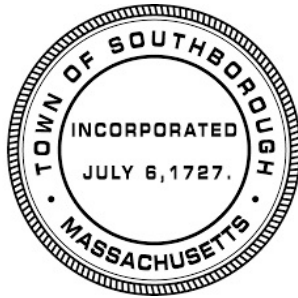


ANNUAL TOWN MEETING WARRANT

of the

TOWN OF SOUTHBOROUGH

MASSACHUSETTS



**For the Annual Town Meeting
on**

April 7, 2025
6:30 p.m.

Contents

Page No.

Town Finance Terminology	4
Introduction to the Rules of Town Meeting.....	5

Articles

1. Acceptance of Monies from Contributors	9
2. Borrowing Authorization.....	9
3. Authorize Select Board and Supt. of Schools/Three Year Contracts.....	9
4. Amend the Personnel Salary Administration Plan.....	10
5. Collective Bargaining Agreements	14
6. Fiscal Year 2026 Budget.....	14
Moderator.....	15
Elected Select Board	15
Select Board	15
Advisory Committee	15
Reserve Fund	15
Town Accountant.....	15
Audit	15
Elected Board of Assessors.....	16
Assessors.....	16
Treasurer/Collector	16
Legal	16
Personnel Board.....	16
Municipal Technology Committee.....	16
Technology	16
Other Operation Support.....	17
Elected Town Clerk	17
Town Clerk	17
Conservation Commission	17
Planning Board.....	17
Zoning Board of Appeals.....	17
Open Space	17
Economic Development Committee	18
Public Buildings and Properties Maintenance.....	18
Public Accessibility Committee.....	18
Police Department.....	18
Public Safety Communication.....	18
Fire Department	18
Building Department.....	18
Emergency Management.....	19
Animal Control Officer and Animal Inspector.....	19
Department of Public Works – Highway, Cemetery, Tree	19
Elected Board of Health	19
Board of Health.....	19
Senior Center	19
Youth Commission	19
Veterans' Services.....	20
Library	20
Recreation Commission	20

Contents

Page No.

Articles (cont.)

Historical Commission.....	20
Cultural Arts.....	20
Debt Principal and Debt Interest	20
Employee Benefits	21
Liability Insurance	21
Elected School Committee.....	21
Southborough Schools	21
Algonquin Regional High School	22
Assabet Valley Regional Technical High School	22
Norfolk County Agricultural High School.....	22
7. Fiscal Year 2026 Water Budget.....	23
8. Annual Appropriation for OPEB Trust Fund.....	23
9. Rescind Unused but Authorized Debt for Breakneck Hill Farm cleanup	23
10. General Government Capital Items (non-borrowing).....	24
11. Schematic Design for Trottier Middle School Roof	25
12. Pay & Classification Study for Non-Union Employees.....	25
13. Authorize Borrowing from MWRA Loan Program for Lynbrook Road water main replacement	25
14. General Government Capital Items (borrowing)	26
15. General Government Capital Items (New Leases)	26
16. General Government Capital Items (Existing Lease payments)	27
17. General Government Capital Items (Hiring Consultants)	27
18. Insurance Deductible Account.....	27
19. Payment to Retirees for Accrued Leave Time	27
20. Appraisal Services for Cyclical Inspections	28
21. Facilities Maintenance Fund	28
22. Recreation Facility Maintenance Fund	28
23. Annual Authorization of Revolving Fund Amounts	28
24. Appropriation from CPA Funds – Administrative.....	29
25. Appropriation from CPA Funds – Adjustments	30
26. Appropriation from CPA Funds – Town Common Fence Rails.....	30
27. Appropriation from CPA Funds – Transfer to Affordable Housing Trust	31
28. Amend Town Code – Zoning – Accessory Dwelling Units.....	32
29. Amend Town Code - Zoning – Unprotected Accessory Dwelling Units.....	34
30. Amend Town Code – Zoning – Parking and Loading Regulations	35
31. Award Contract for Valuation Services in Excess of Three Years.....	36
32. Accept MGL for Assessor Certification Stipend.....	36
33. Allowance for Substitution Labor for Senior Tax Work-Off Program.....	36
34. Accept MGL to Reauthorize Other Post Employment Benefits (OPEB) Fund.....	37
35. Accept MGL for Treasurer-Collector Certification Stipend.....	37
36. Accept MGL for Investment of Trust Funds	37
37. Citizen Petition – Appropriation for Counsel for Breakneck Hill Farm cleanup	38

Town Finance Terminology

The following terms are frequently used in the Advisory Committee Report and at Town Meeting. For your convenience, we provide the following definitions:

Surplus Revenue: (Often referred to as “Excess and Deficiency”)

The fund represents the amount by which the Cash, Accounts Receivable and other floating assets exceed the liabilities and reserves.

Available Funds: (Often referred to as “Free Cash”)

The amount of the Unreserved Fund Balance (Surplus Revenue) account over and above uncollected taxes of prior years constitutes “free cash” or “available funds”.

Overlay:

The Overlay is the amount raised by the Assessors in excess of appropriations and other charges for the purpose of creating a fund to cover abatements and exemptions as granted.

Overlay Reserve:

This is the accumulated amount of the Overlay for various years not used or required to be held in the specific Overlay account for a given year, and may be used by vote of the town for extraordinary or unforeseen purposes or voted into the Reserve Fund.

Stabilization Fund:

An outside section of Chapter 138 of the Acts of 1991 (the FY92 State budget) modifies limitations on the Stabilization Fund appropriation process by enabling communities to appropriate from this fund for any non-capital, lawful purpose without Emergency Finance Board approval (section 333). Beginning in FY92, the Stabilization Fund will thus become a source of revenue for general operating expenses for communities.

The Stabilization Fund is a mechanism for setting aside money for capital projects. It equalizes the effect of capital expenditures over time, as capital appropriations can change considerably from year to year. The balance in the fund will build up during years when expenditures for capital items are low. During years with high capital expenditures, the community will transfer money from the fund to reduce the project’s impact on the tax rate or the amount of borrowing required for the project.

A community may appropriate up to 10% of its tax levy each year, as long as the balance in the Stabilization Fund does not exceed 10% of the community’s equalized valuation. Interest earned on any fund balance is retained as part of the fund.

Appropriations into a Stabilization Fund can be made at either an annual or special town or district meeting. Chapter 94 of the Acts of 1985 permits appropriations to be made from a Stabilization fund at a special town or district meeting, not just at the annual meeting. Regardless of the timing, appropriations from the Stabilization Fund require a two-thirds vote by the appropriating authority. Until the FY92 state budget, a community could only appropriate from the Stabilization Fund for a non-capital purpose with the approval of the Emergency Finance Board.

Reserve Fund:

This fund is established by the voters at the Annual Town Meeting only and may be composed of (a) an appropriation (not exceeding 5% of the tax levy of the preceding year), (b) money transferred from Overlay Reserve, or (c) both. Transfers from the Reserve fund may be made only by the Advisory Committee and are for “extraordinary or unforeseen expenditures” only.

Conservation Fund:

For land purchases and any other conservation use.

Introduction to the Rules of Town Meeting

Southborough's Town Meeting is an open town meeting in which all registered voters may participate. Town Meeting is a deliberative assembly, conducted via a defined process, charged with considering a maximum number of questions of varying complexity in a minimum amount of time and with full regard to the rights of the majority, strong minority, individuals, absentees and all of these together. In other words, we gather for the purpose of conducting the Town's business thoughtfully and efficiently.

AUTHORITY

The three elements of authority at Town Meeting are a quorum of one hundred (100) registered voters or more, the Clerk and the Moderator. Of these three, the quorum is the most important.

The Town Clerk is responsible for voter registration, certification of a quorum, setting up the hall and keeping the record of the proceedings. He may also officiate Town Meeting in the absence of a Moderator.

The Moderator presides at and regulates the proceedings, decides all questions of order, and makes declarations of all votes. No one may speak on an issue without being recognized by the Moderator. It is the Moderator's responsibility to approve the distribution of materials, and persons wishing to do so must seek his permission. The Moderator appoints Tellers and alternates for the purpose of counting votes of the meeting.

THE WARRANT

All matters to be considered at Town Meeting must be published in the Town Meeting Warrant, which is the responsibility of the Select Board. The primary and most important purpose of the Warrant is to notify voters in advance the nature of the business to be taken up at Town Meeting. By state law, Town by-law or custom, several business articles (such as budget appropriations) must be presented in the Town Warrant each year for consideration. Other items are added by warrant articles proposed by Town officials, committees, boards, or groups of ten or more registered voters. The Advisory Committee reviews the Warrant, making recommendations on all the items of business to be presented. In accordance with the Town by-laws, all articles in the Warrant are considered in the order in which they appear in the Warrant, unless the Town Meeting votes to change the order for reasons that reasonable people would entertain.

PARTICIPATION

Any voter wishing to participate in Town Meeting must go to one of the floor microphones and wait to be recognized by the Moderator. Upon recognition by the Moderator, first state your name and address, and then state your business.

Anyone whose name is not on the list of registered voters requires the approval of either the Moderator or a majority of the Meeting to sit in the voting area.

All remarks shall be limited to the subject then under discussion. It is improper to indulge in references to personalities, and all expressions of approval or disapproval, such as applause or booing, are out of order. The Moderator may request any person to keep silent. If after warning from the Moderator, a person refuses to be silent or persists in other disorderly behavior, the Moderator may order a person to withdraw and if he fails to withdraw, may order a police officer to remove such person from Town Meeting.

Individuals who have a personal or financial interest with respect to a matter may speak or vote thereon but should frankly disclose their interest. However, no Town Meeting voter should accept compensation for participating without disclosing that fact.

There is no fixed time limit to the debate of any question. However, out of consideration for the others in attendance and the need to give adequate time to all matters coming before Town Meeting, each individual who speaks should make an effort to be as brief as possible and avoid repeating facts, views or opinions already expressed by others.

Anyone wishing to make a presentation with respect to any article must, prior to Town Meeting, obtain the Moderator's approval.

In order to give all a fair opportunity to speak, no one who has addressed any particular motion shall speak again, except to answer questions, until all others wishing to speak to the motion have done so.

Introduction to the Rules of Town Meeting (continued)

HOW ARE MOTIONS CLASSIFIED?

Main Motions

Motions of this group are for the bringing of questions, or propositions, before Town Meeting for consideration. Only one main motion can be considered at a given time, and once introduced such a motion excludes all other main motions until it has been disposed.

Subsidiary Motions

Motions of this group are for the modification or disposition of the main motion that is being considered. Their existence as motions depends entirely upon the principal motion to which they are subordinate. Since they relate to the question then under consideration, it is in order to propose them when a main motion is pending and to vote upon them before voting upon the main motion.

Privileged Motions

Motions of this group have no connection whatsoever with any main motion, but are motions of such importance that they are entitled to immediate consideration. These motions have the privilege of temporarily setting aside the main business then before Town Meeting.

Incidental Motions

Motions of this group have few characteristics in common, but for convenience have been grouped into one class. The name “incidental” applies because they arise only incidentally out of the business of Town Meeting.

RULES RELATIVE TO MOTIONS

A motion is the means of bringing a proposal or question for consideration by Town Meeting. When first put forward it is a motion; after it is seconded and acknowledged by the Moderator, it becomes the question or proposal. Except for complimentary resolutions (the presentation of which must be approved in advance by the Moderator), no main motion shall be entertained unless its substance is contained within the scope of a Warrant article. Upon completion of debate, articles will be voted upon.

The Moderator shall determine whether a motion, or any discussion relative to a motion, is within the scope of the Warrant article under consideration. That is, the motion and the debate must be relevant to the article as written in the Warrant, since the purpose of the Warrant is to apprise voters of the actions to be taken at Town Meeting.

