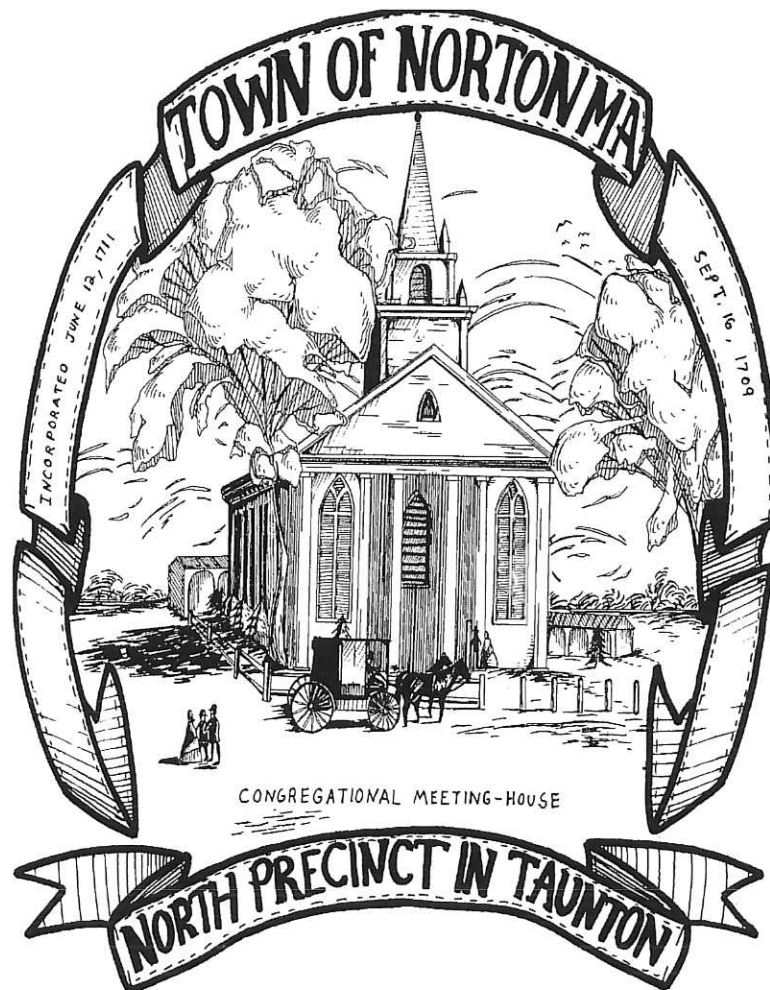


TOWN OF NORTON



WARRANT FOR THE ANNUAL TOWN MEETING
WITH FINANCE COMMITTEE RECOMMENDATIONS

MONDAY, OCTOBER 15, 2018



**TOWN OF NORTON
WARRANT FOR THE ANNUAL TOWN MEETING
OCTOBER 15, 2018**

To Michael J. Mayer, Sr., or any of the Constables of the Town of Norton:

GREETINGS:

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Norton, qualified to vote in Norton affairs, to meet in the Norton High School Auditorium, 66 West Main Street, in said Norton, on Monday, the 15th day of October, 2018, A.D., at seven o'clock in the evening, then and there to act on the following articles, viz.

ARTICLE 1

To see if the Town will vote to raise and appropriate and/or transfer and/or appropriate from available funds, a sum of money to pay unpaid bills for which obligation was incurred in prior fiscal years, or take any other action relative thereto.

(BOARD OF SELECTMEN)

FINANCE COMMITTEE: Recommended to transfer the amount of \$352.32 from Free Cash for the following unpaid bills for which obligation was incurred in prior fiscal years:

\$ 210.00	Planning	Massachusetts Municipal Association
\$ 142.32	Planning	The Sun Chronicle
\$ 352.32	TOTAL PRIOR YEAR BILLS	

ARTICLE 2

To see if the Town will vote to raise and appropriate and/or transfer and/or appropriate from available funds, a sum of money to pay all outstanding separation expenses associated with the retirement of various employees from the Town of Norton and authorize the Town Accountant, in consultation with the Town Manager, to allocate amounts to appropriate departments, or take any other action relative thereto.

