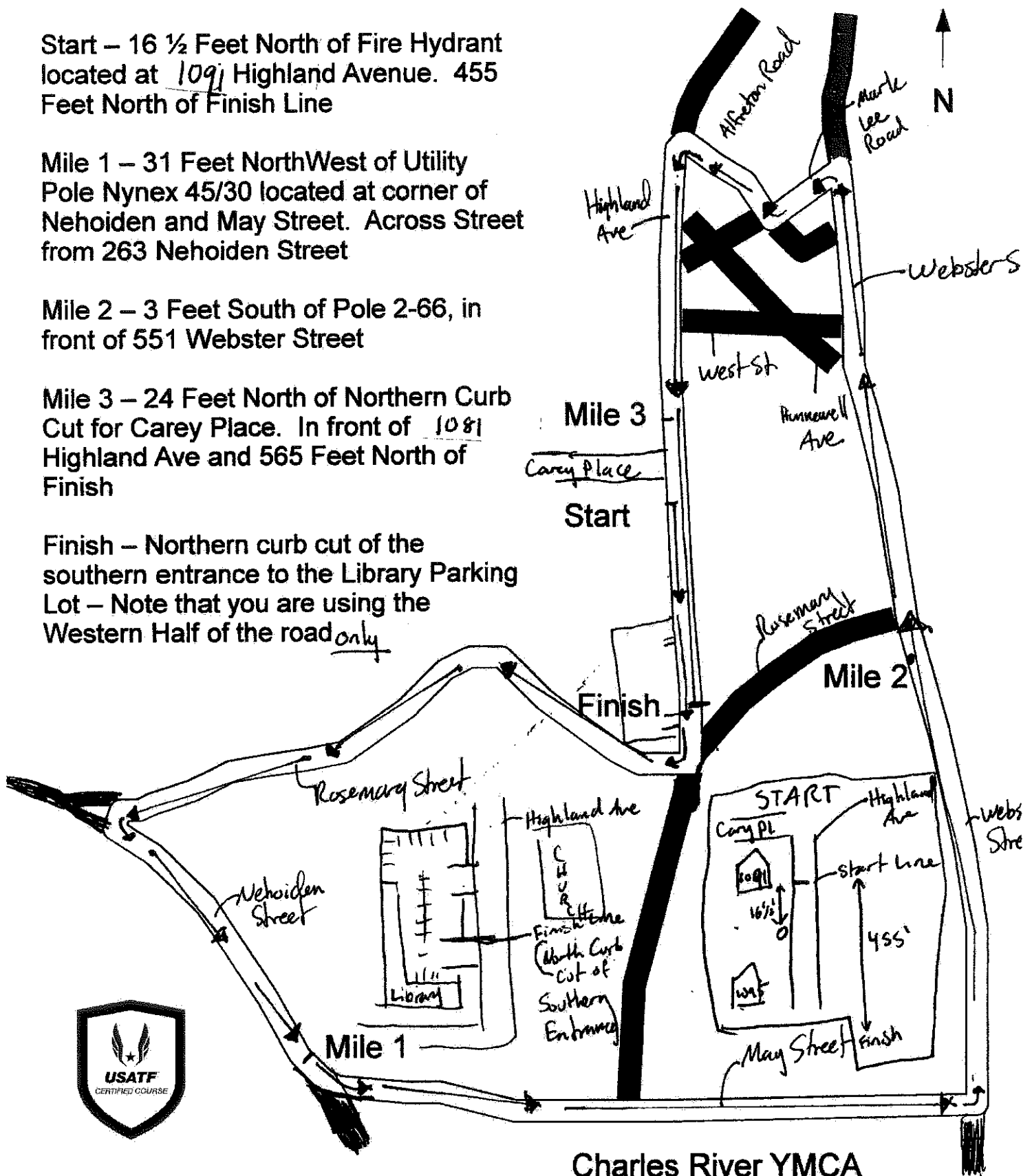
Start – 16 ½ Feet North of Fire Hydrant located at 1091 Highland Avenue. 455 Feet North of Finish Line

Mile 1 – 31 Feet NorthWest of Utility Pole Nynex 45/30 located at corner of Nehoiden and May Street. Across Street from 263 Nehoiden Street

Mile 2 – 3 Feet South of Pole 2-66, in front of 551 Webster Street

Mile 3 – 24 Feet North of Northern Curb Cut for Carey Place. In front of 1081 Highland Ave and 565 Feet North of Finish

Finish – Northern curb cut of the southern entrance to the Library Parking Lot – Note that you are using the Western Half of the road only



USATF Certification #MA16029JK
Effective 10/11/2016 - 12/31/2026
Drop 0.60 m/Km, Separation 2.78%

Charles River YMCA
Fourth of July 5K
Needham, MA
Measured by: Chris George
June 19, 2016