Articles only give notice to the voters and do not initiate action; motions do. Motions may be withdrawn; articles may not be withdrawn – articles must be acted upon by Town Meeting.

There are four types of amendments: striking out, inserting, striking out and inserting, and substitution. Motions to amend may be hostile as long as they are germane. An amendment to a motion is an amendment of the first rank; an amendment to an amendment is of the second rank; there can be no amendment beyond that of the second rank.

Some motions do not lead to a final determination by Town Meeting. A motion to commit or to refer sends the matter to an existing board or committee or one to be established. The motion to postpone indefinitely disposes of the question without bringing it to a direct vote. The motion to postpone indefinitely should not be confused with the motion to table which only temporarily delays a vote. As previously stated, articles may not be withdrawn; so when the Meeting does not wish to act on a particular article, the proper motion is to postpone consideration indefinitely.

Motions to reconsider shall be entertained when new information is available that is materially different than was presented (or could have been presented) at the time of the original vote on the article. Articles may be reconsidered only once. If a motion to reconsider is passed by the necessary 2/3 vote, it brings the original article back to the floor (which requires a new motion and additional debate); if the motion to reconsider is defeated, then the original article stands as previously voted and may not be reconsidered again. Actions to reconsider can be taken at the same session or any subsequent session of Town Meeting. A notice of reconsideration may be filed in advance with the Town Clerk stating that, at a specific point during the current Town Meeting, a voter will move for reconsideration on a particular article, and the Moderator will inform the hall of said action. Note that such a motion so noticed in advance must still be in order (i.e., must comply with all conditions required of any reconsideration motion).

All motions other than purely procedural motions must be in writing and signed by the sponsor.

Introduction to the Rules of Town Meeting (continued)

CHART OF PRECEDENCE OF MOTIONS AND SUMMARY OF GOVERNING RULES

	<u>May interrupt a speaker</u>	<u>Req. a sec.</u>	<u>Debatable</u>	<u>Vote Required</u>	<u>Motions that may apply</u>
<u>PRIVILEGED MOTIONS</u>					
1. To dissolve	no	yes	no	majority	none
2. To adjourn	no	yes	limited	majority	amend
3. Point of no quorum	no	no	no	none	none
4. Recess	no	yes	limited	majority	amend
5. Question of privilege	yes	no	no	chair rules	none
<u>SUBSIDIARY MOTIONS</u>					
6. To lay on the table	no	yes	no	2/3	none
7. Previous question	no	yes	no	2/3	none
8. Limit or extend debate	no	yes	no	2/3	amend, reconsider
9. To postpone to time certain	no	yes	limited	majority	amend, reconsider
10. To commit or refer	no	yes	limited	majority	amend, reconsider
11. To amend	no	yes	yes	majority	amend, reconsider
12. To postpone indefinitely	no	yes	yes	majority	reconsider
<u>MAIN MOTIONS</u>					
Main Motions	no	yes	yes	majority*	all
To reconsider or rescind	no	yes	yes	2/3	table previous question postpone definitely
To take from the table	no	yes	no	majority	none
To advance an article	no	yes	yes	majority	amend, reconsider
<u>INCIDENTAL MOTIONS</u>					
Point of order	yes	no	no	chair rules	none
Division of a question	no	yes	no	majority	none
Separate consideration	no	yes	no	majority	none
To withdraw a motion	no	no	no	majority	reconsider
To suspend rules	no	yes	no	2/3	none
Orders of the day	yes	no	no	none	none

*The vote required to pass an affirmative main motion is a matter of substantive law, but is usually a majority.

FORM USED IN MAKING MOTIONS

1. Main Motion	Mr. Moderator, I move that...(statement of the proposal)
2. Adjourn	Mr. Moderator, I move to adjourn to...(state time)
3. Amend	Mr. Moderator, I move to amend by adding...
	Mr. Moderator, I move to amend by inserting...before...
	Mr. Moderator, I move to amend by striking out...
	Mr. Moderator, I move to amend by striking out...and inserting...
	Mr. Moderator, I move to substitute...for...
4. Amend an Amendment	Mr. Moderator, I move to amend the pending amendment by (see above)
5. Amend Something Previously Adopted	Mr. Moderator, I move to amend the resolution under Article...by...
6. Commit or Refer	Mr. Moderator, I move that the proposal be referred to a committee of...
8. Division of a Question	Mr. Moderator, I move to divide the question.
9. Lay on the Table	Mr. Moderator, I move that the proposal be laid on the table.
10. Point of Order	Mr. Moderator, I rise to a point of order.
11. Postpone to a time certain	Mr. Moderator, I move to postpone the question to...
12. Postpone Indefinitely	Mr. Moderator, I move that the question be postponed indefinitely.
13. Previous Question	Mr. Moderator, I move the previous question.
14. Question of Privilege	Mr. Moderator, I rise to a question of privilege.
15. Recess	Mr. Moderator, I move to recess for...
16. Reconsider	Mr. Moderator, I move to reconsider the vote under Article...
	Mr. Moderator, I move to reconsider the vote on the amendment to...
17. Separate Consideration	Mr. Moderator, I move for separate consideration.
18. Suspend the Rules	Mr. Moderator, I move to suspend the rules which interfere with...
19. Take from the Table	Mr. Moderator, I move to take from the table the motion relating to...

INTERRUPTING A SPEAKER

No one may interrupt a speaker except for a point of order or a question of privilege.

POINT OF ORDER

A point of order is a question of the Moderator about whether the speaker is entitled to be speaking, or whether the current subject under discussion (or what the speaker is saying) is irrelevant, illegal or contrary to proper procedure. No other “point of order” is proper.

PREVIOUS QUESTION

To call or move the question is a request to stop discussion and to take an immediate vote. This requires a 2/3 vote.

VOTING

At the Moderator’s discretion, voting may be via electronic devices for some or all of the articles. Instructions and procedures will be made available for all voters attending Town Meeting. If electronic voting is not employed, voting is by hand vote and the Moderator declares the result of such votes. If seven or more voters immediately question the declared result, the Moderator shall determine the result by a standing count of votes by the Tellers. After the vote counted by the Tellers is presented to the Moderator and announced to the floor, any further motions for recount are out of order.

ADJOURNMENT AND DISSOLUTION

Sessions of Town Meeting normally adjourn at eleven o’clock in the evening but may adjourn at such earlier or later time as vote of the majority may determine. Town Meeting shall not dissolve until all articles in the warrant have been properly considered.

**TOWN WARRANT
COMMONWEALTH OF MASSACHUSETTS**

ANNUAL TOWN MEETING

Worcester, ss.

March 18, 2025

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the Inhabitants of the Town of Southborough qualified to vote in town affairs, to meet in the Trottier School Auditorium, 49 Parkerville Road, in Southborough, MA, on

Monday, April 7, 2025

at **6:30 p.m.**, then and there to take action on the following Articles:

ARTICLE 1: To see if the Town will vote to endorse the acceptance of any sum of money from St. Mark's School, Fay School, Harvard Medical School, L'Abri Fellowship, The New England Center for Children, and any other contributor and deposit same amount in the Town's treasury for use as directed by any such donor, or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *To allow the Select Board to accept donations from Tax Exempt organizations and determine the disposition of funds.*

ARTICLE 2: To see if the Town will vote to authorize the Town Treasurer, with the approval of the Select Board, to borrow from time to time in anticipation of revenue of the financial year beginning July 1, 2025 in accordance with the provisions of Massachusetts General Laws, Chapter 44, and to issue a note or notes as may be given for a period of less than one year in accordance with Massachusetts General Laws, Chapter 44, Section 17 as amended, or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *This article allows the Town Treasurer to short-term borrow in anticipation of revenue.*

ARTICLE 3: To see if the Town will vote in accordance with the provisions of Massachusetts General Laws Chapter 30B, Section 12(b), to authorize the Select Board or the Superintendent of Schools to solicit and award contracts for terms exceeding three years, but no longer than seven years, including any renewal, extension or option, provided in each instance the longer term is determined to be in the best interest of the Town by a vote of the Select Board or the School Committee, as appropriate, or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Board Recommendation: Support

Summary: *This article allows the Select Board and/or the School Committee to enter into contracts in excess of three years, if deemed in the best interest of the Town to do so. This has been an annual article, and the exemption has been limited to contracts of no more than seven years.*

ARTICLE 4: To see if the Town will vote to accept the Personnel Salary Administration Plan, as specified in Chapter 31 of the Code of the Town of Southborough, entitled: PERSONNEL. (*Proposed amendments are in BOLD for new language and strikethrough for deleted language.*)

Effective July 1, ~~2024~~**2025**, this bylaw establishes a Salary Administration Plan for the Town of Southborough that (i) groups position classifications in Town services, (ii) establishes salary schedules and employee benefits and (iii) establishes and authorizes the Personnel Board to administer the bylaw to provide oversight and guidance to the Town Administrator in the development and maintenance of personnel policies and regulations. and to represent the interest of both the taxpayers and the Town employees.

This Salary Administration Plan applies to the positions of all officers and employees in the service of the Town, whether full-time, part-time, temporary, seasonal, special or any other, except those positions filled by popular election, under the direction and control of the School Committee, performed pursuant to a contract approved by the Town, encompassed in any officially recognized labor union and/or association, or exempted by statute. The positions covered by this Salary Administration Plan are hereby classified by titles in the groups listed in Schedule A through E ("Classification Schedule") as set forth in Section 20 of this bylaw.

The classification of positions subject to the Massachusetts Welfare Compensation Plan (as amended) and the scheduled rates therefor, as well as the applicable provisions of the Massachusetts General Laws relating to the application of rates set forth in the aforementioned Welfare Compensation Plan are hereby incorporated by reference.

SECTION 18. AMENDMENT OF THE PLAN

~~The Salary Administration Plan may be amended in the same manner that Town Bylaws may be amended. However, no amendment to the Plan shall be made until it has been presented to the Personnel Board and the Personnel Board has the opportunity to act on it. The Board of its own motion may propose an amendment to the Plan.~~

SECTION 20: CLASSIFICATION SCHEDULE

SCHEDULE A: GRADED POSITIONS

Title	Grade
DPW Laborer	1
Library Page	1
Library Technician	1
Administrative Assistant	2
Library Assistant	2
Administrative Assistant	3
Assistant Town Clerk	3
Library Associate	3
Business Administrator I	4
Library Supervisor	4
Maintenance Technician	4
Police Dispatcher**	4
Assistant Town Accountant	5
Business Administrator II	5
Clinician	5
EDC Coordinator	5
Executive Assistant to Select Board	5
Health Agent*	5
Program Coordinator	5
Youth Services Librarian	5
Assistant Library Director	6
Assistant Director, Youth & Family Services	6
Civil Engineer	6
Deputy Assessor	6
Deputy Town Clerk	6
Deputy Treasurer/Collector	6
Electrician	6
Local Inspector	6
Nurse	6
Outreach Coordinator	6
Police Business Administrator	6
Program Manager	6
Assistant Director/Nurse/Outreach	7
Conservation Agent	7
Recreation Director	7
Senior IT Specialist	7
Town Planner	7
Youth & Family Services Director	7
Assistant Town Administrator	8

Building Commissioner	8
Council on Aging Director	8
Director of Facilities	8
Health Director*	8
Director of IT Manager/Information Technology	8
Library Director*	8
Police Lieutenant	8
Principal Assessor*	8
Town Accountant*	8
Finance Director/Treasurer-Collector*	9
Superintendent of Public Works*	9