(BOARD OF SELECTMEN)

FINANCE COMMITTEE: No action is necessary at this time.

ARTICLE 3

To see if the Town will vote to raise and appropriate and/or transfer and/or appropriate from available funds a sum of money to supplement the Fiscal Year 2019 operating budget appropriated under Article 10 of the May 14, 2018, Annual Town Meeting, or otherwise amend said vote, or take any other action relative thereto.

(BOARD OF SELECTMEN)

FINANCE COMMITTEE: Recommended to amend the vote taken under Article 10 of the May 14, 2018, Annual Town Meeting Warrant by increasing appropriations for certain line items and, as funding therefor, to raise and appropriate the amount of \$75,000.00 and transfer the amount of \$627,122.00 from Free Cash as follows:

FY19 OPERATING BUDGET SUPPLEMENTS			
Account	Department	Use	Amount
001-147-510	Treasurer	Salary	\$ 5,362.00
001-171-570	Conservation	Expense	\$ 1,090.00
001-210-510	Police	Salary	\$ 149,000.00
001-220-510	Fire	Salary	\$ 103,000.00
001-220-570	Fire	Expense	\$ 19,000.00
001-230-570	Emergency Medical	Expense	\$ 21,000.00
001-290-510	Communications	Salary	\$ 31,000.00
001-300	School	Budget Supplement	\$ 366,830.00
	K-12 Materials and Supplies	\$ 281,440.00	
	Extended School Services K-5	\$ 61,275.00	
	Professional Development PreK-12 (Social Emotional, Behavioral Best Practices)	\$ 24,115.00	
001-541-510	Council on Aging	Salary	\$ 840.00
001-750-594	Interest	Expense	\$ 5,000.00
	Gen Gov't Request	\$ 335,292.00	
	Norton Public Schools Request	\$ 366,830.00	
TOTAL:			\$ 702,122.00

ARTICLE 4

To see if the Town will vote to raise and appropriate and/or transfer and/or appropriate from available funds a sum of money to supplement the Fiscal Year 2019 Water Enterprise operating budget appropriated under Article 8 of the May 14, 2018, Annual Town Meeting, or otherwise amend said vote, or take any other action relative thereto.

(WATER AND SEWER COMMISSIONERS)

FINANCE COMMITTEE: No action is necessary at this time.

ARTICLE 5

To see if the Town will vote to raise and appropriate and/or transfer and/or appropriate from available funds a sum of money to supplement the Fiscal Year 2019 Sewer Enterprise operating budget appropriated under Article 9 of the May 14, 2018, Annual Town Meeting, or otherwise amend said vote, or take any other action relative thereto.

(WATER AND SEWER COMMISSIONERS)

FINANCE COMMITTEE: No action is necessary at this time.

ARTICLE 6

To see if the Town will vote to raise and appropriate and/or transfer and/or appropriate from available funds a sum of money for the Capital Improvements Fund established by the By-Law entitled "Capital Improvements Fund," from which appropriations may be made by a two-thirds vote at any Town Meeting, or take any other action relative thereto.

(BOARD OF SELECTMEN)

FINANCE COMMITTEE: Recommended to transfer the amount of \$900,000.00 from Free Cash. The Capital Improvements Account is used for the purchase of equipment and the maintenance of the Town's infrastructure. This will bring the balance in the Capital Improvements Account to \$1,170,390.00. Of this amount, \$479,850.00 will be used to fund Article 7 if approved, leaving a balance of \$690,540.00 in the account for future capital improvement needs.

ARTICLE 7

To see if the Town will vote to raise and appropriate and/or appropriate and/or transfer from available funds, including but not limited the Capital Improvements Fund, and/or borrow a sum of money to supplement the Fiscal Year 2019 capital improvements budget appropriated under Article 12 of the May 14, 2018, Annual Town Meeting to pay costs of purchasing, or leasing with an option to purchase for periods of time up to or in excess of three years, new and/or replacement capital items for various Town Departments and for the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow under and pursuant to Chapter 44, Section 7(9), of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor, and, in accordance with G.L. c.44, §20, authorize any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, to be applied to the payment of costs approved hereunder, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs; or take any other action relative thereto.