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

INDEPENDENCE DAY 5K

CHARLES RIVER YMCA
July 4, 2019

Thursday, July 4th 2019

Christ Episcopal Church
1132 Highland Ave
Needham
02492

Day-of Registration:
7:00am-8:am

Race Time:
8:30am

RACE FEATURES

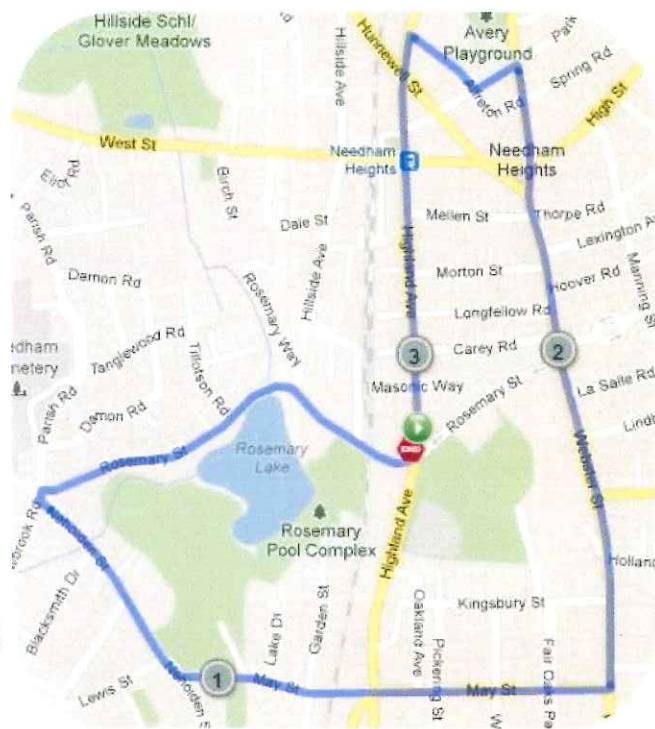
- Individual chipped race times
- T-Shirt & Swag Bag for the first 500 registered
- Water Stations & Refreshments
- Awards & Prizes to follow race

FOLLOWING THE RACE

The Town of Needham 4th of July parade!

EARLY BIB/BAG PICK-UP

Wednesday July 3rd, 2019
3:00pm to 5:00pm.
380 Chestnut Street, Needham



REGISTER ONLINE:

ymcaboston.org/cr5k

Questions about the route and race day?
Phil Sconzert:
psconzert@ymcaboston.org

Interested in sponsorship?
Contact Julie Richmond:
jrichmond@ymcaboston.org



SELECT BOARD

* MINUTES *

~~May 8, 2019~~ May 13, 2019

7:20 p.m. A special meeting of the Select Board was convened by Chair John Bulian at the Needham Town Hall. Present were Mr. Matthew Borrelli, Ms. Marianne Cooley, Mr. Daniel Matthews, and Town Manager Kate Fitzpatrick. Mr. Handel was participating in the Melick award ceremony from 7:20 to 7:45.

Town Meeting Preparation

The Board discussed articles on the warrant for the Special and Annual Town Meeting Warrants.

7:25 p.m. **Motion: Mr. Borrelli moved that the Board adjourn its meeting contemporaneously with the adjournment of Town Meeting. Mr. Matthews seconded the motion. Unanimous: 4-0.**

9:09 p.m. **Motion: Mr. Handel moved that the Board oppose a motion to amend Article 37 with respect to reducing the appropriation for Library furniture. Ms. Cooley seconded the motion. Unanimous: 5-0.**

Note: The Annual Town Meeting adjourned at 11:10 p.m.

LICENSE AND MEMORANDUM OF UNDERSTANDING

MEMORANDUM OF UNDERSTANDING dated this _____ day of _____, 2019, by and between Dora Tavel-Sanchez, Manager of Eat Farmhouse LLC, 970 Great Plain Avenue, Needham, MA ("Eat Farmhouse LLC") the owner of The Farmhouse restaurant located at 970 Great Plain Avenue, Needham, MA Needham, MA and Ivan Millan-Pulecio, Owner of Sol Soul Family Foods LLC, 59 Mount Vernon Avenue, Needham, MA ("Sol Soul Family Foods LLC"), the owner of Hearth Pizzeria, 974 Great Plain Avenue, Needham, MA (Eat Farmhouse LLC and Sol Soul Family Foods LLC each hereinafter individually referred to as "Licensee", and collectively referred to as the "Licensees"), and the Town of Needham, a municipal corporation with a principal place of business at 1471 Highland Avenue, Needham, MA (hereinafter referred to as "the Town").

WHEREAS, the Licensees and the Town consider that the consolidation and relocation of the dumpsters used by The Farmhouse and Hearth Pizzeria and Craft Kitchen to be in the public interest;

WHEREAS, dumpster consolidation will reduce concerns associated with the proximity of The Farmhouse's and Hearth Pizzeria's existing dumpsters to the neighboring Church property, which is used as a daycare;

WHEREAS, the parties have met and discussed this issue and come to agreements and understandings relative to accomplishing their respective goals;

NOW THEREFORE, this Memorandum of Understanding sets forth the respective undertakings and rights and responsibilities of the parties.

1. The Town grants a license to the Licensees to use an area of the Chestnut and Lincoln Street municipal parking lot for the purpose of consolidating their dumpsters in an enclosure 26' wide and 16' in depth, as shown on a plan attached hereto marked Exhibit A.
2. The Town shall pay for the construction of the dumpster enclosure and to have it installed on the designated area of the Chestnut and Lincoln Street municipal parking lot.
3. The Licensees voluntarily commit to using the consolidated dumpster enclosure as the exclusive outdoor dumpster/refuse and recycling disposal area for their respective businesses.
4. The Licensees will be responsible for maintaining the enclosure after it is constructed.
5. The Licensees will be allowed to use the enclosure area to store a total of two (2) dumpsters that are approximately 4' wide and 7' in depth; two (2) 2'x2' compost containers; two (2) 2'x2' recycling containers; and one (1) 3'x3' grease container.
6. The Town reserves the right to determine the use of the remaining area within the enclosure, and to allow, in its sole discretion, other parties to use that remaining area.
7. In accordance with the requirements of Section 3, above, the Licensees shall cease their use of their respective existing dumpsters within ten (10) after completion of the new enclosure by the Town.
8. After ceasing their use of their respective existing dumpsters as provided in Section 7, the Licensees shall not resume their use of those dumpsters, or establish any new dumpsters other than the shared enclosure located on the Chestnut and Lincoln Street municipal parking lot

during their respective tenancies at the property; provided, however, that if the Town terminates this License Agreement, the Town agrees that the Licensees may re-establish dumpsters in the locations previously authorized by Master Plan Site Plan Special Permit No. 2006-04 (as amended through the date of this Agreement) and Master Plan Site Plan Special Permit No. 2007-04 (as amended through the date of this Agreement), subject to all applicable conditions contained therein, without the need for further review from the Planning Board (provided that this arrangement is acceptable to the Planning Board).

