

TOWN OF NEEDHAM



2025 ANNUAL TOWN MEETING WARRANT

ELECTION: TUESDAY, APRIL 8, 2025

BUSINESS MEETING: MONDAY, MAY 5, 2025

7:30 P.M.

JAMES HUGH POWERS HALL

NEEDHAM TOWN HALL

1471 HIGHLAND AVENUE

Additional information on Warrant articles will be made available at www.needhamma.gov/townmeeting during the weeks leading up to the Annual Town Meeting.

**2025 Annual Town Meeting Warrant
Table of Contents**

	PAGE
Finance Committee FY2026 Budget Recommendations.....	1
<hr/>	
2025 Annual Town Meeting Warrant Article Index.....	14
<hr/>	
Summary of Revenues FY2024 – FY2026 General Fund Only	18
<hr/>	
Summary of Expenditures FY2024 – FY2026 General Fund Only	19
<hr/>	
FY2026 General Fund Budget Recommendations – Submitted by Finance Committee	20
<hr/>	
Warrant Articles.....	24
<hr/>	
Reserve Fund Transfers	83
<hr/>	
General Government Salary & Staffing Schedule	84
<hr/>	
School Department Salary & Staffing Schedule.....	88
<hr/>	
Debt Service – Schedule of Authorized & Issued	Appendix A
<hr/>	
Open and Authorized Projects and Proposed Projects Financed by Debt	Appendix B

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2025 Annual Town Meeting
Finance Committee
114th Annual Report
Fiscal Year 2026 Proposed Budget

March 23, 2025

Fellow Town Meeting Members,

The Finance Committee is pleased to present its 114th Annual Report to Town Meeting along with our recommended operating budget for Fiscal Year 2026 (FY 2026). This budget process was challenging this year, as the Town's revenue, while increasing, did so at a decelerating rate, attributed to the slowing of new growth added to the tax base. Additionally, significant increases in certain expense items, including health insurance costs and casualty, liability and property insurance also had a negative impact on the budget. We held many discussions with the Town Manager, the individual departments and the Schools on the importance of focusing on a budget that would maintain the same high level of service while deferring new programs and initiatives. We thank all involved in the budget process and the individual department managers for their prudence in planning. The fiscal year 2026 budget that we present for your approval funds the same level of service as FY 2025 and there are no additional new staff or expanded services, except for a modest increase in personnel within the Building Department.

The Town of Needham is fiscally sound and thoughtful in its approach to the operating budget and future capital planning. However, we must continue to maintain this fiscally conservative approach as we plan for necessary upgrades and renovation to our aging schools and municipal buildings, commencing with the Pollard Middle School, and inclusive of the Mitchell Elementary School and the High Rock School and the phased renovations to the DPW facilities. We look forward to working collaboratively with the Select Board, the School Committee, the Permanent Public Building Committee, the Town Manager, the Superintendent of Schools and the Deputy Town Manager/Director of Finance to develop a capital financing plan that allows the Town of Needham to meet its long-term strategic goals and maintain a high level of service for its residents, mindful of the tax burden being shouldered by residents and local businesses.

The Finance Committee report describes the proposed Fiscal Year 2026 operating budget in detail, beginning with an overview of projected sources of revenue, following with the operating budget and then closing remarks and outlook.

I. Revenue

Total funding sources are revenue from the General Fund, the Enterprise Funds and the Community Preservation Fund. The General Fund revenue is used to meet all services and expenses, including the operating budgets of all Town and School departments. The Enterprise Funds are limited to meeting the water and sewer expenses. The Community Preservation Fund allocates funds to projects approved by the Community Preservation Committee.

For FY 2026 total funding sources are estimated at \$278,412,450, which is \$255,023,789 in general fund revenue, \$19,406,661 in Enterprise Fund revenues and \$3,982,000 from Community Preservation Act revenue. Total funding sources increased by .4% or \$1 million, while General Fund revenue increased by 3.3% and Enterprise Fund Revenue by 1.5%.

General Fund revenue includes property taxes, state aid and local receipts. Free cash flow is another significant source of funding that is available for General Fund expenditures. Additional funds available for appropriation include Town reserves and stabilization funds, overlay surplus and other smaller sources of funding.

For FY 2026 a total of \$255,023,789 in General Fund revenues is available for General Fund expenditures. They are allocated to meet the Town's \$235,925,907 in municipal department and school operating expenses, \$3,642,595 for financial warrant articles, \$11,622,050 for capital projects and \$1,285,509 in other appropriations.