(BOARD OF SELECTMEN)

FINANCE COMMITTEE: Recommended to transfer the amount of \$479,850.00 from the Capital Improvements Account and the amount of \$84,000.00 from the Ambulance Reserve Fund to purchase, or lease with an option to purchase for periods of time up to or in excess of three years, new and/or replacement capital items for various Town Departments as follows:

DATA PROCESSING (155)	E-Permitting (Software, Hardware, and Miscellaneous Set-Up Fees and Expenses)	\$ 102,000.00
POLICE DEPARTMENT (210)	Police Line Cruiser Replacements (Fall Request - One)	\$ 41,000.00
POLICE DEPARTMENT (210)	Replace Training Room/Locker Room HVAC Unit #3	\$ 13,500.00
POLICE DEPARTMENT (210)	Cellbrite Digital Investigation Software and Training	\$ 14,350.00
POLICE DEPARTMENT (210)	Police Station Roof Drains	\$ 10,000.00
FIRE DEPARTMENT (220)	Chassis-Special Hazards (80/20)	\$ 105,000.00
FIRE DEPARTMENT (220)	Pumper Replacement (Year 1 of 5)	\$ 26,000.00
SCHOOLS (300):		
DISTRICT	Technology: Upgrade system and data backup	\$ 60,000.00
DISTRICT	Technology: Promethean Interactive Displays	\$ 101,000.00
L. G. NOURSE SCHOOL	Heating Pipe Replacement/Relocation	\$ 55,000.00
HIGHWAY (420)	Peterbilt 348-473118 with Tank (1 of 5)	\$ 36,000.00

ARTICLE 7

PROPOSED FY19 CAPITAL BUDGET AMENDMENT

FISCAL YEAR 2019 CAPITAL PROJECTS LIST			RECOMMENDATIONS			
	SPRING		FALL ATM REQUESTS	TOWN MANAGER	CAPITAL IMPROVEMENTS COMMITTEE	FINANCE COMMITTEE
	DEPARTMENT REQUEST	VOTED ATM COMMITTEE				
DATA PROCESSING (155)						
Upgrades to Improve Network Performance, Capacity, and Security--						
End of Life Replacement Upgrade, Backup and Disaster Recovery Servers,						
VMware Services - Memory Upgrade, and WatchGuard Firewall Update	\$ 51,000.00	\$ 51,000.00	\$ -	\$ -	\$ -	\$ -
CAD Migration to Tri Tech/IMC	\$ 81,000.00	\$ 81,000.00	\$ -	\$ -	\$ -	\$ -
Repeater Replacement	\$ 18,000.00	\$ 18,000.00	\$ -	\$ -	\$ -	\$ -
E-Permitting (Software, Hardware, and Miscellaneous Set-Up			\$ -	\$ -	\$ -	\$ -
Fees and Expenses)	\$ -	\$ -	\$ 102,000.00	\$ 102,000.00	\$ 102,000.00	\$ 102,000.00
CONSERVATION (171)						
Renovations to Camp Edith Read Complex, North Worcester Street	\$ 26,050.00	\$ 25,000.00	\$ -	\$ -	\$ -	\$ -
MUNICIPAL BUILDING (192)						
POLICE DEPARTMENT (210)						
Police Line Cruiser Replacements (Three) (Fall Request - One)	\$ 118,000.00	\$ 76,000.00	\$ 41,000.00	\$ 41,000.00	\$ 41,000.00	\$ 41,000.00
Portable Radios (5/Year)	\$ 19,700.00	\$ 19,700.00	\$ -	\$ -	\$ -	\$ -
Police Station Flooring Replacement	\$ 10,000.00	\$ 10,000.00	\$ -	\$ -	\$ -	\$ -
Replace Training Room/Locker Room HVAC Unit #3	TBD	\$ -	\$ 13,500.00	\$ 13,500.00	\$ 13,500.00	\$ 13,500.00
Cellbrite Digital Investigation Software and Training	\$ -	\$ -	\$ 14,350.00	\$ 14,350.00	\$ 14,350.00	\$ 14,350.00
Police Station Roof Drains	\$ -	\$ -	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
FIRE DEPARTMENT (220)						
Monitors/AED's (*)	\$ 105,000.00	\$ 105,000.00	\$ -	\$ -	\$ -	
Hovercraft (*) (barely usable)	\$ 75,000.00	\$ 75,000.00	\$ -	\$ -	\$ -	
Chassis-Special Hazards(80/20)	\$ 70,000.00	\$ -	\$ 105,000.00	\$ 105,000.00	\$ 105,000.00	\$ 105,000.00
Jaws/Heavy Rescue Equip.(*)	\$ 20,000.00	\$ 20,000.00	\$ -	\$ -	\$ -	\$ -
Dive Team Equipment(*)	\$ 20,000.00	\$ 20,000.00	\$ -	\$ -	\$ -	\$ -
Turnout gear replacement (18) ^	\$ 49,500.00	\$ 49,500.00	\$ -	\$ -	\$ -	\$ -
Pumper Replacement (Year 1 of 5)	\$ 99,000.00	\$ 99,000.00	\$ 26,000.00	\$ 26,000.00	\$ 26,000.00	\$ 26,000.00
Renovate Chartley Station	\$ 100,000.00	\$ -	\$ 100,000.00	\$ -	\$ -	\$ -