*when not under contract

**effective March 25, 2024

SCHEDULE A

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
A-1	\$15.38	\$15.68	\$15.99	\$16.31	\$16.64	\$16.97	\$17.31	\$17.66	\$18.01	\$18.37	\$18.74	\$19.11	\$19.49	\$19.88	\$20.28
A-2	\$19.22	\$19.60	\$19.99	\$20.39	\$20.80	\$21.21	\$21.64	\$22.07	\$22.51	\$22.96	\$23.42	\$23.89	\$24.37	\$24.86	\$25.36
A-3	\$23.06	\$23.52	\$23.99	\$24.47	\$24.96	\$25.45	\$25.95	\$26.46	\$26.97	\$27.50	\$28.03	\$28.57	\$29.12	\$29.68	\$30.25
A-4	\$26.53	\$27.06	\$27.60	\$28.15	\$28.72	\$29.30	\$29.89	\$30.49	\$31.10	\$31.72	\$32.33	\$32.98	\$33.64	\$34.31	\$35.00
A-5	\$29.18	\$29.77	\$30.37	\$30.98	\$31.60	\$32.23	\$32.87	\$33.53	\$34.20	\$34.88	\$35.58	\$36.29	\$37.02	\$37.76	\$38.52
A-6	\$32.10	\$32.75	\$33.41	\$34.08	\$34.76	\$35.46	\$36.17	\$36.89	\$37.63	\$38.38	\$39.15	\$39.93	\$40.73	\$41.54	\$42.37
A-7	\$40.13	\$40.93	\$41.75	\$42.59	\$43.44	\$44.31	\$45.20	\$46.10	\$47.02	\$47.96	\$48.92	\$49.90	\$50.90	\$51.92	\$52.96
A-8	\$48.15	\$49.12	\$50.10	\$51.10	\$52.12	\$53.16	\$54.22	\$55.30	\$56.41	\$57.54	\$58.69	\$59.86	\$61.06	\$62.28	\$63.53
A-9	\$52.97	\$54.03	\$55.11	\$56.21	\$57.33	\$58.48	\$59.65	\$60.84	\$62.06	\$63.30	\$64.57	\$65.86	\$67.18	\$68.52	\$69.89

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
A-1	\$15.84	\$16.15	\$16.47	\$16.80	\$17.14	\$17.48	\$17.83	\$18.19	\$18.55	\$18.92	\$19.30	\$19.68	\$20.07	\$20.48	\$20.89
A-2	\$19.80	\$20.19	\$20.59	\$21.00	\$21.42	\$21.86	\$22.29	\$22.73	\$23.19	\$23.65	\$24.12	\$24.61	\$25.10	\$25.61	\$26.12
A-3	\$23.75	\$24.23	\$24.71	\$25.20	\$25.71	\$26.22	\$26.75	\$27.28	\$27.83	\$28.39	\$28.95	\$29.53	\$30.12	\$30.71	\$31.33
A-4	\$27.32	\$27.87	\$28.43	\$28.99	\$29.57	\$30.16	\$30.77	\$31.38	\$32.01	\$32.65	\$33.30	\$33.97	\$34.65	\$35.34	\$36.05
A-5	\$30.06	\$30.66	\$31.28	\$31.91	\$32.55	\$33.20	\$33.86	\$34.54	\$35.23	\$35.93	\$36.65	\$37.38	\$38.13	\$38.89	\$39.68
A-6	\$33.07	\$33.73	\$34.41	\$35.10	\$35.80	\$36.52	\$37.26	\$38.00	\$38.76	\$39.53	\$40.32	\$41.13	\$41.95	\$42.79	\$43.64
A-7	\$41.33	\$42.16	\$43.00	\$43.87	\$44.74	\$45.64	\$46.56	\$47.48	\$48.43	\$49.40	\$50.39	\$51.40	\$52.43	\$53.48	\$54.55
A-8	\$49.60	\$50.59	\$51.60	\$52.63	\$53.68	\$54.75	\$55.85	\$56.96	\$58.10	\$59.27	\$60.45	\$61.66	\$62.89	\$64.15	\$65.44
A-9	\$54.56	\$55.65	\$56.76	\$57.90	\$59.05	\$60.23	\$61.44	\$62.67	\$63.92	\$65.20	\$66.51	\$67.84	\$69.20	\$70.58	\$71.99

Municipalities are subject to the federal minimum wage law, not the state law.

SCHEDULE B: MISCELLANEOUS ANNUAL COMPENSATION SCHEDULE

Cemetery Agent.....	\$8,000
Clerk, Board of Registrars	\$1,638.33
Deputy Emergency Management Director	\$2,000
Energy Management Stipend.....	\$6,000
Registrar of Voters.....	\$205.66
Tree Warden	\$4,000
Veterans' Agent and Director of Veterans' Services.....	\$15,000
	17,500

SCHEDULE C: SEASONAL PERSONNEL

Positions
Grade 1
Camp Counselor*
Program Aide* (1:1)
Program Supervisor* (i.e. RAP Monitor)
Grade 2
Camp Assistant Supervisor*
Intern**
Program Supervisor/RAP Monitor
Grade 3
Camp Supervisor*
Assistant Coach*
Head Coach*
Grade 4
Program Instructor*

*Fee-based personnel

**Effective October 1, 2024

Rates for Seasonal Personnel

Grade			
Grade	Hourly	Hourly	Hourly
1	\$ 15.00 16.00	\$ 176.00	\$ 1718.00
2	\$ 19.00	\$ 20.00	\$ 21.00
3	\$ 23.00	\$ 24.00	\$ 25.00
4	\$ 30.00	\$ 31.00	\$ 32.00

And further to amend Chapter 31 Personnel of the Town Code as follows:

~~[The Personnel Regulations, consisting of the Salary Administration Plan, are enacted annually. The latest plan is on file in the office of the Town Clerk.]~~

, or do or act anything in relation thereto.

Proposed by: PERSONNEL BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *The Personnel By-Law governs policies and pay structures for non-union employees.*

ARTICLE 5: To see if the Town will vote to approve funding for the economic cost items under M.G.L. Chapter 150E, Section 7 for any particular collective bargaining agreements reached before Town Meeting, or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Select Board Recommendation: At Town Meeting

Advisory Committee Recommendation: At Town Meeting

Summary: *This article will fund costs associated with the first year of any contract agreed upon before Town Meeting commences with the DPW, Police, Communication Officers, and/or Fire Unions.*

ARTICLE 6: To see if the Town will vote to raise or transfer a sum of money as may be necessary for the Town's use for Fiscal Year 2026, and make appropriations of the same, as detailed following, or do or act anything in relation thereto.

SEE BUDGETS ON THE FOLLOWING PAGES

100-199 GENERAL GOVERNMENT								
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
114 MODERATOR								
51000-51990 Personnel Services			50	50	50		50	50
52000-58990 Other Charges and Expenses			0	50	70		70	70
MODERATOR TOTAL			50	100	120	20.00%	120	120
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
121 ELECTED SELECT BOARD								
51000-51990 Personnel Services			1,600	4,000	0		0	0
ELECTED SELECT BOARD TOTAL			1,600	4,000	0	-100.00%	0	0
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
122 SELECT BOARD								
51000-51990 Personnel Services			424,391	422,409	440,407		440,407	440,407
52000-58990 Other Charges and Expenses			53,880	68,726	67,494		67,494	67,494
SELECT BOARD TOTAL			478,271	491,135	507,901	3.41%	507,901	507,901
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
131 ADVISORY COMMITTEE								
52000-58990 Other Charges and Expenses			1,165	5,250	5,250		5,250	5,250
ADVISORY COMMITTEE TOTAL			1,165	5,250	5,250	0.00%	5,250	5,250
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
132 RESERVE FUND								
52000-58990 Other Charges and Expenses			87,970	180,000	180,000		180,000	180,000
RESERVE FUND TOTAL			87,970	180,000	180,000	0.00%	180,000	180,000
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
135 TOWN ACCOUNTANT								
51000-51990 Personnel Services			158,586	172,719	182,023		182,023	182,023
52000-58990 Other Charges and Expenses			4,595	4,495	6,285		6,285	6,285
TOWN ACCOUNTANT TOTAL			163,181	177,214	188,308	6.26%	188,308	188,308
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
136 AUDIT								
52000-58990 Other Charges and Expenses			42,370	45,550	54,575		54,575	54,575
AUDIT TOTAL			42,370	45,550	54,575	19.81%	54,575	54,575

			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
140 ELECTED BOARD OF ASSESSORS								
51000-51990 Personnel Services			2,250	2,250	2,250		2,250	2,250
ELECTED BOARD OF ASSESSORS TOTAL			2,250	2,250	2,250	0.00%	2,250	2,250
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
141 ASSESSORS								
51000-51990 Personnel Services			204,948	217,855	228,054		228,054	228,054
52000-58990 Other Charges and Expenses			54,733	66,470	75,475		75,475	75,475
ASSESSORS TOTAL			259,681	284,325	303,529	6.75%	303,529	303,529
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
145 TREASURER/COLLECTOR								
51000-51990 Personnel Services			248,947	286,100	298,452		298,452	298,452
52000-58990 Other Charges and Expenses			11,626	12,430	13,460		13,460	13,460
TREASURER/COLLECTOR TOTAL			260,573	298,530	311,912	4.48%	311,912	311,912
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
151 LEGAL								
52000-58990 Other Charges and Expenses			140,105	147,375	149,000		149,000	149,000
LEGAL TOTAL			140,105	147,375	149,000	1.10%	149,000	149,000
<i>Legal budget (151) and Special Legal (153) are now combined in Legal budget (151)</i>								
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
152 PERSONNEL BOARD								
51000-51990 Personnel Services			0	5,000	0		0	0
52000-58990 Other Charges and Expenses			6,357	9,875	14,875		14,875	14,875
PERSONNEL BOARD TOTAL			6,357	14,875	14,875	0.00%	14,875	14,875
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
154 MUNICIPAL TECHNOLOGY COMMITTEE								
52000-58990 Other Charges and Expenses			0	1,500	1,500		1,500	1,500
MUNICIPAL TECHNOLOGY COMMITTEE TOTAL			0	1,500	1,500	0.00%	1,500	1,500
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
155 INFORMATION TECHNOLOGY								
51000-51990 Personnel Services			189,176	198,721	213,568		213,568	213,568
52000-58990 Other Charges and Expenses			353,782	422,548	441,908		441,908	441,908
INFORMATION TECHNOLOGY TOTAL			542,958	621,269	655,476	5.51%	655,476	655,476

			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
159 OTHER OPERATION SUPPORT								
52000-58990 Other Charges and Expenses			477,420	524,253	534,325		534,325	534,325
OTHER OPERATION SUPPORT TOTAL			477,420	524,253	534,325	1.92%	534,325	534,325
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
160 ELECTED TOWN CLERK								
51000-51990 Personnel Services			96,570	101,916	107,012		107,012	107,012
ELECTED TOWN CLERK TOTAL			96,570	101,916	107,012	5.00%	107,012	107,012
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
161 TOWN CLERK								
51000-51990 Personnel Services			135,157	179,442	151,472		151,472	151,472
52000-58990 Other Charges and Expenses			86,060	143,610	137,763		137,763	137,763
TOWN CLERK TOTAL			221,217	323,052	289,235	-10.47%	289,235	289,235
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
171 CONSERVATION COMMISSION								
51000-51990 Personnel Services			99,597	104,459	118,900		118,900	118,900
52000-58990 Other Charges and Expenses			30,501	38,710	38,810		38,810	38,810
CONSERVATION COMMISSION TOTAL			130,098	143,169	157,710	10.16%	157,710	157,710
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
175 PLANNING BOARD								
51000-51990 Personnel Services			160,851	169,559	178,292		178,292	178,292
52000-58990 Other Charges and Expenses			22,629	28,325	28,975		28,975	28,975
PLANNING BOARD TOTAL			183,480	197,884	207,267	4.74%	207,267	207,267
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
176 ZONING BOARD OF APPEALS								
51000-51990 Personnel Services			14,918	27,731	29,134		29,134	29,134
52000-58990 Other Charges and Expenses			849	2,000	2,000		2,000	2,000
ZONING BOARD OF APPEALS TOTAL			15,767	29,731	31,134	4.72%	31,134	31,134
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
177 OPEN SPACE								
52000-58990 Other Charges and Expenses			4,994	5,000	5,000		5,000	5,000
OPEN SPACE TOTAL			4,994	5,000	5,000	0.00%	5,000	5,000