9. The term of this license shall be for one (1) year commencing on the day of its execution by all parties thereto, and shall renew automatically unless terminated by the Town.
10. The Licensees shall procure and maintain, during the term of this License Agreement, comprehensive general liability insurance naming the other as an additional named insured, subject to a combined single limit of at least \$1,000,000 each occurrence and \$2,000,000 in the aggregate for bodily injury and \$1,000,000 property damage. The parties shall provide the other with a certificate of insurance.
11. It is agreed that during any given one (1) year term, this License is subject to termination by the Town only for a breach of the terms of this license that has not been corrected within ninety (90) days of written notice of the breach and demand to remedy it, delivered to the Licensee or Licensees. Notice is delivered by leaving a copy thereof with the Town Manager, 1471 Highland Avenue, Needham, MA and to Licensees at:

Ivan Millan-Pulecio, Chef/Owner
Hearth Pizzeria
927 Great Plain Avenue
Needham, MA 02492

Dora Tavel-Sanchez, Manager
Eat Farmhouse LLC
970 Great Plain Avenue
Needham, MA 02492

12. Upon termination of this license, the Licensees shall thereafter promptly remove their property from the licensed premises and restore the licensed premises to the condition it was in prior to this license, reasonable wear and tear excepted.
13. It is agreed that the licensed areas are and shall remain the property of the Town and the Licensees shall not make any improvements on, alter or remove any part of the premises without the Town's express prior written consent.
14. The obligations of the Licensees to maintain the dumpster enclosure, to remove the dumpster enclosure at the expiration of the license, and to restore the licensed premises to its prior condition under the terms of this License and Memorandum of Understanding shall be joint and several.
15. The obligations of the parties under this License Agreement shall be contingent upon receipt of the necessary permits and approvals from the Town of Needham Planning Board.

16. The Licensees are tenants, not owners, of the property located at 970 and 974 Great Plain Avenue, and the parties expressly acknowledge that the terms of this Agreement shall apply to the Licensees during the term of their tenancy only. The parties further expressly acknowledge that any subsequent tenants of 970 or 974 Great Plain Avenue may request to participate in the shared dumpster arrangement provided for in this Agreement, or alternatively may elect to resume the use of their own independent dumpsters in the locations, in their existing locations, as provided for in prior site plan approvals (provided that this arrangement is acceptable to the Planning Board).
17. This document forms the entire agreement between the parties and there are no other agreements between the parties. Any amendment or modification to this License Agreement must be in writing and signed by a person with the authority to bind the party.
18. The parties hereto agree that any action or proceedings arising in connection with this Agreement shall be tried and litigated exclusively in the District Court of Northern Norfolk or Norfolk Division, Superior Court Department of the Massachusetts Trial Court and no other court or forum, subject to appeals to the Massachusetts Appeals Court and the Massachusetts Supreme Judicial Court. It is further agreed that the parties to this contract hereby waive their rights to a jury trial.

WITNESS OUR HANDS AND SEALS THE DAY AND YEAR FIRST WRITTEN ABOVE:

Town of Needham
By: Kate Fitzpatrick
Town Manager

Eat Farmhouse LLC
By: Dora Tavel-Sanchez
Manager

Sol Soul Family Foods LLC
By: Ivan Millan-Pulecio
Owner

FISCAL YEAR 2020		
<u>SCHEDULE A</u>		
Effective July 1, 2019		
Full-time, part-time, temporary, and seasonal position classifications with corresponding compensation schedules		
CLASS TITLE	GRADE/SCHEDULE	FLSA status
Administrative Analyst	GE-18	exempt
Administrative Assistant	I-14	non-exempt
Administrative Coordinator	I-15	non-exempt
Administrative Coordinator - Human Resources	G-15	non-exempt
Administrative Specialist	I-15	non-exempt
Animal Control Officer	GU-16	non-exempt
Applications Administrator	IE-20	exempt
Assistant Building Commissioner	GE-21	exempt
Assistant Cataloger	G-14	non-exempt
Assistant Children's Librarian	G-15	non-exempt
Assistant Director of Aging Services/Counseling and Volunteers	GE-21	exempt
Assistant Director of Aging Services/Programs and Transportation	GE-20	exempt
Assistant Director of Assessing	GE-20	exempt
Assistant Director of Human Resources	GE-20	exempt
Assistant Director of Park & Recreation	GE-20	exempt
Assistant Director of Public Health	GE-22	exempt
Assistant Director of Public Library	GE-21	exempt
Assistant Director of Public Works	K-26	exempt
Assistant Program Coordinator	G-15	non-exempt
Assistant Superintendent	GE-20	exempt
Assistant Town Accountant	GE-20	exempt
Assistant Town Clerk	GE-18	exempt
Assistant Town Engineer	GE-22	exempt
Assistant Town Manager/Director of Finance	K-28	exempt
Assistant Town Manager/Director of Operations	K-28	exempt
Assistant Town Planner	GE-19	exempt
Assistant Treasurer/Collector	GE-20	exempt
AutoCAD Technician	GU-16	non-exempt
Benefits Administrator	GE-18	exempt
Building Commissioner	K-24	exempt
Carpenter	BT-4	non-exempt
Chief Pumping Station Operator	W-7	non-exempt
Children's Librarian	GE-18	exempt
Civil Engineer	GE-19	exempt
Compliance Coordinator	GE-20	exempt
Computer Operator	I-15	non-exempt
Conservation Specialist	I-17	non-exempt
Contract Administrator	GE-21	exempt