ARTICLE 7

PROPOSED FY19 CAPITAL BUDGET AMENDMENT

FISCAL YEAR 2019 CAPITAL PROJECTS LIST		SPRING		RECOMMENDATIONS				FINANCE COMMITTEE
		DEPARTMENT REQUEST	VOTED ATM COMMITTEE	FALL ATM REQUESTS	TOWN MANAGER	CAPITAL IMPROVEMENTS COMMITTEE		
SCHOOLS (300)								
DISTRICT								
Special Education Vans - 3 of 3 payment	\$ 35,683.00	\$ 35,683.00	\$ -	\$ -	\$ -	\$ -	\$ -	-
Security Cameras	\$ 25,000.00	\$ 25,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	-
Interior doors, door handles and locks	\$ 25,000.00	\$ 25,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	-
Technology Infrastructure	\$ 56,018.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Indoor Athletic Floors (Resurface)	\$ 20,000.00	\$ -	\$ 20,000.00	\$ -	\$ -	\$ -	\$ -	-
Technology: Upgrade system and data backup			\$ 60,000.00	\$ 60,000.00	\$ 60,000.00	\$ 60,000.00	\$ 60,000.00	60,000.00
Technology: Virtual infrastructure replacement			\$ 162,000.00	\$ -	\$ -	\$ -	\$ -	-
Technology: Promethean Interactive Displays			\$ 101,000.00	\$ 101,000.00	\$ 101,000.00	\$ 101,000.00	\$ 101,000.00	101,000.00
L. G. NOURSE SCHOOL								
Heating Pipe Replacement/Relocation			\$ 55,000.00	\$ 55,000.00	\$ 55,000.00	\$ 55,000.00	\$ 55,000.00	
NORTON MIDDLE SCHOOL								
Install tile - 3 of 3 payment	\$ 65,000.00	\$ 65,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	-
John Deere Tractor	\$ 30,000.00	\$ -	\$ 30,000.00	\$ -	\$ -	\$ -	\$ -	-
NORTON HIGH SCHOOL								
Pick-up truck with plow	\$ 42,000.00	\$ -	\$ 42,000.00	\$ -	\$ -	\$ -	\$ -	-
NHS AND HAY								
Athletic Facilities Master Plan: Study to assess and plan for an athletic complex behind the High School and Yelle Elementary	\$ 20,000.00	\$ -	\$ 20,000.00	\$ -	\$ -	\$ -	\$ -	-
HIGHWAY (420)								
Peterbilt 348-473118 with Tank (1 of 5)	\$ 35,000.00	\$ -	\$ 36,000.00	\$ 36,000.00	\$ 36,000.00	\$ 36,000.00	\$ 36,000.00	36,000.00
4 x 4 Backhoe (4 of 5)	\$ 28,000.00	\$ 28,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	-
4 x 4 Pick-Up Truck with Plow	\$ 50,000.00	\$ 50,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	-
2.5 Ton 6 Wheeler with Plow (4 of 5)	\$ 31,000.00	\$ 31,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	-
Holder Utility Tractor (2 of 5)	\$ 33,000.00	\$ 33,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	-
SUBTOTAL:		\$ 1,357,951.00	\$ 941,883.00	\$ 937,850.00	\$ 563,850.00	\$ 563,850.00	\$ 563,850.00	563,850.00