			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
182 ECONOMIC DEVELOPMENT COMMITTEE								
51000-51990 Personnel Services			28,441	46,054	65,391		65,391	65,391
52000-58990 Other Charges and Expenses			12,369	12,950	12,700		12,700	12,700
ECONOMIC DEVELOPMENT COMMITTEE TOTAL			40,810	59,004	78,091	32.35%	78,091	78,091
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
192 PUBLIC BUILDINGS AND PROPERTIES MAINTENANCE								
51000-51990 Personnel Services			362,580	426,397	411,703		411,703	411,703
52000-58990 Other Charges and Expenses			297,501	265,636	313,826		313,826	313,826
PUBLIC BLDGS. & PROPERTY MAINT. TOTAL			660,081	692,033	725,529	4.84%	725,529	725,529
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
193 PUBLIC ACCESSIBILITY COMMITTEE								
51000-51990 Personnel Services			0	0			0	0
52000-58990 Other Charges and Expenses			0	2,500	2,500		2,500	2,500
PUBLIC ACCESSIBILITY COMMITTEE TOTAL			0	2,500	2,500	0.00%	2,500	2,500
200-299 PUBLIC SAFETY								
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
210 POLICE DEPARTMENT								
51000-51990 Personnel Services			2,118,322	2,394,969	2,635,189		2,635,189	AT
52000-58990 Other Charges and Expenses			158,082	167,091	203,998		203,998	ATM
POLICE DEPARTMENT TOTAL			2,276,404	2,562,060	2,839,187	10.82%	2,839,187	
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
218 PUBLIC SAFETY COMMUNICATIONS								
51000-51990 Personnel Services			349,893	540,101	548,602		548,602	548,602
52000-58990 Other Charges and Expenses			8,263	14,790	9,421		9,421	9,421
PUBLIC SAFETY COMMUNICATIONS TOTAL			358,156	554,891	558,023	0.56%	558,023	558,023
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
220 FIRE DEPARTMENT								
51000-51990 Personnel Services			2,243,633	2,335,836	2,613,731		2,613,731	2,613,731
52000-58990 Other Charges and Expenses			309,129	307,040	333,290		333,290	333,290
FIRE DEPARTMENT TOTAL			2,552,762	2,642,876	2,947,021	11.51%	2,947,021	2,947,021
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
241 BUILDING DEPARTMENT								
51000-51990 Personnel Services			141,386	175,559	183,848		183,848	183,848
52000-58990 Other Charges and Expenses			13,764	12,500	16,650		16,650	16,650
BUILDING DEPARTMENT TOTAL			155,150	188,059	200,498	6.61%	200,498	200,498

			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
291 EMERGENCY MANAGEMENT								
51000-51990 Personnel Services			339	5,000	5,000		5,000	5,000
52000-58990 Other Charges and Expenses			6,217	11,060	11,310		11,310	11,310
EMERGENCY MANAGEMENT TOTAL			6,556	16,060	16,310	1.56%	16,310	16,310
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
292 ANIMAL CONTROL OFFICER AND ANIMAL INSPECTOR								
52000-58990 Other Charges and Expenses			27,556	30,359	30,966		30,966	30,966
ANIMAL CONTROL OFF. & ANIMAL INSP. TOTAL			27,556	30,359	30,966	2.00%	30,966	30,966
400-499 PUBLIC WORKS & FACILITIES								
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
400-499 DEPT. OF PUBLIC WORKS								
(Highway, Cemetery, Tree)								
51000-51990 Personnel Services			967,276	1,141,159	1,166,846		1,166,846	1,166,846
52000-58990 Other Charges and Expenses			1,465,636	1,706,950	1,736,000		1,736,000	1,736,000
DEPT. OF PUBLIC WORKS TOTAL			2,432,912	2,848,109	2,902,846	1.92%	2,902,846	2,902,846
500-599 HUMAN SERVICES								
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
510 ELECTED BOARD OF HEALTH								
51000-51990 Personnel Services			150	450	450		450	450
ELECTED BOARD OF HEALTH TOTAL			150	450	450	0.00%	450	450
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
512 BOARD OF HEALTH								
51000-51990 Personnel Services			191,917	213,594	232,952		232,952	232,952
52000-58990 Other Charges and Expenses			59,455	70,624	61,400		61,400	61,400
BOARD OF HEALTH TOTAL			251,372	284,218	294,352	3.57%	294,352	294,352
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
541 SENIOR CENTER								
51000-51990 Personnel Services			320,333	340,804	370,974		370,974	370,974
52000-58990 Other Charges and Expenses			62,923	72,435	82,454		82,454	82,454
COUNCIL ON AGING TOTAL			383,256	413,239	453,428	9.73%	453,428	453,428
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
542 YOUTH COMMISSION								
51000-51990 Personnel Services			246,620	286,886	307,051		307,051	307,051
52000-58990 Other Charges and Expenses			28,924	50,414	43,614		43,614	43,614
YOUTH COMMISSION TOTAL			275,544	337,300	350,665	3.96%	350,665	350,665

			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
543 VETERANS' SERVICES								
51000-51990 Personnel Services			15,000	16,000	17,500		17,500	17,500
52000-58990 Other Charges and Expenses			14,838	23,700	23,700		23,700	23,700
VETERANS' SERVICES TOTAL			29,838	39,700	41,200	3.78%	41,200	41,200
Veterans (543) and Memorial Day (692) are now combined in Veterans Budget (543)								
600-699 CULTURE & RECREATION								
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
610 LIBRARY								
51000-51990 Personnel Services			471,168	501,402	526,883		526,883	526,883
52000-58990 Other Charges and Expenses			146,906	153,549	157,497		157,497	157,497
LIBRARY TOTAL			618,074	654,951	684,380	4.49%	684,380	684,380
630 RECREATION COMMISSION								
51000-51990 Personnel Services			139,238	162,279	172,284		172,284	172,284
52000-58990 Other Charges and Expenses			14,697	16,994	17,730		17,730	17,730
RECREATION COMMISSION TOTAL			153,935	179,273	190,014	5.99%	190,014	190,014
691 HISTORICAL COMMISSION								
52000-58990 Other Charges and Expenses			307	1,000	1,500		1,500	1,500
HISTORICAL COMMISSION TOTAL			307	1,000	1,500	50.00%	1,500	1,500
671 CULTURAL ARTS								
52000-58990 Other Charges and Expenses			0	0	4,000		4,000	4,000
CULTURAL ARTS TOTAL			0	0	4,000	100.00%	4,000	4,000
700-799 DEBT SERVICE								
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
DEBT PRINCIPAL AND DEBT INTEREST								
0100-710-59100 Principal General Fund			1,015,116	1,246,464	1,567,547		1,567,547	1,567,547
0100-751-59150 Interest General Fund			811,104	870,987	934,400		934,400	934,400
0100-751-57880 Bond Disclosure			500	1,000	1,200		1,200	1,200
DEBT PRINCIPAL AND DEBT INTEREST TOTAL			1,826,720	2,118,451	2,503,147	18.16%	2,503,147	2,503,147

900-999 UNCLASSIFIED								
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
910 EMPLOYEE BENEFITS								
51700 Police/Fire Accident and Workers' Comp.			265,319	282,837	288,819			
51710 Unemployment Payments			0	30,000	30,000			
51720 Health Insurance			5,517,799	6,134,529	6,905,337		AT ATM	AT ATM
51730 Retirement Fund			2,808,872	3,114,808	3,318,240			
51740 Life Insurance			5,218	5,498	5,549			
51750 Flexible Spending Account			6,755	7,470	7,538			
51770 Medicare			397,875	442,808	457,233			
51780 Dental Insurance			254,877	272,790	261,976			
51785 Medicare B Penalty			18,019	17,600	19,536			
54900 Food service Supplies			112	0	115			
EMPLOYEE BENEFITS TOTAL			9,274,846	10,308,340	11,294,343	9.57%		
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
945 LIABILITY INSURANCE								
52000-58990 Other Charges and Expenses			383,834	439,002	399,024		399,024	399,024
LIABILITY INSURANCE TOTAL			383,834	439,002	399,024	-9.11%	399,024	399,024
300-399 EDUCATION								
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
300 ELECTED SCHOOL COMMITTEE								
51000-51990 Personnel Services			100	500	500		500	500
ELECTED SCHOOL COMMITTEE TOTAL			100	500	500	0.00%	500	500
			FY2024	FY2025	FY2026	PERCENT	SB	ADV
			ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
301 SOUTHBOROUGH SCHOOLS								
REGULAR DAY PROGRAMS								
Administration			647,536	643,697	702,362		702,362	702,362
Instruction			12,096,032	12,990,266	13,279,349		13,279,349	13,279,349
Other Student Services			902,088	982,954	1,210,092		1,210,092	1,210,092
Operation and Maintenance Buildings			1,869,135	1,915,810	1,970,755		1,970,755	1,970,755
Fixed Charges			300	53,217	55,300		55,300	55,300
Contractual Obligation			796,772	0	-		-	-
REGULAR DAY PROGRAMS TOTAL			16,311,863	16,585,944	17,217,858		17,217,858	17,217,858
SPECIAL EDUCATION PROGRAMS								
Administration			22,700	23,100	29,400		29,400	29,400
Instruction			5,511,233	6,058,346	6,179,910		6,179,910	6,179,910
Other Student Services			661,313	880,056	1,037,812		1,037,812	1,037,812
Operation and Maintenance Buildings			4,000	7,000	7,000		7,000	7,000
Fixed Charges			2,775	2,775	2,965		2,965	2,965
Programs, Other Systems in Massachusetts			375,646	542,826	484,515		484,515	484,515
Programs, Member of Collaborative			174,888	158,917	153,326		153,326	153,326
SPECIAL EDUCATION TOTAL			6,752,555	7,673,020	7,894,928		7,894,928	7,894,928
GRAND TOTAL OPERATING ACTUAL			23,064,418	24,258,964	25,112,786	3.52%	25,112,786	25,112,786