CLASS TITLE	GRADE/SCHEDULE	FLSA status
Craftworker (Building Maintenance)	BT-2	non-exempt
Craftworker (DPW)	W-4	non-exempt
Custodian	BC-1	non-exempt
Department Assistant 1	I-12	non-exempt
Department Assistant 2	I-13	non-exempt
Department Specialist	I-14	non-exempt
Deputy Fire Chief	F-4	non-exempt
Deputy Fire Chief, Operations	F-5	non-exempt
Deputy Police Chief	K-27	exempt
Director of Administration & Finance/Public Services	K-24	exempt
Director of Aging Services	K-24	exempt
Director of Assessing	K-24	exempt
Director of Building Maintenance	K-26	exempt
Director of Conservation	K-22	exempt
Director of Design and Construction	K-26	exempt
Director of Economic Development	K-22	exempt
Director of Health and Human Services	K-26	exempt
Director of Human Resources	K-25	exempt
Director of Management Information Systems	K-25	exempt
Director of Park and Recreation	K-24	exempt
Director of Planning and Community Development	K-24	exempt
Director of Public Library	K-24	exempt
Director of Public Works	K-28	exempt
Director of Youth and Family Services	K-23	exempt
Division Superintendent, Highway	K-24	exempt
Division Superintendent, Parks and Forestry	K-24	exempt
Division Superintendent, Solid Waste/Recycling	K-24	exempt
Division Superintendent, Water/Sewer	K-24	exempt
Electrician	BT-4	non-exempt
Emergency Management Program Administrator	GE-22	exempt
Engineering Aide	GU-15	non-exempt
Environmental Health Agent	I-20	non-exempt
Equipment Mechanic	W-5	non-exempt
Facility Operations Shift Supervisor	GE-20	exempt
Field Assessor	I-18	non-exempt
Finance and Procurement Coordinator	GE-21	exempt
Finance Committee, Executive Secretary	GE-19	exempt
Fire Captain	F-3	non-exempt
Fire Chief	Contract	exempt
Fire Director of Administrative Services	IE-20	exempt
Fire Lieutenant	F-2	non-exempt
Firefighter	F-1	non-exempt
Fire Inspector	Fire Inspector	non-exempt

CLASS TITLE	GRADE/SCHEDULE	FLSA status
EMS Administrator	EMS Administrator	non-exempt
Fleet Supervisor	K-22	exempt
GIS/Database Administrator	IE-20	exempt
Glazer	BT-2	non-exempt
Heavy Motor Equipment Operator	W-4	non-exempt
HVAC Technician	BT-4	non-exempt
Inspector of Plumbing & Gas	G-19	non-exempt
Inspector of Wires	G-19	non-exempt
Laborer 2	W-2	non-exempt
Laborer 3	W-3	non-exempt
Library Assistant	G-13	non-exempt
Library Children's Supervisor	GE-19	exempt
Library Circulation Supervisor	GE-17	exempt
Library Reference Supervisor	GE-19	exempt
Library Technical Services Supervisor	GE-19	exempt
Library Technology Specialist/Archivist	GE-19	exempt
Local Building Inspector	G-20	non-exempt
Management Analyst	GE-20	exempt
Master Mechanic	W-7	non-exempt
Network Manager	IE-23	exempt
Payroll Coordinator	I-18	non-exempt
Plumber	BT-4	non-exempt
Police Chief	Contract	exempt
Police Lieutenant	P-3	non-exempt
Police Maintenance Assistant	GU-15	non-exempt
Police Officer	P-1	non-exempt
Police Sergeant	P-2	non-exempt
Program Coordinator	G-16	non-exempt
Project Manager	K-22	exempt
Public Health Nurse	IE-20	exempt
Public Safety Dispatch Supervisor	GU-19	non-exempt
Public Safety Dispatcher	GU-15	non-exempt
Public Works Inspector	W-6	non-exempt
Public Works Specialist	W-4	non-exempt
Public Works Technician	W-5	non-exempt
Pumping Station Operator	W-5	non-exempt
Recreation Supervisor	I-16	non-exempt
Reference Librarian/Audio Visual Specialist	GE-18	exempt
Reference Librarian/Program Specialist	GE-18	exempt
Reference Librarian/Young Adult	GE-18	exempt
Senior Administrative Coordinator	I-17	non-exempt
Senior AutoCAD Technician	GU-19	non-exempt
Senior Custodian 1	BC-2	non-exempt

CLASS TITLE	GRADE/SCHEDULE	FLSA status
Senior Custodian 2	BC-3	non-exempt
Senior Program Coordinator	G-20	non-exempt
Senior Project Manager	K-24	exempt
Senior Substance Use Prevention Program Coordinator	GE-20	exempt
Social Worker 1	IE-18	exempt
Social Worker 2	IE-19	exempt
Substance Use Prevention Program Coordinator	G-16	non-exempt
Support Services Manager	K-22	exempt
Survey Party Chief	GU-18	non-exempt
Systems Analyst	IE-18	exempt
Technology Support Technician	I-19	non-exempt
Town Accountant	K-24	exempt
Town Engineer	K-26	exempt
Town Manager	Contract	exempt
Town Treasurer and Tax Collector	K-24	exempt
Tree Climber	W-4	non-exempt
Warehouse Person	BT-1	non-exempt
Water Treatment Facility Manager	GE-21	exempt
Working Foreman	W-6	non-exempt
Needham Contributory Retirement Board Titles		
Department Specialist/Retirement	G-15	non-exempt
Retirement Administrator	GE-21	exempt
<u>SCHEDULE A STIPENDS</u>		
All Stipends must be approved by the Town Manager prior to payment.		
(Additional compensation for specific assignments)		
(1) Additional \$75.00 per month when assigned to and performing the duties of Deputy Tree Warden.		
(2) Additional \$1,500 per year when performing the duties of Assistant Parking Clerk		
(3) Additional \$1,200 when assigned to and performing the duties of Registered Land Surveyor as designated by the Director of Public Works.		
(4) Additional \$1,200 when an employee other than the Assistant Town Manager/Finance Director is designated as the Chief Procurement Officer.		
(5) Designated Wiring Inspector in accordance with M.G.L. c. 166 s 32.		
(6) Additional \$1,500 when assigned as Assistant Director of Emergency Management		
(7) Additional \$2,000 when assigned as Director of Emergency Management		
(8) Additional \$1,500 when assigned Youth Center Coordinator responsibilities		
(*) Compensation set by employment agreement in accordance with M.G.L. c. 41 s. 108O		
(**) Outreach Worker is PT position; moved to Schedule C as Program Assistant II		
Positions exempt from the distribution of summaries and the online training associated with the Conflict of Interest Law in accordance with MGL c 268A as approved by the Select Board		