Property Taxes Within the Levy: Property taxes are the largest component of General Fund revenues, and are estimated to account for 79.3% of the total in FY 2026 and to increase by 5.1% over FY 2025. Property tax is made up of three components, existing property tax increases, limited to a 2.5% annual increase within the tax levy, tax revenues from new growth, which includes real estate taxes and taxes on personal property value for new residential and commercial development and taxes levied to meet excluded debt service outside the tax levy. New growth over the past four years have ranged from \$4 million to \$5.8 million in FY 2025. For FY 2026, with the continued hiatus in the development of the former Muzi property and the anticipated slowdown in commercial and residential real estate development, tax revenue attributed to new growth is conservatively estimated at \$2,500,000.

Excluded Debt: The amount of property tax collections for excluded debt is the amount of debt service payable during the year for a voted capital override determined by Needham citizens over the years. Overall, excluded debt has been declining over the past four years as debt service from existing projects has decreased. During FY 2026, the excluded debt level will decline from \$9,794,891 to \$8,763,316 as the debt associated with the Eliot School is completely repaid.

State Aid: State aid accounts for 6.5% of total General Fund revenues, and is based on the Governor's budget proposal. For FY 2026, total State Aid is projected to be \$16,663,045, an increase of \$487,323 versus FY2025. The actual amount of State Aid is not expected to be finalized until late spring.

Local Receipts: Local receipts represent 6.5% of total General Fund revenues. Local receipts include several items, the largest being Motor Vehicle Excise taxes, Other Excise taxes, which is driven by the hotel and motel taxes paid to the state and then reimbursed to the municipality, Licenses & Permits, Charges for Services and Investment Income. Local Receipts levels are quite variable. The budget estimate for FY2026 is \$16,658,000 which is an increase of \$1,245,000 or 8.1% and is based on a level that is 75.9% of FY 2024 revenue (excluding non-recurring revenue). The Department of Revenue will only allow a municipality to forecast total revenue up to the level that can be supported by the prior year's receipts, thus actual Local Receipts tend to exceed revenue projections. Motor Vehicle Excise Taxes, Other Excise Taxes, Charges for Services from other town services (ambulance, parking permits and DPW) and Licenses & Permits make up over 75% of Local Receipt revenue, and that aggregate group is estimated to increase receipts by 9.3%.

Free Cash Free cash is the result of actual revenue collections that exceed estimates and expenditures which are less than what was originally appropriated. Free Cash levels in any fiscal year can be variable, and the Town has been careful to rely primarily on recurring revenue to support ongoing operating expenses. Free Cash is used as a non-recurring funding mechanism, to invest in capital assets as a funding source in Annual Town Meeting Warrant Articles, to support one-time or short duration programs and to add funds to the Town's various Reserve Funds. A small portion of the recurring Free Cash can be used to support the operating budget according to a formula calculated as the lesser of 2% of the adjusted operating budget for the prior fiscal year or the actual turn-back of unexpended funds from departmental appropriations. As of the writing of this report, Free Cash has not yet been certified for FY2025. For FY2026, the budget projection for Free Cash is \$19,000,000, an increase of \$1,669,217. The current projection is based on several factors including FY 2024 budget returns, a comparable level of Local Receipts for FY 2024 and using less of the certified Free Cash from FY 2024 for FY 2025 appropriations which should be closed out by the State and become part of the Free Cash calculation for FY 2026.

Adjustments to General Fund Revenue Both Water and Sewer Enterprise Fund expenses are accounted for within the enterprise fund. Certain costs such as information technology, personnel, insurance etc.) are within the general fund budgets of the Town departments. These expenses are funded with transfers of revenue from the Enterprise Funds to the General Fund. The FY 2026 estimates for the Sewer and Water Enterprise Fund transfers are \$300,000 and \$460,000, respectively for a total of \$760,000. The Community Preservation Act supported debt

service also exists within the Town’s annual debt service. The annual debt service associated with Town Hall and Rosemary Recreation Complex will decline each until they are repaid in 2031 and 2039. Emery Grover was just added to the CPA supported debt service. The total transfer for FY2026 is \$1,362,957, a decrease of 1.8%.