		FY2024	FY2025	FY2026	PERCENT	SB	ADV
		ACTUAL	BUDGET	REQUEST	BUDGET	RECOMM	RECOMM
302 ALGONQUIN REGIONAL HIGH SCHOOL							
REGULAR DAY PROGRAMS							
Administration		717,195	722,561	788,090		788,090	788,090
Instruction		12,117,922	12,747,011	12,757,757		12,757,757	12,757,757
Other Student Services		2,218,446	2,356,517	3,089,137		3,089,137	3,089,137
Operation and Maintenance Buildings		2,161,116	2,193,835	2,369,475		2,369,475	2,369,475
Fixed Charges		4,825,018	4,919,604	5,631,230		5,631,230	5,631,230
New Equipment		0	0	0		0	0
Tuition, Other Public Schools		200,000	250,000	250,000		250,000	250,000
Contractual Obligation		574,602	0	-		0	0
REGULAR DAY PROGRAMS TOTAL		22,814,299	23,189,528	24,885,689		24,885,689	24,885,689
SPECIAL EDUCATION PROGRAMS							
Administration		15,000	15,500	12,500		12,500	12,500
Instruction		3,017,142	3,412,017	3,581,030		3,581,030	3,581,030
Other Student Services		483,508	612,517	592,740		592,740	592,740
Operation and Maintenance Buildings		2,100	5,600	3,100		3,100	3,100
Fixed Charges		1,595	1,595	1,595		1,595	1,595
Programs, Other Systems in Massachusetts		41,470	502,465	515,690		515,690	515,690
Programs, Member of Collaborative		215,232	132,204	5,750		5,750	5,750
SPECIAL EDUCATION TOTAL		3,776,047	4,681,898	4,712,405		4,712,405	4,712,405
GRAND TOTAL OPERATING ACTUAL		26,590,346	27,871,426	29,598,094	6.20%	29,598,094	29,598,094
		NON EXEMPT	EXEMPT	FY2026 REQUEST	PERCENT BUDGET	SB RECOMM	ADV RECOMM
FY 2025 SOUTHBOROUGH ASSESSMENT		9,663,975	406,333	10,070,308	6.51%	10,070,308	10,070,308
		FY2024 ACTUAL	FY2025 BUDGET	FY2026 REQUEST	PERCENT BUDGET	SB RECOMM	ADV RECOMM
304 ASSABET VALLEY REGIONAL TECH HIGH SCHOOL							
Southborough Operating Assessment		403,066	485,516	31,333		31,333	31,333
Renovation Project - Capital Assessment		33,357	32,345	476,682		476,682	476,682
SOUTHBOROUGH ASSESSMENT TOTAL		436,423	517,861	508,015	-1.90%	508,015	508,015
		FY2024 ACTUAL	FY2025 BUDGET	FY2026 REQUEST	PERCENT BUDGET	SB RECOMM	ADV RECOMM
305 NORFOLK COUNTY AGRICULTURAL HIGH SCHOOL							
Tuition/Transportation Assessment		26,355	45,534	47,262		47,262	47,262
NORFOLK COUNTY AGRICULTURAL HIGH SCHOOL TOTAL		26,355	45,534	47,262	3.79%	47,262	47,262

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: The article includes recommendations from both the Select Board and the Advisory Committee for the FY26 budget. Funding recommendations are noted in the individual recommendation columns for each department.

ARTICLE 7: To see if the Town will vote to raise a sum of money as may be necessary for the Water Enterprise Fund's use for Fiscal Year 2026, and make appropriations of the same, as detailed following, or do or act anything in relation thereto.

WATER ENTERPRISE	FY 2024 ACTUAL	FY 2025 BUDGET	FY2026 REQUEST	PERCENT (+) or (-)
DIRECT COSTS				
51000-51990 Total Personnel Services	382,972	435,159	492,671	
52000-58990 Other Charge & Expense	1,516,446	1,562,556	1,740,899	
59100 Principal Long Term Debt Water	342,000	380,000	411,200	
59150 Interest Long Term Debt Water	98,553	102,028	86,628	
59250 Interest on Notes	20,257	0	0	
CAPITAL EQUIPMENT - LEASE				
DPW DIESEL YEAR 4 OF 7	10,622	10,622	10,622	
DPW HOOK TRUCK YEAR 4 OF 7	9,103	9,105	9,105	
UTILITY DUMP YEAR 1 OF 5			21,156	
CAPITAL EQUIPMENT				
FY24- PICKUP TRUCK - WTR PORTION	15,000		0	
FY25- ENGINEERING		250,000	0	
FY26 - ENGINEERING LOOP AND FISHER PRESIDENTAL			105,000	
FY26 - PICK-UP DIESEL			80,046	
FY26 - ASPHALT HOT BOX TRAILER			10,549	
FY26 - DOUBLE DRUM ROLLER			7,500	
INDIRECT COSTS				
59510 Indirect Costs	249,770	372,387	270,208	
TOTAL WATER FUND	2,644,724	3,121,857	3,245,584	3.96%

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *The Water budget is funded through an Enterprise Fund that is supported entirely through the water rates and the fund's retained earnings, which supports all aspects of the department's operation. The funding for those capital items that are being leased/purchased for use by the Water Department, in whole or in part, are included in this budget.*

ARTICLE 8: To see if the Town will vote to transfer from Free Cash the sum of \$250,000 into the Other Post-Employment Benefits Liability Trust Fund (OPEB Fund) as authorized by General Laws, Chapter 32B, Section 20, in order to offset the anticipated future cost of providing post-retirement health and life insurance benefits to current and future retired Town employees, or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *This is an annual appropriation into the Town's OPEB Trust Fund that began in 2014. The appropriation was previously done as part of the operating budget, but further guidance from the Dept. of Revenue has recommended that it be done in a separate article.*

ARTICLE 9: To see if the Town will vote to rescind \$627,960.00 of the authorized, but unissued debt of the Town originally appropriated for the cleanup of the Breakneck Hill Farm dump, approved by a vote of Town Meeting under Article 15 on September 30, 2024, which borrowing authority is no longer required for the purposes for which it was originally approved; or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *The project has been completed, less the final landscaping which will occur in the Spring, and the Town is seeking to rescind the remaining unused bond authorization.*

ARTICLE 10: To see if the Town will vote to raise and appropriate, or transfer from available funds a sum of money for General Government capital items for the following purposes:

	Description	Request	Levy	Free Cash Receipts Reserved Ambulance/Other
A.	Facilities – Flagg School	\$150,000		\$150,000 / FC
B.	Fire – Medical Equipment	\$ 25,000		\$ 25,000 / FC
C.	Fire – Deputy Chief Vehicle	\$ 80,000		\$ 80,000 / FC
D.	DPW – Asphalt Hot Box Trailer	\$ 24,614		\$ 24,614 / FC
E.	DPW – 36” Double Drum Roller	\$ 17,500		\$ 17,500 / FC
F.	DPW – Hydraulic Aerator Attachment	\$ 19,251		\$ 19,251 / FC
G.	DPW – Flink 8’ Wide Tailgate Spreader	\$ 18,500		\$ 18,500 / FC
H.	DPW – Brine Tank	\$ 35,000		\$ 35,000 / FC
I.	DPW – Roadway Maintenance & Sidewalks	\$400,000	\$ 400,000	
J.	DPW – Central Street Sinkhole	\$250,000		\$250,000 / FC
K.	DPW – Stormwater Management	\$ 68,000		\$ 68,000 / FC
L.	School – Finn Classroom Floor Replacement	\$ 45,000		\$ 45,000 / FC
M.	School – Woodward Tech Infrastructure/Equipment	\$ 25,000		\$ 25,000 / FC
N.	School – Trotter Replace Stage Curtains/Rigging	\$ 55,000	\$ 55,000	
O.	Fire – Firefighting Gear	\$ 40,000		\$ 40,000 / AMB
P.	Police – Cruiser	\$ 80,527	\$ 80,527	

, or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary:

A. *Funding for this project is being requested to allow for renovation/redesign work at the Flagg School building to make this location suitable for housing Southborough’s Youth and Family Services department. Project elements would include the construction of numerous new walls throughout the floorplan, electrical, plumbing, and HVAC work, insulation upgrades, and the installation of new flooring.*

B. *This funding requests replacement of medical equipment used in both of the town ambulances. Equipment is used for the delivery of Advanced Life Support treatments and procedures including medication pumps, advanced airway devices, and other reusable medical equipment.*

C. *Funding is requested to purchase and upfit a command vehicle for the fire department. This funding includes vehicle purchase, emergency communications equipment, emergency lighting package, and incident command equipment.*

D. *This is a new Piece of equipment to assist Highway crew in better repairing localized roads.*

E. *This is a new Piece of equipment to assist Highway crew in better repairing localized roads.*

F. *This will replace the existing ~2001 tow behind aerator that is no longer adequate to do this work.*

G. *This replaces a broken tailgate spreader we have and will allow us to place loam or milling along the road shoulder as needed.*

H. *Funding a hook-lift Brine Tank spreader will allow the DPW to pretreat roads and highways before storm events which results in more efficient response to storm events.*

I. *This will allow the DPW to supplement funds from MassDOT and apply toward larger Road/sidewalk improvement projects.*

J. *A sinkhole in Central Street near Boston Road appeared in February of 2024. This project is to repair the sinkhole and buttress the retaining wall.*

K. *This is to aid the Town in complying with the National Pollutant Discharge Elimination System (NPDES) Municipal Separate Storm Sewer System (MS4) Stormwater permit requirements.*

L. *These funds will support the ongoing floor replacement project at Mary E. Finn Elementary School. The requested funds will allow for the procurement and installation of approximately 1,800 square feet of flooring in two classrooms.*

M. *These funds will be used to upgrade technology infrastructure in five of the twenty classrooms at Woodward School.*

N. *These funds will be used to replace the aging stage curtain and enhance the safety of the rigging at Trottier Middle School.*

O. *This funding is to further the continued effort in replacing firefighting protective gear in line with national standards.*

P. *These funds will replace Cruiser 101, a 2018 Ford Explorer that has over 110,000 miles and is at its end of life.*

ARTICLE 11: To see if the Town will vote to appropriate the sum of One Hundred Thousand Dollars (\$100,000) from available funds, an amount of money to be expended under the direction of Southborough School Committee for Owner Project Management Services and Schematic Design Services for the P. Brent Trottier Middle School Roof Replacement Project at 49 Parkerville Road, Southborough, which proposed repair project would materially extend the useful life of the school and preserve an asset that otherwise is capable of supporting the required educational program and for which the Town has applied for a school construction grant from the Massachusetts School Building Authority (“MSBA”). The Town acknowledges that the MSBA’s grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and if the MSBA’s Board of Directors votes to invite the Town to collaborate with the MSBA on this proposed repair project, any project costs the Town incurs in excess of any grant that may be approved by and received from the MSBA shall be the sole responsibility of the Town; or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *These funds will support the feasibility study and schematic design for the Trottier Middle School Roof Replacement Project under the Massachusetts School Building Authority (MSBA) Accelerated Repair Program.*

ARTICLE 12: To see if the Town of Southborough will vote to appropriate from Free Cash the amount of Twenty-five Thousand (\$25,000) Dollars for the purpose of performing the quadrennial review of the classification and salary structure of non-union positions in the Salary Administration Plan [Personnel Bylaw]; or do or act anything in relation thereto.