PROPOSED FY19 CAPITAL BUDGET AMENDMENT

FISCAL YEAR 2019 CAPITAL PROJECTS LIST		SPRING		RECOMMENDATIONS			
		DEPARTMENT REQUEST	VOTED ATM COMMITTEE	FALL ATM REQUESTS	TOWN MANAGER	CAPITAL IMPROVEMENTS COMMITTEE	FINANCE COMMITTEE
SEWER (440)							
SUBTOTAL SEWER PROJECTS:		\$	\$	\$	\$	\$	\$
WATER (450)							
Replace Service Vehicle 4x4 with Plow		\$ 53,275.00	\$ 53,275.00	\$	\$	\$	\$
SUBTOTAL WATER PROJECTS:		\$ 53,275.00	\$ 53,275.00	\$	\$	\$	\$
TOTAL CAPITAL REQUEST		\$ 1,053,951.00	\$ 721,883.00	\$ 853,850.00	\$ 479,850.00	\$ 479,850.00	\$ 479,850.00
TOTAL AMBULANCE RESERVE FUND		\$ 304,000.00	\$ 220,000.00	\$ 84,000.00	\$ 84,000.00	\$ 84,000.00	\$ 84,000.00
TOTAL BORROWING		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL SEWER "SURPLUS" (Retained Earnings)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL WATER "SURPLUS" (Retained Earnings)		\$ 53,275.00	\$ 53,275.00	\$ -	\$ -	\$ -	\$ -
TOTAL (INC. FROM ALL FUNDING SOURCES)		\$ 1,411,226.00	\$ 995,158.00	\$ 937,850.00	\$ 563,850.00	\$ 563,850.00	\$ 563,850.00

ARTICLE 8

To see if the Town will vote to raise and appropriate and/or transfer and/or appropriate from available funds and/or borrow a sum of money to fund the cost of the engineering, design, and procurement services phase of the conversion of the Town's existing street light system to an LED street light network, including but not limited to consulting, technical, and/or professional services and all other incidental and related costs and expenses associated therewith, or take any other action relative thereto.

(BOARD OF SELECTMEN)

FINANCE COMMITTEE: Recommended to transfer the amount of \$42,500.00 from Free Cash.

ARTICLE 9

To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds, the sum of \$520,000.00 for the purpose of planning, design and construction for approximately 1,100 feet of water main, appurtenances, and trench pavement in Holmes Street and East Main Street, and for related legal, administrative, and all other pertinent expenses associated with the project; to expend all funds available for this project including all incidental and related costs, or take any other action related thereto.

(BOARD OF WATER/SEWER COMMISSIONERS)

FINANCE COMMITTEE: Recommended to transfer the amount of \$520,000.00 from Water Retained Earnings.

ARTICLE 10

To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds, the sum of \$2,700,000.00 for the purpose of planning, design and construction of approximately 6,100 feet of water main, appurtenances, and trench pavement in Pine Street extending from Well No.1 to Plain Street, and for related legal, administrative and all other pertinent expenses associated with the project; to expend all funds available for this project including all incidental and related costs, or take any other action related thereto.