II. Operating Budget

The FY 2026 operating budget is based on Town Departments that have no external funding sources. There are some departments that have greater access to grants, such as Health and Human Services, and some like the Library, which have outside donations and support such as the Friends of the Needham Public Library. Any new requests for additional staff members, or the addition of a new program improvement or service is fully vetted by the Finance Committee prior to inclusion within the operating budget. For FY 2026, the recommended balanced operating budget totals \$235,925,907, which is a total increase of \$9,774,239, or 4.3% versus FY 2025. There is only one additional hire of a full-time building inspector to replace a part-time inspector, subsequent to their retirement. Additionally, the Superintendent of Schools commenced an early-retirement program for teachers to reduce overall salaries and wages, reduced FTE’s by 11.7 and reduced their FY 2026 budget request by over \$2 million from \$6.8 million to \$4.73 million.

The primary drivers of the 4.3% operating budget increase include the departments below:

Department	FY 2026 Budget	Increase - Dollars	Increase - %	% Town Budget
Schools (Includes Minuteman)	\$104,310,330	\$4,968,627	5%	44.3%
Townwide Expenses	\$69,821,407	\$2,532,184	3.8%	29.6%
Municipal IT	\$2,510,774	\$606,491	31.8%	1.06%
Health & Human Services	\$3,072,837	\$232,018	8.2%	1.3%

The most significant expense increases include contractual wage and step increases within departments. Within Townwide Expenses, the Casualty, Liability, Property, & Self-Insurance Programs increased by 6% based on an increase in premiums as well as an increase in the number of facilities insured with the addition of Emery Grover upon completion of that building. Group Insurance, Employee Benefits, and Administrative Cost increases are impacted by an estimated rise in group health insurance rates of 10%. The consolidation of Harvard Pilgrim and the Tufts Health Plans for FY 2026 has negatively impacted premiums. Additionally, enrollment

growth increased by 2.11%, the highest rate in five years, and more commonly occurs as the employment outlook weakens

The development of the FY 2026 Operating Budget was challenging due to rising costs associated with overall inflation, higher medical and insurance premiums and the need to continue to attract and retain talented teachers and town professionals with competitive wages and benefits in the face of these headwinds. We anticipate that the economic environment is unlikely to change dramatically over the next year. As we develop the budget for FY 2027, we will continue to be faced with difficult choices that must be made to balance the budget and design a long-term capital and financing plan to renovate school and municipal buildings.

The Town of Needham has always been thoughtful and cautious in all financial matters. Our annual projections are intended to be conservative, with specific improvement and stabilization funds designed to support anticipated longer-term maintenance and replacement expenses and smooth out debt service obligations when necessary. We have debt policies that limit debt levels within the tax levy (3% of projected General Fund revenue for debt service) and debt “outside the tax levy” or an “excluded debt” limit of total debt to 10% of gross revenues. These are guidelines in place to ensure that the Town continues to be fiscally conservative about how capital projects are financed so that we can maintain the excellent Schools, services and business climate that citizens are accustomed to while not placing an undue burden on all residents and taxpayers. The Town of Needham is one of a minority of municipalities within the State that carries a AAA debt rating by Standard & Poor’s Debt Rating Agency. This rating provides the Town with a lower cost of capital than other municipalities with lower ratings, and saves taxpayers significant funds in lower interest expense costs. The Finance Committee looks forward to continued discussions over the coming years as we strive to improve our facilities and services, while maintaining the excellent financial foundation provided by careful budgeting and long-term financial planning.

III, Components of the Proposed FY 2026 General Fund Operating Budget

For FY 2026, the recommended balanced operating budget totals \$235,925,907, which is an increase of \$9,774,239, a 4.3% versus FY 2025.

Townwide Expenses

Townwide Expenses are costs incurred by the Town that support all departments including casualty and liability insurance, energy, medical and retiree benefits. In total, Townwide Expenses Are increasing by 3.8% to \$69,805,804, which represents 29.6% of the General Fund operating budget.

Casualty, Liability and Property Insurance This budget line is increasing by 6%. This department provides for auto liability, general liability, property and casualty, law enforcement, public officials and school board liability. The Town is insured through the Massachusetts Inter-local Insurance Agency (MIIA) which is a self-insurance pool provided exclusively to municipalities in the Commonwealth. The Town has seen favorable rates because of membership in this pool, compared to other insurance markets. The increase for FY 2026 is the result of the Emery Grover building being on the policy for a full year, as well as premium increases of 6.5%.