Proposed by: PERSONNEL BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *Section 16 e of the SAP calls for a quadrennial review of the Classification Schedule, Salary Schedules, and administration policies of the Salary Administration Plan; the previous study occurred in the Summer of 2022. This pay plan governs personnel not covered by a collective bargaining agreement or employment agreement with their appointing authority.*

ARTICLE 13: To see if the Town will vote to raise by borrowing the sum of \$1,500,000 from the Massachusetts Water Resource Authority (MWRA), to pay the costs of replacing existing water infrastructure on Lynbrook Road, including the payment of all costs incidental and related thereto, and in connection therewith, to enter into a loan agreement and/or security agreement with the MWRA relative to such loan, or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *The Town is requesting a 0% interest loan to work on Water Main improvement needs identified within the Town. Projects including the Presidential Drive – Fisher Road Loop will connect two adjacent watermain which will result in water quality improvements. Additionally, replacing a critical water main between Main Street and Lynbrook Road will improve the water main network integrity. This work will include design, permitting and construction.*

ARTICLE 14: To see if the Town will raise by borrowing the sum of \$3,975,000, or any other amount, to pay costs of purchasing or funding the following capital items, including the payment of all costs incidental and related thereto:

A.	Willow St. Culverts & Sinkhole	\$3,075,000.00
B.	John & Mitchell Sts - Sinkhole	\$ 900,000.00

; or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary:

A. *This funding is the engineer's estimate to replace the failing Willow Street Culvert. The Road has been forced to close on two occasions due to excessive flooding, stranding businesses located in the area;*

B. *The Drainage system in John and Mitchell Street are Bituminous Coated Corrugated Metal Pipe (BCCMP) and sections have failed causing sinkholes in the road. This funding would replace the failed pipes and repave the roads.*

ARTICLE 15: To see if the Town will vote to appropriate a sum of money to pay costs of acquiring all or a portion of the following equipment and to see if this appropriation shall be met by borrowing or otherwise, and/or authorize under General Laws Chapter 30B, Chapter 44, Section 21C, upon the recommendation of the Select Board, the following lease purchase financing agreements for the acquisition of all or a portion of the following equipment that may be acquired through the issuance of debt under G.L. c.44 or improvement of a capital asset the improvement of which may be financed by the issuance of debt under G.L. c.44, the term of such agreement not to exceed the useful life of the equipment or improvement as determined by the Select Board, and to authorize the Town Administrator to enter into such agreements on behalf of the Town, and to approve appropriation for the first year payments of the agreements as stated below in the column "First Year Amount":

	Equipment	Authorized Department	Source of Appropriation	First Year Amount
A.	Front-End Loader	Dept. of Public Works	FY26 Capital Budget - General Fund	\$58,179
B.	Utility Dump Truck	Dept. of Public Works	FY26 Capital Budget - General Fund	\$15,867

, or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *This is a replacement of two existing pieces of DPW equipment that have reached the end of their useful life; a 2001 CAT 938G Loader, and a 2010 Utility Dump Truck.*

ARTICLE 16: To see if the Town will vote to appropriate a sum of money for the payments under existing capital lease agreements as described below:

	Equipment	Authorized Department	Source of Appropriation	FY26 Amount
A.	1 - Horton Type Ambulance	Fire Department	FY26 Capital Budget - Ambulance Fund	\$57,191
B.	1 - Swaploader Hook Lift Truck	Dept. of Public Works	FY26 Capital Budget - General Fund	\$25,037
C.	1 - Pick Up Diesel F-350	Dept. of Public Works	FY26 Capital Budget - General Fund	\$10,622
D.	1 - Fire Dept Chief Vehicle	Fire Department	FY26 Capital Budget - Ambulance Fund	\$ 8,422
E.	Police Taser Program	Police Department	FY26 Capital Budget - General Fund	\$19,455

, or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *The lease agreements for these vehicles were authorized by Town Meeting in 2021, and these are the fourth year of the lease payments. With the exception of the Fire Ambulance (5-year lease) and Police Taser (3-year lease), all of the leases are for 7 years.*

ARTICLE 17: To see if the Town will vote to transfer from Free Cash the sum of \$10,000 for the purpose of hiring consultants, engineers, water quality specialists, and/or environmental consultants by various Town departments, or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *This article allows town departments, with the approval of the Select Board, to hire outside expertise when the need arises.*

ARTICLE 18: To see if the Town will vote to transfer from Free Cash the sum of \$10,000 for the purpose of paying the Town's share of casualty and other losses incurred to Town property and equipment which are not covered by insurance policies, or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *This article will provide funds to be used to pay the deductible for property damage which is not covered by insurance.*

ARTICLE 19: To see if the Town will vote to transfer from free cash the sum of \$33,500 for the purpose of paying to retirees the amount due for accrued vacation and sick time, or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *This article will fund any vacation and sick pay due to employees upon their retirement.*

ARTICLE 20: To see if the Town will vote to transfer \$14,000 from overlay surplus account for the purpose of contracting professional appraisal services to conduct cyclical inspections of residential properties within the Town, or do or act anything in relation thereto.

Proposed by: BOARD OF ASSESSORS

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *The Department of Revenue's Bureau of Local Assessment requires that all local Board of Assessors conduct a cyclical re-inspection program to inspect all real estate within the community over a ten-year period. This article is intended to provide funding for the Board of Assessors to contract professional appraisal services to assist with 350 inspections and data collection necessary to complete this project.*

ARTICLE 21: To see if the Town will vote to raise and appropriate, or transfer from available funds the sum of \$100,000 for the ongoing maintenance of capital equipment and systems associated with town buildings and facilities. The Town Facilities Manager shall recommend appropriate projects to the Town Administrator. The Town Administrator shall approve all expenditures under this article. The Town Facilities Manager shall report all funded projects to the Capital Improvement and Planning Committee as requested, or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *This article will provide for the maintenance and repair of capital equipment and systems associated with the Town's buildings and facilities.*

ARTICLE 22: To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$25,000 for the ongoing maintenance of capital investments associated with outdoor recreational facilities. The Town's Director of Recreation shall recommend appropriate projects to the Recreation Commission. The Recreation Commission shall approve all expenditures under this article, or do or act anything in relation thereto.

Proposed by: SELECT BOARD/RECREATION COMMISSION

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *In the last several years, the Recreation Department has completed extensive capital improvements across the Town's outdoor facilities, including playgrounds, athletic fields, sport courts, and the Trottier track. Funding of this article will grant financial support for a proactive approach to facility maintenance to improve safety, reduce liability, and promote longevity of the Town's outdoor assets.*

ARTICLE 23: To see if the Town will vote pursuant to Massachusetts General Laws, Chapter 44 § 53E ½ to authorize the following spending limits for existing revolving funds for Fiscal Year 2026, as follows:

1. Immunization/Emergency Dispensing Clinic; \$25,000.
2. Inspectional Services; \$140,000.
3. 9-11 Field Maintenance; \$100,000.
4. Wetland Protection; \$30,000.
5. Hazardous Materials; \$75,000.
6. CPR Classes; \$6,500.
7. Community Garden; \$3,000.
8. Recreation Programs; \$500,000.
9. Tobacco Control Program; \$4,000.
10. Golf Course Maintenance; \$75,000.

, or do or act anything in relation thereto.

Proposed by: BOARD OF HEALTH, SELECT BOARD, RECREATION COMMISSION, AND CONSERVATION COMMISSION

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *This article approves the annual spending limits for revolving funds that are now authorized by Town by-law.*

ARTICLE 24: To act on the recommendation of the Community Preservation Committee on the Fiscal Year 2026 Community Preservation Budget and to appropriate or reserve for later appropriation monies from Community Preservation Fund annual revenues or available funds for the administrative expenses of the Community Preservation Committee, the payment of debt service, the undertaking of Community Preservation projects and all other necessary and proper expenses for the year, or take any other action relative thereto.

PROPOSED FISCAL YEAR 2026 COMMUNITY PRESERVATION BUDGET

Estimated Surcharge Receipts (Based on Town Treasurer's Projections)	\$ 481,742
State Match (Projected FY2025 State Match)	\$ 73,362
Total Projected Revenue.....	\$ 555,104

THE COMMUNITY PRESERVATION COMMITTEE RECOMMENDS THAT THE FOLLOWING AMOUNTS BE APPROPRIATED OR RESERVED FROM FISCAL YEAR 2025 COMMUNITY PRESERVATION FUND REVENUES WITH EACH ITEM CONSIDERED A SEPARATE APPROPRIATION

Set Aside – Open Space

\$55,510 to be set aside, held in the Community Preservation Open Space Reserve Account, and spent in FY2026 or later years for acquisition, creation, or preservation of open space, and for the rehabilitation and/or restoration of open space acquired under the Community Preservation Act.

Historic Preservation

No set aside required as funds spent in FY2026 on bonds for historic projects for the acquisition, preservation, rehabilitation, and restoration of historic resources exceed 10% of CPA revenues.

Set Aside – Community Housing

\$55,510 to be set aside, held in the Community Preservation Housing Reserve Account, and spent in FY2026 or later years for the creation, preservation, and support of community housing, and for the rehabilitation and/or restoration of community housing acquired under the Community Preservation Act.

Set Aside – Administrative Costs

\$27,755 to defray the administrative and operating expenses of the Community Preservation Committee in FY2026 for the Community Preservation Administration Account.

Set Aside – CPA Budgeted Reserve/Discretionary

\$176,291 Reserved for FY26 Budgeted Reserve/Discretionary Account.

Annual Debt Service: \$72,938 to be applied towards the bond for the perpetual Preservation Restriction on 84 Main Street also known as the Burnett House for the purpose of historic preservation as approved at ATM 2016.

Annual Debt Service: \$59,000 to be applied towards the bond for the renovation and restoration of the historic Southborough Library building for the purpose of historic preservation as approved at ATM 2018.

Annual Debt Service: \$108,100 to be applied towards the bond for the historic restoration of the Southborough Town House for the purpose of historic preservation as approved at ATM 2021.

FY25 Annual Debt Service: \$23,500 from the CPA FY25 Budgeted Reserve Fund Balance to be applied towards the bond for the historic restoration of the Southborough Town House for the purpose of historic preservation as approved at ATM 2021.

Proposed by: COMMUNITY PRESERVATION COMMITTEE

Select Board Recommendation: Support

Advisory Committee Recommendation: At Town Meeting

Summary: *The budget and set-asides are an annual requirement under the Community Preservation Act.*

ARTICLE 25: To see if the Town will vote to accept the report of the Community Preservation Committee for the FY2025 State Match Adjustment and the FY2025 Surcharge Receipts Adjustment from the FY2025 CPA Fund Balance and act upon the recommendations of the Community Preservation Committee and to set aside for later expenditure, certain sums of money from the Community Preservation Fund established pursuant to Chapter 44B of the General Laws, as follows:

Actual FY25 State Match Receipts.....	\$ 78,002
ATM2025 Projected FY25 State Match	\$ 64,905
FY25 State Match Adjustment	\$ 13,097

Actual Billed FY25 Annual Surcharge	\$459,594
ATM Budgeted FY25 Estimated Annual Surcharge	\$447,844
FY25 Estimated Surcharge Adjustment	\$ 11,750

Total Adjustments

FY25 State Match Adjustment	\$ 13,097
FY25 Estimated Surcharge Adjustment.....	\$ 11,750
Total Adjustments	\$ 24,847

Set Aside- Open Space

\$2,484 to be set aside, held in the Community Preservation Open Space Reserve Account, and spent in FY2026 or later years for acquisition, creation, or preservation of open space, and for the rehabilitation and/or restoration of open space acquired under the Community Preservation Act.

Set Aside – Historic Preservation

\$2,484 to be set aside, held in the Community Preservation Historic Reserve Account, and spent in FY2026 or later years for the acquisition, preservation, rehabilitation, and restoration of historic resources.

Set Aside – Community Housing

\$2,484 to be set aside, held in the Community Preservation Housing Reserve Account, and spent in FY2026 or later years for the creation, preservation, and support of community housing, and for the rehabilitation and/or restoration of community housing acquired under the Community Preservation Act.

Set Aside Administrative Costs

\$1,242 to be set aside, held in the Community Preservation Fund to defray the administrative and operating expenses of the Community Preservation Committee in FY2025 in the FY2025 Community Preservation Administration Account.

\$16,153 Reserved for FY25 Community Preservation Budgeted Reserve/Discretionary)

Proposed by: COMMUNITY PRESERVATION COMMITTEE

Select Board Recommendation: Support

Advisory Committee Recommendation: At Town Meeting

Summary: *This article is to accept FY25 adjustments and required set-asides for the adjustments.*

ARTICLE 26: To see if the Town will vote to appropriate one hundred and twenty-one thousand dollars (\$121,000.00) from the FY25 CPA Fund Balance for the Town Common Railing and Fence Post Restoration Project, for historic purposes as requested by Southborough Select Board. This consists of \$110,000 in project costs and an additional \$11,000 in contingency funding. Contingency funds only available after approval of the CPC for unexpected costs unforeseen at the time of application. The purpose of this project is to restore and/or rehabilitate the historic iron railing and granite

fence posts along the Town Common to a safe and attractive condition. The railing and fence posts are currently in a state of disrepair that is unsafe and unattractive.