(BOARD OF WATER/SEWER COMMISSIONERS)

FINANCE COMMITTEE: Recommended to borrow the amount of \$2,700,000.00.

ARTICLE 11

To see if the Town will vote to authorize the Norton Housing Authority to grant to the Norton Water and Sewer Commission a permanent easement on land of the Norton Housing Authority located at 120 West Main Street in said Norton, commonly referred to as the Woodland Meadows residential development, located on the southerly side of West Main Street, for the construction, operation, and maintenance of a sewer pump station together with such permanent sewer line easements, utility easements, and access easements and temporary construction easements as may be necessary to provide for operation and maintenance of a pump station and sewer line connections, as approximately shown on a plan by Weston & Sampson entitled "Proposed Easements on Norton Housing Authority Property" dated August 1, 2018, a copy of which is on file with the Town Clerk, as said plan may be amended from time to time, including all incidental and related expenses associated with the project, or take any other action related thereto.

(BOARD OF WATER/SEWER COMMISSIONERS)

FINANCE COMMITTEE: Recommended.

ARTICLE 12

To see if the Town will vote to authorize the Board of Selectmen to acquire, by purchase, gift and/or eminent domain, the fee to and/or permanent and/or temporary easements, for recreational trail, construction, drainage, utility, access and/or related purposes, in, on and under parcels of land abutting and/or near North Washington Street, Cobb Street, Arrowhead Drive, Johnson Drive, Briggs Street, and Crane Street, which parcels are approximately shown on a plan entitled "Norton/Mansfield Preliminary Right-of-way Property Plan", a copy of which is on file with the Town Clerk, as said plan may be amended from time to time, and land within 200 feet of said parcels of land; to raise and appropriate, transfer from available funds, and/or borrow a sum of money to fund the foregoing and any and all costs related thereto, including, without limitation, the cost of any land/easement acquisitions; and, further, to authorize the Board of Selectmen to enter into any and all agreements and take any and all actions necessary or appropriate to effectuate the foregoing transactions; or take any other action relative thereto.

(BOARD OF SELECTMEN)

FINANCE COMMITTEE: No action is necessary at this time.

ARTICLE 13

To see if the Town will vote to authorize the Board of Selectmen to acquire by purchase, gift, and/or eminent domain, the fee to and/or permanent and/or temporary easements in, on and under portions of certain parcels of land located on Route 123 / East Main Street and/or other abutting ways, for public way purposes, including without limitation, for the construction, alteration, installation, maintenance, improvement, repair, rehabilitation, replacement and/or relocation of rights of way, sidewalks, drainage, utilities, slope, grading, rounding, construction and other easements, to enable the Town to undertake the Route 123 / East Main Street Corridor Improvement Project, which parcels are listed on a sheet entitled "Parcel Summary Sheet" and approximately shown on plans entitled "Massachusetts Department of Transportation Highway Division Plan and Profile of East Main Street (Route 123) in the town of Norton Bristol County Preliminary Right of Way Plan", dated August 30, 2018, prepared by Vanasse Hangen Brustlin, Inc., on file with the Town Clerk, as said plans may be amended from time to time, and land within 100 feet of said parcels; to transfer the care, custody, and control of a portion or portions of the Town-owned property or properties shown on the aforesaid plans from the board or officer having custody of the same for the purposes for which such properties are currently held to the Board of Selectmen for public way and utility purposes and further to dedicate said portion or portions of the Town-owned properties to the foregoing purposes, and authorize the Board of Selectmen to submit petitions to the General Court, if applicable, to allow for such acquisition, transfer and/or use; to raise and appropriate, transfer from available funds, and/or borrow a sum of money to fund the foregoing and/or any and all costs related thereto, including, without limitation, the cost of any land/easement acquisitions; and, further, to authorize the Board of Selectmen to enter into any and all agreements and take any and all actions necessary or appropriate to carry out the foregoing transactions; or take any other action relative thereto.

(BOARD OF SELECTMEN)

FINANCE COMMITTEE: No action is necessary at this time.