Debt Service: Debt service line covers payments for outstanding debt obligations for debt funded within the tax levy, excluded debt, CPA funded debt and Sewer and Water Enterprise Fund debt. Exclusive of the enterprise fund debt, debt service for FY 2026 is \$16,836,849, a decrease of 3.8%. The decrease is due to a decline in both CPA and excluded debt service. The General Fund debt service within the levy limit is \$6,710,575, the excluded debt service is \$8,763,317 and CPA supported debt service is \$1,362,957. The excluded debt will continue to decline annually until new projects are approved. The final payment for the Eliot School was FY 2025, for the High Rock and Pollard Schools the final excluded debt payments are FY 2029, the High School is FY 2028, the Public Safety Building will be repaid in FY 2045, the Williams School in FY 2044 and the Newman HVAC project will be in FY 2033.

Group Insurance, Employee Benefits and Administrative Costs: The expenses covered under this program include group insurance for active employees, employee benefit administration costs, Medicare Tax, Social Security tax, employee assistance services and incidental expenses. This line is increasing by 9.3%, driven by an assumed 10% increase in health insurance premiums for FY 2026 and an additional participation rate of 10 employees. The consolidation of the health insurance market with the merger of Tufts and Harvard Pilgrim has continued to put pressure on health insurance premiums. The Town has been successful in slowing the rate of increase by offering high-deductible health plans and an opt-out program for employees.

Needham Electric Light & Gas Program This budget line is increasing by 1.2%. This budget is administered by the Finance Department but monitored by the individual Town departments. The budget pays for the cost of electric and natural gas supply furnished by private utility companies, and the fixed distribution charges from the public utility Eversource. The budget also provides for the maintenance and repair of streetlights and EV charging stations and the costs associated with the production of electricity from solar energy that is supplied to the electric grid.

Retiree Insurance & Insurance Liability Fund This line is increasing by 4.9% to \$8,540,230 based on the most recent actuarial valuation date of June 30, 2022. The plan remains on target to

reach full funding in FY 2041. The Town has steadily reduced the discount rate assumptions from 7.75% in FY 2017 to 6.25% for FY 2026. Based on these assumptions, the Fund has a funded ratio of assets to liabilities of 49.02%.

Retirement Assessments The line item funds the anticipated costs of pensions for current employees as well as incremental funding for the unfunded accrued pension liability. This line is increasing by 8% for FY 2026 in accordance with the actuarial schedule. The discount rate has been steadily reduced from 7.50% prior to FY 2020 to 6.25% for FY 2026. Based on the unfunded actuarial accrued liability, the system is expected to be fully funded by 2032. The 2025 Annual Town Meeting will vote to increase the retiree cost of living adjustment from \$14,000 to \$16,000. The FY 2026 appropriation will not be impacted by the outcome of the request.

Workers Compensation provides funding for costs associated with Workers Compensation for all School Department and General Government employees other than public safety employees. The Town is self-insured for these programs. This line-item also includes funding for pre-employment physicals. This budget line is increasing by 3.4% to \$806,137.

Injury on Duty & 111F This budget line provides injury on duty benefits for all public safety employees, which are funded from a Special Injury Leave Indemnity Fund. This budget is increasing by 5% to \$174,082. This is based on expected increases in salary and expense items. Unspent appropriations are reserved in the Fund for future appropriation.

Classification, Performance and Settlements: This line item provides a reserve for funding personnel related items as they occur during the fiscal year, as authorized by Town Meeting. These may include the settlement of collective bargaining agreements or changes to the classification and compensation plans. This line item is increasing by 19.5% to a level of \$431,000.

Reserve Fund The Reserve Fund is the budget line that sets aside contingency funds that can be transferred to other budget lines by a vote of the Finance Committee for extraordinary or unforeseen expenditures. At the end of a fiscal year, any balance remaining in the Reserve Fund is closed out to Free Cash. The appropriation for this line item is \$1,784,395 for FY 2026.

General Government includes six departments: The Select Board and Office of the Town Manager, Office of the Town Clerk, Legal Services, Finance Department, Finance Committee and Planning and Community Development. Overall the **General Government** budget is increasing by 3% to a total budget of \$5,827,031. **The Select Board and Office of the Town Manager** budget will increase by 2.8% to \$1,660,589 for FY 2026. The increase is primarily related to salary increases for existing personnel and allocation of committee liaison stipends for

recently assigned liaisons. **The Office of the Town Clerk** line item will increase by 4% to \$608,585. The increase reflects additional funds for printing and mailing of the Annual Town Election in April, as well as the replacement of 2 voting tabulators to begin the replacement cycle for the 15 machines that the Town owns. **Legal Services** provides legal services to the Town government and School Administration, including providing assistance to outside counsel. This budget remains flat for FY 2026 at \$329,140. **The Finance Department** budget includes an increase of 2.8%, for salary and step increases for 18 FTE's. While there has been some restructuring of positions within the Group over the last year, there has been no change to headcount, and the division is fully staffed. **The Finance Committee** is increasing their budget by \$330 to reflect wage increases for their executive secretary. **Planning and Community Development** is increasing their budget by 5.3% or \$34,405. The Planning and Community Development Department includes three divisions; Planning, Conservation and the Board of Appeals. The Department is responsible for all zoning, land use policies and development review standards. The overall budget is increasing by 5.3%, salaries increasing by 4.3% and expenses by 23% to reflect some additional expenditures in professional and technical services for the Planning Board.