Rates Effective July 1, 2019 (FY2020)					
Schedule C					
Rates for Part-Time, Seasonal, and Temporary Positions					
Unless Otherwise Noted Rates Are Hourly					
	New Title	Current Rate		New Title	Current Rate
	Activity Instructor Group A	\$13.00		Professional/Technical Support Specialist (PTS)	\$26.93
	Activity Instructor Group B	\$14.00		Professional/Technical Support Specialist II (PTS+)	\$31.00
	Activity Instructor Group C	\$15.00		Professional/Technical Support Specialist III (PTS++)	\$38.88
	Activity Instructor Group D	\$16.00		Program Support Assistant I (PSA)	\$17.00
	Activity Instructor Group E	\$18.00		Program Support Assistant II (PSA+)	\$22.44
	Activity Instructor Group F	\$21.00		Program Support Assistant III (PSA++)	\$27.78
	Activity Instructor Group G	\$25.00		Recording Secretary	\$20.65
	Activity Instructor Group H	\$28.00	&	Recreation Specialist I - Year I	\$13.00
	Activity Instructor Group I	\$31.00	&	Recreation Specialist I - Year II	\$13.50
	Activity Instructor Group J	\$35.00	&	Recreation Specialist II Year I	\$14.00
	Activity Instructor Group K	\$40.00	&	Recreation Specialist II - Year II	\$14.50
	Activity Instructor Group L	\$50.00	&	Recreation Specialist IIB - Year I	\$15.00
	Activity Instructor Group M	\$75.00	&	Recreation Specialist IIB - Year II	\$15.50
	Administrative/Office Support Specialist I (AOS)	\$20.65	&	Recreation Specialist III - Year I	\$16.00
	Administrative/Office Support Specialist II (AOS+)	\$24.63	&	Recreation Specialist III - Year II	\$16.50
	Administrative/Office Support Specialist III (AOS++)	\$25.50	&	Recreation Specialist IV - Year I	\$17.00
#	Animal Inspector	\$2,500	&	Recreation Specialist IV - Year II	\$17.50
	Building Monitor I	\$13.00	&	Recreation Specialist V - Year I	\$20.00
	Building Monitor II	\$18.84	&	Recreation Specialist V - Year II	\$20.50
#	Care of Graves - Veterans Coordinator of Ceremonies	\$2,500	#	Registrar of Voters	\$600
*	Election Clerk	\$200.00		Seasonal Driver Traveling Meals - Year I	\$16.00
				Seasonal Driver Traveling Meals - Year II	\$17.00
*	Election Inspector	\$170.00		Seasonal Driver Traveling Meals - Year III	\$18.00
*	Election Warden	\$200.00		Senior Corps Participant	\$13.00
	General Services Assistant (GSA)	\$13.00	##	Senior Trip Coordinator	\$150
	Information Technology Specialist (ITS)^	\$45.00	^	Special Assignment Support (SAS)	\$75.00
	Laborer/Trades Assistant Year One	\$13.02		Special Detail Worker	\$41.00
	Laborer/Trades Assistant Year Two	\$13.45		Student Intern 1	\$13.00
	Laborer/Trades Assistant Year Three	\$13.88		Student Intern 2	\$14.50
	Laborer/Trades Assistant Year Four	\$14.32		Student Intern 3	\$17.50
#	New Year's Needham Coordinator	\$5,000		Student Intern 4	\$21.25
	On-call Public Health Nurse	\$31.00		Substitute - Building Inspector	\$28.50
	Parking Clerk	\$25.50		Substitute - Plumbing and Gas Inspector	\$26.00
	Playground Maintenance Specialist	\$17.00		Substitute - Wiring Inspector	\$26.00
	Police Matron	\$20.65	#	Town Counsel	\$75,140
				Traffic Supervisor	\$20.65
				Van Driver - Year I	\$18.00
				Van Driver - Year II	\$19.00
				Van Driver - Year III	\$20.00
Schedule C positions have no, or limited, benefits. Unless specified in the job announcement, there are no fringe benefits such as health insurance, retirement, or paid time off					
NC = No Change					
* Rate set by the Select Board, rate is per election day					
# Annual Rate					
## Per Event					
^ Maximum Hourly Rate by Individual Agreement					
& New Rate Effective April 10, 2018					

Schedule L - Proposed

Rates Effective July 1, 2019 (FY2020) Schedule L (Library) Rates for Part-Time, Seasonal, and Temporary Positions Unless Otherwise Noted, Rates Are Hourly					
<u>Position Title</u>	<u>Level</u>		<u>Year I</u>	<u>Year II</u>	<u>Year III</u>
Reference Librarian	L04		\$30.87	\$31.80	\$32.75
Children's Reference Librarian	L04		\$30.87	\$31.80	\$32.75
Administrative/Office Support Specialist	L03		\$24.93	\$25.68	\$26.45
Library Circulation Assistant	L02		\$18.00	\$18.54	\$19.10
Library Technical Services Assistant	L02		\$18.00	\$18.54	\$19.10
Library Page	L01		\$13.75	\$14.16	\$14.59

Management Salary Schedule

Effective October 1, 2018 (FY19-FY20)

Grade	Minimum	Mid-Point	Maximum
K-29	\$131,736	\$147,528	\$163,344
K-28	\$124,152	\$139,056	\$153,936
K-27	\$116,568	\$130,560	\$144,552
K-26	\$109,032	\$122,112	\$135,192
K-25	\$101,448	\$113,616	\$125,808
K-24	\$93,864	\$105,144	\$116,400
K-23	\$86,304	\$96,648	\$107,016
K-22	\$78,720	\$88,176	\$97,608
K-21	\$68,592	\$76,824	\$85,032