ARTICLE 14

To see if the Town will raise and appropriate and/or transfer and/or appropriate from available funds, a sum of money to retain a consultant for solar electric procurement support services in the development of solar strategies, including but not limited to management of the procurement and installation of a solar photovoltaic system, technical assistance, and all other incidental and related costs, expenses, and professional services associated therewith, or take any other action relative thereto.

(BOARD OF SELECTMEN)

FINANCE COMMITTEE: Recommended to transfer the amount of \$15,000.00 from Free Cash.

ARTICLE 15

To see if the Town will vote to accept the provisions of General Laws Chapter 148, Section 56, authorizing the Board of Selectmen, with the approval of the Fire Chief, to issue a license to any person or entity who shall engage in the business of conducting or maintaining open-air parking spaces, and further, to amend the General Bylaws consistent therewith as follows:

OPEN-AIR PARKING LICENSES

1. There shall be in the Town of Norton a requirement that any person or entity desiring to engage in the business of conducting or maintaining an open-air parking space shall first obtain from the Board of Selectmen an Open-Air Parking License.
2. This Bylaw shall not apply to any open-air parking space established under the provisions of G.L. c. 161A, §3(g) or G.L. c. 161B, §6(g) and maintained or conducted by the Massachusetts Bay Transportation Authority, also known as the MBTA, or by an authority created under G.L. c. 161B or a lessee or licensee thereof.
3. The Board of Selectmen shall be authorized to promulgate regulations to implement the provisions of this bylaw consistent with General Laws Chapter 148, Section 56. Such regulations shall be adopted at an open meeting for which notice of such action was properly provided under the Open Meeting Law, and any regulations promulgated by the Board of Selectmen shall be posted in the offices of the Town Clerk, Board of Selectmen, Inspection Department, and on the Town's website.
4. Enforcement. This bylaw may be enforced through any means available in law and in equity. When enforced through non-criminal disposition, each day a violation exists shall be considered a separate violation and shall be subject to a fine of Three Hundred and No Hundredths (\$300.00) Dollars.

or take any other action relative thereto.

(BOARD OF SELECTMEN)

FINANCE COMMITTEE: Recommended.

ARTICLE 16

To see if the Town will vote to revise or otherwise amend the Town's Personnel Bylaws, which amendments are on file with the Town Clerk, or take any other action relative thereto.

(TOWN MANAGER)

FINANCE COMMITTEE: Recommended to amend the Town's Personnel Bylaws to include the position of "Payroll and Benefits Administrator" under "Job Classification" and by adjusting the Salary Plan, as follows:

SALARY PLAN	CURRENT				PROPOSED		
Office Administrator	\$ 42,000	-	\$ 61,000	to	\$ 44,558	-	\$ 65,345
Assistant to the Town Manager	\$ 65,000	-	\$ 89,000	to	\$ 68,959	-	\$ 95,339
Highway Superintendent	\$ 70,000	-	\$103,000	to	\$ 74,263	-	\$ 110,336
Assistant Town Accountant	\$ 50,000	-	\$ 67,000	to	\$ 53,045	-	\$ 71,772
Water & Sewer Superintendent	\$ 80,000	-	\$111,000	to	\$ 84,872	-	\$ 118,906
Asst. Water & Sewer Superintendent	\$ 50,000	-	\$ 66,000	to	\$ 53,045	-	\$ 70,701
Information Technology Director	\$ 60,000	-	\$ 85,000	to	\$ 63,654	-	\$ 91,054
Tax Collector-Treasurer	\$ 69,000	-	\$ 97,000	to	\$ 73,202	-	\$ 103,909
Public Health Nurse	\$ 21.43	-	\$ 34.00	to	\$ 22.73	-	\$ 36.42
Custodian - Municipal	\$ 15.00	-	\$ 20.00	to	\$ 15.91	-	\$ 21.42
Town Clerk	\$ 60,000	-	\$ 72,000	to	\$ 63,654	-	\$ 74,986
Outreach Counselor	\$ 17.00	-	\$ 21.00	to	\$ 18.04	-	\$ 22.50
Parks and Recreation Coordinator	\$ 17.00	-	\$ 21.00	to	\$ 18.04	-	\$ 22.50
Payroll and Benefits Administrator					\$ 42,000	-	\$ 58,000