This funding is contingent upon project completion by June 30, 2028, or funds to be returned to the Southborough Community Preservation Fund Balance as directed by the Southborough CPC, unless the CPC grants an extension for good cause shown.

Project to be completed in conformance with details as presented to the members of the CPC and to be documented in the final revised application.

Said funds to be expended under the direction of the Community Preservation Committee and the Town Treasurer; or do or act anything in relation thereto.

Proposed by: COMMUNITY PRESERVATION COMMITTEE

Select Board Recommendation: Support

Advisory Committee Recommendation: At Town Meeting

Summary: *Under the direction of the Director of the Southborough Department of Public Works, said funds will be used for the historic restoration of the railing and fence posts surrounding the Town Common. Without restoration, the railings will become further rusted and detached from the fence creating a greater safety hazard.*

ARTICLE 27: To see if the Town will vote to appropriate five hundred, thirty-two thousand and fourteen dollars (\$532,014) from the FY25 CPA Fund Community Housing Reserves for the purpose of Community Housing to the Southborough Community Housing Trust Fund to be expended by The Affordable Housing Trust (TRUST) in compliance with the Community Preservation Act as outlined below.

The TRUST shall abide by the obligations and conditions listed in this article and as presented to the Community Preservation Committee (COMMITTEE) in their final revised application.

THE WORK. The Work consists of the projects, as described in the Application along with any other projects that may be authorized under M.G.L. c.44, §55C and the following additional conditions:

- a) Notwithstanding the TRUST's bylaws, all funds expended pursuant to this Grant Agreement shall be limited to the allowable spending purposes as defined under M.G.L. c.44B and M.G.L. c.44, §55C. Additionally the TRUST agrees that while there are 16 powers granted to it by State Law and the Town bylaw, the TRUST has proposed and shall limit the WORK to the following 7 areas within their power for this Project, except as may be otherwise authorized by the COMMITTEE.
 - Acquiring land for the construction of permanently affordable housing.
 - Acquiring existing homes for conversion to permanently affordable housing
 - Working with third party developers to build permanently affordable housing
 - Working with third party developers to renovate existing homes as permitted by law.
 - Working with third parties to qualify individuals and families for occupation of permanently affordable housing.
 - Working with third parties to support qualified individuals and families for rental assistance or home buying (e.g. down payment, closing costs, other costs) assistance.
 - Disposing of properties under the TRUST's care in furtherance of the above goals.
- b) Every six months until the Completion Date, the TRUST shall provide the COMMITTEE with a written update on the progress toward completion of the Work. A final report, including digital photo documentation of the project where appropriate, is due within 30 days of the Completion Date.
- c) Consistent with the provisions of M.G.L. c.44B §5(b)(2), under no circumstances shall the Funds be used to rehabilitate existing community housing units, unless such units have been acquired with CPA funds.
- d) Consistent with the provisions of M.G.L. c.44B §5(b)(2), when creating community housing the TRUST shall, wherever possible, reuse existing buildings or construct new buildings on previously developed sites.
- e) Consistent with the provisions of M.G.L. c.44B §6, the Funds shall not replace existing TOWN operating funds nor reimburse the TOWN for services provided to the TRUST.
- f) If the Funds are the sole funding source for the acquisition of real property, the property shall only be used for Community housing as defined in M.G.L. c.44B §2. In all other cases, the Funds may be used to cover a share of the project expenses proportionate to the part of the project that will qualify as Community housing

as defined in M.G.L. c.44B §2. The TRUST shall track the cost of the allowable scope through a reasonable means of cost estimating and only use the Funds for the allowable portion of the project cost.

CONTACT. The TRUST shall identify in writing a contact person responsible for the administration of the Project to be a liaison to the COMMITTEE

RESTRICTION. With respect to any real property purchased using the Funds or housing created or preserved using the Funds, the TRUST shall execute or obtain a perpetual affordable housing restriction meeting the statutory requirements of M.G.L. c.184 and M.G.L. c.44B, §12 and running to the benefit of the TOWN. The deed restrictions executed for each unit of housing created or preserved pursuant to this grant must be approved and accepted by the TOWN will have a perpetual deed restriction attached to ensure affordability. To meet the requirements of CPA, the restriction must be approved and signed by the state's Executive Office of Housing and Livable Communities. The TRUST shall provide a draft copy of the restriction with the COMMITTEE for review and a copy of the executed restriction shall be filed with the Committee.

SALE OF ANY PROPERTY FUNDED BY CPA MONIES. Within 60 days of the sale of any property funded by CPA monies, the proceeds obtained by the TRUST from the sale of any real estate interest acquired with monies from the Community Preservation Fund must be credited to the CPA Fund Community Housing Reserves in accordance with M.G.L. 44B §7(iv) and described in the Property Tax Bureau Informational Guideline Release (IGR) No. IGR 19-14 Section 8. Community Preservation Property, E. Disposition.

RECORD KEEPING. The TRUST shall keep such records with respect to the utilization of the Funds as are kept in the normal course of business and such additional records as may be required by the TOWN. Should the TRUST have multiple funding sources, the TRUST shall track specific expenditures of the Funds separate from other funding sources. The TOWN shall have full and free access to such records and may examine and copy such records. The TRUST further agrees to meet with the COMMITTEE or its designee(s), upon reasonable request, to discuss expenditures of the Project Funds.

REPORTING. The TRUST shall supply the COMMITTEE with annual reports of all CPA funds spent. The COMMITTEE needs to be able to maintain proper records of all appropriations to the TRUST and the expenditures of the TRUST.

; or do or act anything in relation thereto.

Proposed by: COMMUNITY PRESERVATION COMMITTEE

Select Board Recommendation: Support

Advisory Committee Recommendation: At Town Meeting

Summary: *The Southborough CPA Funds transferred to the Trust in this article will allow the Town to act quickly and creatively in meeting the Town's affordable housing needs. Each of the obligations in this ARTICLE was discussed and agreed upon by the TRUST and the COMMITTEE during the project application process and prior to the COMMITTEE's vote to recommend the project to Town Meeting.*

ARTICLE 28: To see if the Town will vote to amend its zoning bylaws with respect to Accessory Dwelling Units, as follows:

Delete the definition of Accessory Apartment under §174.2 and replace it with the following:

ACCESSORY DWELLING UNITS. An Accessory Dwelling Unit ("ADU") is an attached or detached Dwelling Unit that is accessory to a principal single-family Dwelling Unit. An ADU shall maintain a separate entrance, either directly from the outside or through an entry hall or corridor shared with the principal dwelling sufficient to meet the requirements of the state building code for safe egress; Accessory Dwelling Units may not be located in a Mobile Home.

Delete §§ 174-8.4 D. (1), 174-8.6 C. (2), 174-8.12 D. (1), 174-9 B and 174-13.8 B.(1)(a) and renumber the remaining sections accordingly

- Add §174-8.2 A. (11)
Accessory Dwelling units 900 square feet or less and otherwise defined in accordance with G.L. c. 40A, §1A
- Add §§174-8.4 C. (13), 174-8.12 C. (10) Accessory Dwelling units greater than 900 square feet
- Amend §§174-8.2 B. (1), 174-8.5 C. (2), 174-8.7 C. (2), 174-8.8 B. (1) to read:
Accessory Dwelling units greater than 900 square feet
- §174-13.8 B. (1) to read:
Residential buildings, including single family houses:

Add a new section 174-13.9 as follows:

Accessory Dwelling Units by Right.

- A. Purpose and Intent. It is the purpose of this Section to provide opportunities to create and diverse housing opportunities by allowing Accessory Dwelling Units (ADUs) as a matter of right in accordance with G.L. c. 40A, §3.
- B. Use Schedule.
1. ADUs are allowed as a matter of right in the RA, RB, BV, BH, ID, SP, and Downtown Zoning Districts, subject to the requirements of this Section. ADUs are prohibited in all other districts.
 2. Only one ADU is allowed as a matter of right on any property.
 3. ADUs may not be used as Short-Term Rentals, as such term is defined in G.L. c. 64G, §1 or otherwise rented for a period shorter than thirty-one (31) days.
 4. The ADU and primary dwelling unit must be owned by the same entity.
 5. All ADUs shall be required to comply with any health and building codes.
- C. Dimensional Requirements.
1. An ADU may be no larger in gross floor area than one half of the gross floor area of the principal Dwelling Unit on the property or 900 square feet, whichever is less.
 2. ADUs shall comply with any and all frontage, setback, height, lot width and lot coverage requirements, as may be applicable to single family homes in the subject district, as set forth in the Dimensional Requirements of this Zoning Bylaw.
 3. Conversions of existing nonconforming non-residential accessory structures to ADUs are permitted and the above described dimensional requirements shall not apply to such conversions, provided that any expansion of any such non-conforming structure shall require a Special Permit under §174-19.A of this Bylaw, provided further that the ADU use may not be considered in any Special Permit proceeding. The space converted to an ADU shall not exceed the square footage requirements of §C.1 of this ADU Bylaw.
- D. Parking.
1. There shall be no parking requirement for an ADU located within one half mile of a transit Station as such term is defined by the Executive Office of Housing and Livable Communities.
 2. For all other properties, at least one (1) off-street parking space must be provided for all ADUs.
 3. The construction of a new garage to serve an ADU shall require a Special Permit from the Board of Appeals.
- E. Abbreviated Site Plan Approval. All ADUs are required to obtain Site Plan Approval from the Planning Board pursuant to the procedures in §174-10 of this Zoning Bylaw, provided that the Site Plan Review criteria shall be limited to the following:
1. The ADU should minimize tree, vegetation and soil removal and grade changes.

2. Architectural style should be generally compatible with the existing principal dwelling on the subject property.
3. The ADU shall be serviced with adequate water supply and sewer or septic service.
4. The Plan shall demonstrate adequate parking, as required hereunder and shall maximize convenience and safety for vehicular and pedestrian movement within the property and in relation to adjacent ways.

The Planning Board may request reasonable plan modifications of the Site Plan for an ADU and may impose reasonable conditions that are not inconsistent with this bylaw or the provisions of G.L. c. 40A, §3.

- F. Relationship to non-conformities. If an ADU is proposed for a pre-existing, non-conforming single-family primary residence, the requirements of §§174-19(B) and 174-19(C) of this Zoning Bylaw shall apply provided that no special permit may consider the ADU use or impose conditions on such use.

; or do or act anything in relation thereto.