Annual Salary for Exempt Positions

Non-Represented: Administrative/Support and Professional/Technical Positions

Effective July 1, 2019 (FY20)

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
GE24		\$83,109.00	\$85,605.00	\$88,140.00	\$90,811.50	\$93,522.00	\$96,349.50	\$99,255.00	\$101,731.50	\$104,266.50
GE23		\$81,471.00	\$83,889.00	\$86,404.50	\$88,998.00	\$91,689.00	\$94,419.00	\$97,266.00	\$99,684.00	\$102,199.50
GE22		\$76,069.50	\$78,351.00	\$80,710.50	\$83,148.00	\$85,624.50	\$88,159.50	\$90,831.00	\$93,112.50	\$95,433.00
GE21		\$71,058.00	\$73,242.00	\$75,387.00	\$77,668.50	\$79,989.00	\$82,387.50	\$84,883.50	\$86,989.50	\$89,173.50
GE20		\$66,300.00	\$68,230.50	\$70,278.00	\$72,442.50	\$74,568.00	\$76,830.00	\$79,111.50	\$81,081.00	\$83,109.00
GE19		\$60,372.00	\$62,185.50	\$64,018.50	\$65,929.50	\$67,957.50	\$69,985.50	\$72,052.50	\$73,866.00	\$75,738.00
GE18		\$54,990.00	\$56,628.00	\$58,324.50	\$60,079.50	\$61,873.50	\$63,765.00	\$65,656.50	\$67,294.50	\$68,991.00
GE17		\$53,313.00	\$54,912.00	\$56,550.00	\$58,246.50	\$59,982.00	\$61,776.00	\$63,667.50	\$65,247.00	\$66,865.50
GE16		\$51,753.00	\$53,332.50	\$54,912.00	\$56,569.50	\$58,266.00	\$60,001.50	\$61,795.50	\$63,336.00	\$64,954.50
GE15		\$48,750.00	\$50,232.00	\$51,714.00	\$53,293.50	\$54,873.00	\$56,530.50	\$58,227.00	\$59,689.50	\$61,171.50
GE14		\$44,440.50	\$45,766.50	\$47,131.50	\$48,555.00	\$49,998.00	\$51,499.50	\$53,020.50	\$54,346.50	\$55,711.50
GE13		\$40,872.00	\$42,139.50	\$43,368.00	\$44,674.50	\$46,039.50	\$47,385.00	\$48,808.50	\$50,037.00	\$51,285.00
GE12		\$37,303.50	\$38,415.00	\$39,604.50	\$40,755.00	\$42,003.00	\$43,251.00	\$44,538.00	\$45,688.50	\$46,819.50
GE11		\$34,690.50	\$35,724.00	\$36,835.50	\$37,908.00	\$39,039.00	\$40,209.00	\$41,437.50	\$42,451.50	\$43,504.50

Hourly Rates for Non-Exempt Positions (37.5 Hours)

Non-Represented: Administrative/Support and Professional/Technical Positions
Effective July 1, 2019 (FY20)

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
G24		\$42.62	\$43.90	\$45.20	\$46.57	\$47.96	\$49.41	\$50.90	\$52.17	\$53.47
G23		\$41.78	\$43.02	\$44.31	\$45.64	\$47.02	\$48.42	\$49.88	\$51.12	\$52.41
G22		\$39.01	\$40.18	\$41.39	\$42.64	\$43.91	\$45.21	\$46.58	\$47.75	\$48.94
G21		\$36.44	\$37.56	\$38.66	\$39.83	\$41.02	\$42.25	\$43.53	\$44.61	\$45.73
G20		\$34.00	\$34.99	\$36.04	\$37.15	\$38.24	\$39.40	\$40.57	\$41.58	\$42.62
G19		\$30.96	\$31.89	\$32.83	\$33.81	\$34.85	\$35.89	\$36.95	\$37.88	\$38.84
G18		\$28.20	\$29.04	\$29.91	\$30.81	\$31.73	\$32.70	\$33.67	\$34.51	\$35.38
G17		\$27.34	\$28.16	\$29.00	\$29.87	\$30.76	\$31.68	\$32.65	\$33.46	\$34.29
G16		\$26.54	\$27.35	\$28.16	\$29.01	\$29.88	\$30.77	\$31.69	\$32.48	\$33.31
G15		\$25.00	\$25.76	\$26.52	\$27.33	\$28.14	\$28.99	\$29.86	\$30.61	\$31.37
G14		\$22.79	\$23.47	\$24.17	\$24.90	\$25.64	\$26.41	\$27.19	\$27.87	\$28.57
G13		\$20.96	\$21.61	\$22.24	\$22.91	\$23.61	\$24.30	\$25.03	\$25.66	\$26.30
G12		\$19.13	\$19.70	\$20.31	\$20.90	\$21.54	\$22.18	\$22.84	\$23.43	\$24.01
G11		\$17.79	\$18.32	\$18.89	\$19.44	\$20.02	\$20.62	\$21.25	\$21.77	\$22.31

Hourly Rates for Non-Exempt Positions (40 Hours)

Non-Represented: Professional and Technical Salary Schedule
Effective July 1, 2019 (FY20)