ARTICLE 17

Beginning in Fiscal Year 2019, and each year thereafter, the chief administrative officer of the Town shall make accessible electronically, through a link on the Norton Town web site, each and every personnel employment contract for all departments in the Town which has been signed and is in force. Whenever any new contract replaces an expired contract, or when a contract is extended, with or without modifications, then said new or extended contract(s) shall replace the existing contract(s) on the Town web site. Said contracts shall be accessible in their entirety and posted within 30 days of execution.

(PETITION OF AIMEE D. SAWYER)

FINANCE COMMITTEE: Recommended.

ARTICLE 18

Beginning in Fiscal Year 2019, and each year thereafter, the chief administrative officer of the Town shall make accessible electronically, through a link on the Norton Town web site, each and every procurement contract with a value of \$5,000 or greater for all departments in the which has been signed and is in force. Whenever any new contract replaces an expired contract, or when a contract is extended, with or without modifications, then said new or extended contract(s) shall replace the existing contract(s) on the Town web site. Said contracts shall be accessible in their entirety and posted within 30 days of execution.

(PETITION OF AIMEE D. SAWYER)

FINANCE COMMITTEE: Not recommended.

ARTICLE 19

To see if the Town will vote to raise and appropriate and/or transfer and/or appropriate from available funds a sum of money to the "Other Post Employment Benefits Liability Trust Fund" established to cover the unfunded actuarial liability for retirees' health care and life insurance benefits, or take any other action relative thereto.

(TOWN MANAGER)

FINANCE COMMITTEE: Recommended to transfer the amount of \$90,000.00 from Free Cash.

ARTICLE 20

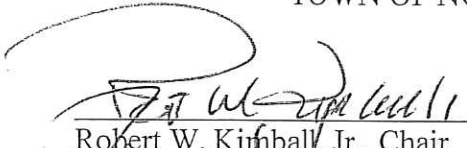
To see if the Town will vote to raise and appropriate and/or transfer and/or appropriate from available funds, a sum of money for the Stabilization Fund, in accordance with G.L. c. 40, §5B, or take any other action relative thereto.

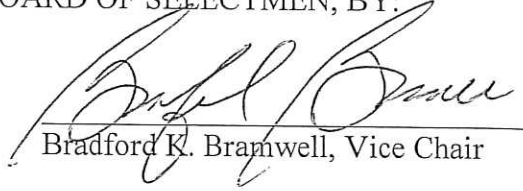
(BOARD OF SELECTMEN)

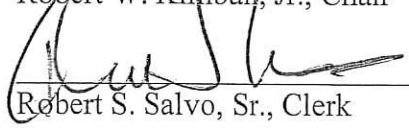
FINANCE COMMITTEE: Recommended to transfer the amount of \$300,000.00 from Free Cash.


And you are hereby directed to serve this Warrant by posting attested copies of the body of same at Chartley Post Office, Norton Post Office, Norton Municipal Center, Norton Public Library, and three (3) other public places within the limits of said Town, seven (7) days at least, before the time of holding said meeting. Hereof, and fail not and make due return of this Warrant with your doings thereon to the Town Clerk at the time and place of holding said meeting. Given under our hands and seals this 4th day of October in the year Two Thousand Eighteen.

TOWN OF NORTON BOARD OF SELECTMEN, BY:


Robert W. Kimball, Jr., Chair


Bradford K. Bramwell, Vice Chair


Robert S. Salvo, Sr., Clerk



Mary T. Steele


Michael Flaherty

Norton, Massachusetts

I have served this Warrant by posting attested copies at Chartley Post Office, Norton Post Office, Norton Municipal Center, Norton Public Library, and three (3) other public places within the limits of said Town, seven (7) days at least before the time of holding said Meeting.

ATTEST

 CONSTABLE of Norton DATE 10/4/18