Proposed by: PLANNING BOARD

Select Board Recommendation: Not Support

Advisory Committee Recommendation: At Town Meeting

Summary: *This article proposes to allow Accessory Dwelling Units (ADU) by right referred to as “by-right ADUs” for a single ADU that is no larger than 900 square feet in gross floor area or one half of the gross floor area of the principal Dwelling Unit on the property, whichever is less, to be built in zoning districts that allow for single-family residential use. This was approved by the legislature in Section 8 of Chapter 150 of the Acts of 2024, which amends M.G.L. c. 40A, § 3. The purpose of which is to encourage the production of accessory dwelling units throughout the Commonwealth with the goal of increasing the production of housing to address statewide, local, and individual housing needs for households of all income levels and at all stages of life. This new law took effect on February 2, 2025. Southborough Planning Board seeks to comply with the legislation.*

ARTICLE 29: To see if the Town will vote to amend its zoning bylaws with respect by: (1) deleting §174-9 (B) in its entirety, and renumbering the remaining section accordingly; and adding a section §174-13.9 (G) to the bylaw approved under the preceding Article, as follows:

- G. ADU units by Special Permit. Accessory Dwelling Units that do not meet the requirements of the foregoing provisions may be permitted upon an application for a special permit to the Planning Board, subject to the following procedures and requirements:
1. No special permit for an ADU be issued prior to referral of the application and receipt and consideration of a report, or after 35 days elapse without such report, from the Board of Health, certifying that adequate provisions have been made in accordance with the requirements of the Board of Health for drainage and for the disposal of sewage and waste generated by the occupancy of the apartment.
 2. The Planning Board, shall consider the lot on which the dwelling is located, the neighborhood where it is located and the effect of the proposed accessory unit thereon, the adequacy of ingress and egress provisions, and the provisions for off-street parking in a manner consistent with the character of the premises.
 3. The habitable floor area of the ADU units by Special Permit shall not exceed 25% of the habitable floor area of the entire dwelling
 4. There shall be no other accessory dwelling unit on the lot on which the ADU is proposed.
 5. The design of the ADU shall be compatible with primary dwelling on the lot.
 6. ADUs may not be used as Short-Term Rentals, as such term is defined in G.L. c. 64G, §1 or otherwise rented for a period shorter than thirty-one (31) days.

; or do or act anything in relation thereto.

Proposed by: PLANNING BOARD

Select Board Recommendation: Not Support

Advisory Committee Recommendation: At Town Meeting

Summary: *This article proposes to make the Planning Board the Special Permit Granting Authority for “ADU by special permit” Accessory Dwelling Units (ADUs). This article will place both ADU bylaws (“by-right ADU” and “ADU by special permit”) together in the same section of the Town Code, Chapter 174 Zoning.*

ARTICLE 30: To see if the Town will vote to amend its zoning bylaw §174-12. Parking and loading regulations by inserting Section G. Shared Parking as follows, and renumbering the remaining section accordingly:

- A. Shared Parking. The Planning Board, through site plan review under the provisions of § 174-10, may approve shared parking facilities, i.e., off-street parking serving more than one use or more than one property in a non-residential or mixed used development, subject to the requirements herein. Site Plan application requirements may be waived at the discretion of the Planning Board so as to reflect the limited purposes of this Shared Parking Bylaw.
- (1) Any approval shall be contingent upon execution of any necessary contracts (easements, licenses, leases) by all parties in order to ensure the long-term joint use of shared parking. A draft contract shall be provided as part of the application materials and is subject to the review and approval by the Planning Board and Town Counsel.
 - (2) Uses sharing the parking facility shall be located not more than 500 feet from the closest parking space. Lots for shared parking need not be contiguous and need not be in common ownership; and said lots may span different zoning districts. However, a permit hereunder shall not be permitted in Conservation, Residence A and Residence B districts.
 - (3) The Planning Board shall base its site plan review, and may impose conditions, based upon the following criteria:
 - (a) The hours of operation of the uses involved;
 - (b) The number of spaces required for each individual use under this section;
 - (c) The degree to which vehicles occupying a particular number of spaces are unlikely to require the use of those spaces at the same time of day or same day of the week; and
 - (d) The degree to which the proponent’s proposal promotes and accommodates other means of transportation to access the site, such as pedestrian or bicycle facilities.
 - (4) In the event that any shared parking arrangement approved hereunder is discontinued or any associated conditions change, such as, but not limited to, any change in the use of such property(ies) to a greater category of parking demand, the proponent(s) shall notify the Planning Board within 15 days. It shall be the responsibility of the proponent(s) to comply with all applicable provisions of this section within 60 days of the date of notification to the Planning Board or the date on which such notification should have occurred, or to request an amendment to the site plan in order to provide for an alternative shared parking arrangement.
 - (5) The Planning Board may require the proponent to provide a parking study with all information deemed necessary to render a decision, with such study being subject to peer review at the discretion of the Planning Board.

; or do or act anything in relation thereto.

Proposed by: PLANNING BOARD

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *This article proposes to expand the ability for shared parking through Site Plan Review by the Planning Board for projects with off-street parking serving more than one use or more than one property in a non-residential or mixed-use development. The outcome expected is to have parking requirements eased where the Planning Board feels it would benefit the Town with less impervious surfaces.*

ARTICLE 31: To see if the Town will vote in accordance with the provisions of Massachusetts General Laws Chapter 30B Section 12(b) to authorize the Board of Assessors to solicit and award a personal property inspection and valuation services contract for term exceeding three years but not to exceed five years including any renewal, extension or option, provided in the instance the longer term is determined to be in the best interest of the Town by a vote of the Board of Assessors as appropriate, or do or act anything in relation thereto.

Proposed by: BOARD OF ASSESSORS

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *This article will allow the Board of Assessors to enter a five -year contract for personal property inspection and valuation services which will match the Department of Revenue's Bureau of Local Assessment requirement to inspect all personal property accounts within a five-year cycle.*

ARTICLE 32: To see if the Town will vote to accept MGL Ch 59 §21A which states as follows:

“Section 21A. In any city or town which accepts this section, an assessor or assistant assessor who has completed the necessary courses of study and training and has been awarded a certificate by the International Association of Assessing Officers as a certified assessment evaluator or who has been awarded a certificate by the Association of Massachusetts Assessors as a certified Massachusetts assessor shall receive as compensation from such city or town, in addition to the regular compensation paid by such city or town for services in such office, an amount equal to ten per cent of such regular compensation; provided, however, that in no event shall such additional compensation exceed one thousand dollars annually, if such assessor or assistant assessor is employed on a full-time basis, or five hundred dollars, if such assessor or assistant assessor is employed on a part-time basis. An assessor who has been awarded both certificates referred to above shall receive such additional compensation for only one of such certificates. In order to qualify for such additional compensation, an assessor or assistant assessor shall submit proof that he has been awarded either or both of the aforesaid certificates to the mayor or the board of selectmen of such city or town. The additional compensation herein provided shall be prorated for any twelve-month period in which an eligible person does not hold the office of assessor or assistant assessor for twelve consecutive months.”

; or do or act anything in relation thereto.

Proposed by: BOARD OF ASSESSORS

Select Board Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *This Article accepts the Massachusetts General Law that provides an annual \$1,000 stipend to an assessor who obtains certification as a Massachusetts assessor. The certification requirements consist of over 200 hours of defined courses with a passing test score for each course, and at least two years of actual experience as an assessor or equivalent duties.*

ARTICLE 33: To see if the Town will vote to amend its acceptance of G.L. c. 59, s. 5K (the senior tax work-off program) by authorizing the Select Board to establish a process for allowing an approved representative, for persons physically unable, to provide such services to the Town, or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Board of Selectmen Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *As allowed by Massachusetts General Law, the applicant for the annual Senior Tax Work Off program administered by the Council on Aging can request a voluntary proxy to complete the hours necessary to qualify for the tax credit. The tax credit is applied to the applicant's real estate tax account. Town Meeting is required to authorize the use of a volunteer proxy*

ARTICLE 34: To see if the Town will vote to accept the provisions of G.L. c.32B, §20. as amended, to create an Other Post Employment Benefits Fund for the current and future liabilities of the Town for group health insurance benefits for retirees and their dependents, which fund may be expended by a 2/3 vote of Town Meeting and designate a trustee or trustees, and further, to direct that such trustee or trustees adopt and file a declaration of trust and take all other actions as required by said section, or do or act anything in relation thereto.

; or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Board of Selectmen Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *The Town accepted this General Law in 2013. Due to the Municipal Modernization Act of 2016, the statute has been updated, and cities and towns that have adopted it prior to 2016 are recommended to reauthorize their acceptance.*

ARTICLE 35: To see if the Town will vote to accept MGL Ch 41 § 108P which states as follows:

“ In any city, town or district that accepts this section, a collector or a treasurer who has completed the necessary courses of study and training and has been awarded a certificate by the Massachusetts Collectors and Treasurers Association as a certified Massachusetts municipal collector or a certified Massachusetts municipal treasurer or a certified Massachusetts district treasurer, shall receive as compensation from such city, town or district, in addition to the regular annual compensation paid by such city, town or district for services in such office, an amount equal to 10 percent of such regular annual compensation, but not more than \$1,000 per year. A collector or treasurer who has been awarded both certificates referred to above shall receive such additional compensation for only one such certificate. In order to qualify for such additional compensation, a collector or treasurer shall submit to the mayor or the board of selectmen of such city or town, or the governing board of a district proof of the award of either or both such certificates. The additional compensation provided in this section shall be prorated for any 12-month period in which an eligible person does not hold the office of collector or treasurer for 12 consecutive months. Such additional compensation shall be discontinued when certification is discontinued or withdrawn.

; or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Board of Selectmen Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *This Article accepts the Massachusetts General Law that provides an annual \$1,000 stipend to a collector or treasurer who through the Massachusetts Treasurer's and Collector's Association earns their official "certified" Treasurer and "certified" Collector. The awarding of these designations is earned through attending 3-4 years of classes with a final comprehensive exam for each designation.*

ARTICLE 36: To see if the Town will vote to accept the provisions of G.L. c.44, §54(b) to allow Town trust funds to be invested in accordance with G.L. c.203C, the so-called "Prudent Investment Rule", or do or act anything in relation thereto.

Proposed by: SELECT BOARD

Board of Selectmen Recommendation: Support

Advisory Committee Recommendation: Support

Summary: *Voting yes for this article will allow Southborough to invest trust funds, including cemetery perpetual care funds, CPA and Scholarship funds unless otherwise provided or directed by the donor of the funds under the Prudent Investment Rule. Prudent investing allows for much greater investment diversification opportunities than what is currently allowed under the MA Legal List of Investments. Previously, these municipal funds had to adhere to a very short and restrictive list of stock and bond investments by law. Prudent investing does not inherently mean more risk in the investment portfolio, it simply means that there are greater investment options, which allows for reduced concentration risk and an overall more balanced portfolio allocation. Stabilization and general fund monies are NOT affected by this adoption.*

ARTICLE 37: To see if the Town of Southborough will vote to appropriate \$165,000, or any other amount, to be expended with the approval of the Select Board, to pay for employment of independent counsel for the purpose of discovering the existence of any criminal, civil or unethical activity responsible for creation, purchase, delay or denial of the illegal dump on the Town of Southborough's Breakneck Hill Conservation property. Said hired counsel will publish a report by Jan 1, 2026 with the findings of their investigation with recommendations for prosecution of criminal activity, potential recovery of the all or part of \$4,400,000 remediation cost paid for by the tax payers of Southborough and/or dismissal of individuals failing to uphold the oath of office, or do or act anything in relation thereto.

Proposed by: CARL GUYER, et al.

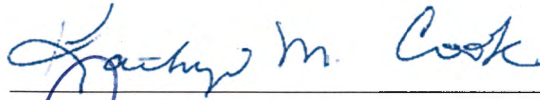
Board of Selectmen Recommendation: Not Support

Advisory Committee Recommendation: Not Support

Summary: *This is a citizen petition.*

And you are to give notice hereby by posting true and attested copies of the Warrant on the Town website, the Southborough Town House, 17 Common Street, Southborough Senior Center, 9 Cordaville Road, Southborough Library, 25 Main Street, and Southborough Transfer Station, 147 Cordaville Road; seven (7) days at least before the time appointed for such meeting.

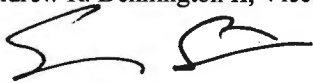
Given under our hand this 18th day of March, 2025



Kathryn M. Cook, Chair



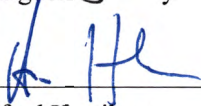
Andrew R. Dennington II, Vice-Chair



Sam Stivers



Marguerite Landry



Alfred Hamilton

SELECT BOARD OF THE TOWN OF SOUTHBOROUGH