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
GU24		\$39.96	\$41.16	\$42.37	\$43.66	\$44.96	\$46.32	\$47.72	\$48.91	\$50.13
GU23		\$39.17	\$40.33	\$41.54	\$42.79	\$44.08	\$45.39	\$46.76	\$47.93	\$49.13
GU22		\$36.57	\$37.67	\$38.80	\$39.98	\$41.17	\$42.38	\$43.67	\$44.77	\$45.88
GU21		\$34.16	\$35.21	\$36.24	\$37.34	\$38.46	\$39.61	\$40.81	\$41.82	\$42.87
GU20		\$31.88	\$32.80	\$33.79	\$34.83	\$35.85	\$36.94	\$38.03	\$38.98	\$39.96
GU19		\$29.03	\$29.90	\$30.78	\$31.70	\$32.67	\$33.65	\$34.64	\$35.51	\$36.41
GU18		\$26.44	\$27.23	\$28.04	\$28.88	\$29.75	\$30.66	\$31.57	\$32.35	\$33.17
GU17		\$25.63	\$26.40	\$27.19	\$28.00	\$28.84	\$29.70	\$30.61	\$31.37	\$32.15
GU16		\$24.88	\$25.64	\$26.40	\$27.20	\$28.01	\$28.85	\$29.71	\$30.45	\$31.23
GU15		\$23.44	\$24.15	\$24.86	\$25.62	\$26.38	\$27.18	\$27.99	\$28.70	\$29.41
GU14		\$21.37	\$22.00	\$22.66	\$23.34	\$24.04	\$24.76	\$25.49	\$26.13	\$26.78
GU13		\$19.65	\$20.26	\$20.85	\$21.48	\$22.13	\$22.78	\$23.47	\$24.06	\$24.66
GU12		\$17.93	\$18.47	\$19.04	\$19.59	\$20.19	\$20.79	\$21.41	\$21.97	\$22.51
GU11		\$16.68	\$17.18	\$17.71	\$18.23	\$18.77	\$19.33	\$19.92	\$20.41	\$20.93

Hourly Rates for Non-Exempt Positions (37.5 Hours)

ITWA: Administrative/Support and Professional/Technical Positions
Effective July 1, 2019 (FY20)

Grade	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
I-24	\$42.62	\$43.90	\$45.20	\$46.57	\$47.96	\$49.41	\$50.90	\$52.17	\$53.47
I-23	\$41.78	\$43.02	\$44.31	\$45.64	\$47.02	\$48.42	\$49.88	\$51.12	\$52.41
I-22	\$39.01	\$40.18	\$41.39	\$42.64	\$43.91	\$45.21	\$46.58	\$47.75	\$48.94
I-21	\$36.44	\$37.56	\$38.66	\$39.83	\$41.02	\$42.25	\$43.53	\$44.61	\$45.73
I-20	\$34.00	\$34.99	\$36.04	\$37.15	\$38.24	\$39.40	\$40.57	\$41.58	\$42.62
I-19	\$30.96	\$31.89	\$32.83	\$33.81	\$34.85	\$35.89	\$36.95	\$37.88	\$38.84
I-18	\$28.20	\$29.04	\$29.91	\$30.81	\$31.73	\$32.70	\$33.67	\$34.51	\$35.38
I-17	\$27.34	\$28.16	\$29.00	\$29.87	\$30.76	\$31.68	\$32.65	\$33.46	\$34.29
I-16	\$26.54	\$27.35	\$28.16	\$29.01	\$29.88	\$30.77	\$31.69	\$32.48	\$33.31
I-15	\$25.00	\$25.76	\$26.52	\$27.33	\$28.14	\$28.99	\$29.86	\$30.61	\$31.37
I-14	\$22.79	\$23.47	\$24.17	\$24.90	\$25.64	\$26.41	\$27.19	\$27.87	\$28.57
I-13	\$20.96	\$21.61	\$22.24	\$22.91	\$23.61	\$24.30	\$25.03	\$25.66	\$26.30
I-12	\$19.13	\$19.70	\$20.31	\$20.90	\$21.54	\$22.18	\$22.84	\$23.43	\$24.01
I-11	\$17.79	\$18.32	\$18.89	\$19.44	\$20.02	\$20.62	\$21.25	\$21.77	\$22.31

Annual Salary for Exempt Positions

ITWA: Administrative/Support and Professional/Technical Positions
Effective July 1, 2019 (FY20)

Grade	Step 3	4	5	6	7	8	9	10	11
IE-24	\$83,109.00	\$85,605.00	\$88,140.00	\$90,811.50	\$93,522.00	\$96,349.50	\$99,255.00	\$101,731.50	\$104,266.50
IE-23	\$81,471.00	\$83,889.00	\$86,404.50	\$88,998.00	\$91,689.00	\$94,419.00	\$97,266.00	\$99,684.00	\$102,199.50
IE-22	\$76,069.50	\$78,351.00	\$80,710.50	\$83,148.00	\$85,624.50	\$88,159.50	\$90,831.00	\$93,112.50	\$95,433.00
IE-21	\$71,058.00	\$73,242.00	\$75,387.00	\$77,668.50	\$79,989.00	\$82,387.50	\$84,883.50	\$86,989.50	\$89,173.50
IE-20	\$66,300.00	\$68,230.50	\$70,278.00	\$72,442.50	\$74,568.00	\$76,830.00	\$79,111.50	\$81,081.00	\$83,109.00
IE-19	\$60,372.00	\$62,185.50	\$64,018.50	\$65,929.50	\$67,957.50	\$69,985.50	\$72,052.50	\$73,866.00	\$75,738.00
IE-18	\$54,990.00	\$56,628.00	\$58,324.50	\$60,079.50	\$61,873.50	\$63,765.00	\$65,656.50	\$67,294.50	\$68,991.00
IE-17	\$53,313.00	\$54,912.00	\$56,550.00	\$58,246.50	\$59,982.00	\$61,776.00	\$63,667.50	\$65,247.00	\$66,865.50
IE-16	\$51,753.00	\$53,332.50	\$54,912.00	\$56,569.50	\$58,266.00	\$60,001.50	\$61,795.50	\$63,336.00	\$64,954.50
IE-15	\$48,750.00	\$50,232.00	\$51,714.00	\$53,293.50	\$54,873.00	\$56,530.50	\$58,227.00	\$59,689.50	\$61,171.50
IE-14	\$44,440.50	\$45,766.50	\$47,131.50	\$48,555.00	\$49,998.00	\$51,499.50	\$53,020.50	\$54,346.50	\$55,711.50
IE-13	\$40,872.00	\$42,139.50	\$43,368.00	\$44,674.50	\$46,039.50	\$47,385.00	\$48,808.50	\$50,037.00	\$51,285.00
IE-12	\$37,303.50	\$38,415.00	\$39,604.50	\$40,755.00	\$42,003.00	\$43,251.00	\$44,538.00	\$45,688.50	\$46,819.50
IE-11	\$34,690.50	\$35,724.00	\$36,835.50	\$37,908.00	\$39,039.00	\$40,209.00	\$41,437.50	\$42,451.50	\$43,504.50

Hourly Rates for Non-Exempt Positions (40 Hours)

BCTIA: Building Maintenance -- Trades (1st Shift)

Effective July 1, 2019 (FY20)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	\$31.65	\$32.61	\$33.56	\$34.55	\$35.41	\$36.27	\$37.19	\$38.10
BT3	\$27.76	\$28.58	\$29.44	\$30.30	\$31.05	\$31.82	\$32.62	\$33.40
BT2	\$25.27	\$26.00	\$26.78	\$27.57	\$28.25	\$28.96	\$29.65	\$30.40
BT1	\$23.00	\$23.67	\$24.38	\$25.09	\$25.72	\$26.35	\$27.00	\$27.66

Hourly Rates for Non-Exempt Positions (40 Hours)

BCTIA: Building Maintenance -- Custodians (1st Shift)

Effective July 1, 2019 (FY20)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC3	\$24.66	\$25.37	\$26.09	\$26.83	\$27.47	\$28.13	\$28.80	\$29.49
BC2	\$23.50	\$24.17	\$24.87	\$25.57	\$26.18	\$26.80	\$27.45	\$28.10
BC1	\$20.49	\$21.08	\$21.67	\$22.28	\$22.82	\$23.36	\$23.92	\$24.49

Hourly Rates for Non-Exempt Positions (40 Hours)

BCTIA: Building Maintenance -- Trades (2nd Shift includes \$1.00 Hourly Differential)

Effective July 1, 2019 (FY20)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	\$32.65	\$33.61	\$34.56	\$35.55	\$36.41	\$37.27	\$38.19	\$39.10
BT3	\$28.76	\$29.58	\$30.44	\$31.30	\$32.05	\$32.82	\$33.62	\$34.40
BT2	\$26.27	\$27.00	\$27.78	\$28.57	\$29.25	\$29.96	\$30.65	\$31.40
BT1	\$24.00	\$24.67	\$25.38	\$26.09	\$26.72	\$27.35	\$28.00	\$28.66

Hourly Rates for Non-Exempt Positions (40 Hours)

BCTIA: Building Maintenance -- Custodians (2nd Shift includes \$1.00 Hourly Differential)

Effective July 1, 2019 (FY20)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC3	\$25.66	\$26.37	\$27.09	\$27.83	\$28.47	\$29.13	\$29.80	\$30.49
BC2	\$24.50	\$25.17	\$25.87	\$26.57	\$27.18	\$27.80	\$28.45	\$29.10
BC1	\$21.49	\$22.08	\$22.67	\$23.28	\$23.82	\$24.36	\$24.92	\$25.49

Hourly Rates for Non-Exempt Positions (40 Hours)

NIPEA: Public Works Salary Schedule

Effective July 1, 2019 (FY20)

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
W7		\$29.52	\$30.39	\$31.29	\$31.99	\$33.02	\$34.05	\$35.04
W6	\$26.94	\$27.72	\$28.56	\$29.40	\$30.27	\$30.96	\$31.60	\$32.26
W5	\$24.96	\$25.70	\$26.45	\$27.23	\$28.04	\$28.67	\$29.27	\$29.87
W4	\$23.26	\$23.96	\$24.66	\$25.39	\$26.15	\$26.82	\$27.39	\$27.95
W3	\$21.87	\$22.51	\$23.17	\$23.86	\$24.57	\$25.33	\$25.76	\$26.20
W2		\$20.41	\$21.15	\$21.97	\$22.81	\$23.76	\$24.16	\$24.58

Hourly Rates for Non-Exempt Positions (40 Hours)

Police Unit A: Officers and Sergeants

Effective June 30, 2019 (FY19)

GRADE	MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
P-2			\$33.68	\$34.93	\$36.28	\$37.69	\$38.44	\$39.20	\$39.99
P-1	\$23.53	\$24.66	\$25.85	\$27.11	\$28.43	\$29.82	\$31.26	\$31.89	\$32.52

Annual Salary for Exempt Positions

Police Superior Officers: Lieutenants

Effective July 1, 2018 (FY19)

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	MAX
Lieutenant	\$113,468	\$116,588	\$119,794	\$123,088	\$126,473

Hourly Rates for Non-Exempt Positions (42 Hours)

Fire Unit A

Effective January 1, 2019 (FY19)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Firefighter		\$24.12	\$25.33	\$26.59	\$27.93	\$29.32	\$30.81	\$31.42	\$32.06
Lieutenant				\$32.02	\$33.36	\$34.73	\$36.47	\$37.20	\$37.96
Captain						\$37.75	\$39.64	\$40.45	\$41.27

Hourly Rates for Non-Exempt Positions (40 Hours)

Fire Unit A

Effective January 1, 2019 (FY19)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Fire Inspector		\$25.33	\$26.58	\$27.92	\$29.31	\$30.77	\$32.32	\$32.98	\$33.64
EMS Administrator		\$25.33	\$26.58	\$27.92	\$29.31	\$30.77	\$32.32	\$32.98	\$33.64

Hourly Rates for Non-Exempt Positions (42 Hours)

Fire Unit C

Effective January 1, 2019 (FY19)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Deputy Chief				\$39.73	\$41.48	\$43.19	\$45.34	\$47.18

Hourly Rates for Non-Exempt Positions (40 Hours)

Fire Unit C

Effective January 1, 2019 (FY19)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Deputy Chief of Operations						\$49.81	\$52.35	\$54.45