Public Safety consists of the **Police, Fire and Building** departments. The total budget for Public Safety is increasing by 2.4% to \$23,090,907 for FY 2026. The **Police** budget request is \$9,577,335 which is a 1.3% decrease from FY 2025. The requested salary increases of \$81,961 represents step increases for the officers and cola increases for the civilians and administrative staff. The Police Union and the Superior Unions are under contract until June 30, 2025 and there is no collective bargaining in place beyond FY 2026. The operating capital request of \$63,425 decreased from \$291,717 in FY 2025 due to the replacement of one vehicle in their replacement schedule versus six last year. The expense request increase of \$80,921 includes \$35,000 for Professional Technical Software Licenses. This was moved from the IT to the Police budget.

The **Fire Department** budget is increasing by 5.2%, or \$616,028 for FY 2026, primarily attributable to salary increases for existing personnel and associated expense increases. The Department is evaluating a request for additional firefighters for future study. The **Building Department** budget will increase to \$980,823, which is an increase of 6.5% with the conversion of a part-time inspector to full-time. There is a considerable backlog of building inspection work that is not being completed annually, due to the lack of available personnel. The head of the department reports that there are 160 buildings that require inspection annually and 40 every five years, and only 15% of the applications are being completed. The addition of a full-time inspector will help to reduce some of this backlog.

The **Education Group** includes the **Needham Public Schools, the Minuteman Regional High School** and the **Needham Public Schools Municipal Information Technology**. The total budget for FY 2026 is \$106,821,104, an increase of 5.5%. **Needham Public Schools** accounts

for \$102,078,656 of the Education Group for FY 2026. The Schools budget is increasing by 4.7%, which is a significant reduction of their initial request of \$6,810,730, which was a 7% increase. The increase of 4.7% reflects a reduction of over \$2 million from the funds initially requested. The savings identified included staffing reallocations and reductions, implementing an early retirement program for teachers who qualified, while maintaining essential services, increased costs for literacy programs, cost savings associated with special education tuition and transportation. The Schools are in the process of negotiating new contracts with their teacher's union, which has not been finalized as of the writing of this report.

Needham Public Schools Municipal Information Technology is the Town's consolidated IT budget for both the Town, and the Schools, which is now managed by the School Department. The IT budget is increasing by \$606,491 or 31.8%. The recommended budget recognizes the \$593,643 that was appropriated in FY 2025 via a Warrant Article are recurring in FY 2026 in the operating budget. The submitted budget was reduced by \$100,000 for device replacement given the investment in equipment that was possible through ARPA funding.

The Minuteman Regional High School Assessment is the budget line for the costs of sending students to the Minuteman Regional High School. These expenses are allocated based on the number of students that the participating towns are sending to Minuteman. The Town of Needham's assessment for Minuteman for FY 2026 was \$2,231,674 or an increase of 22.4%. For the 2024/2025 fiscal year there are 58 students attending Minuteman, an increase of 26% from the prior year. Over the past 10 years enrollment has increased 142% as that School's new facility and programming continues to attract students.

Public Facilities and Public Works is made up of the Building Design and Construction Department and the Department of Public Works. This group budget is increasing by 2.6% or \$23,060,918. **Building Design and Construction** provides project management consulting support and oversight to the Permanent Public Building Committee and supports the Town Manager on municipal facility renovation, construction and planning projects. The Department's budget is increasing by 4% due to increased salaries. Expenses are flat at \$21,235.

The **Department of Public Works** total budget request for FY 2026 is \$22,642,038 or an increase of 2.5%. This department includes nine divisions - Building Maintenance, Administration, Water, Sewer, Fleet, Highway, Recycling and Solid Waste, Parks and Forestry and Engineering. The Water and Sewer Divisions are accounted for as Enterprise Funds, which are separate from the General Fund. Total salaries and wages are increasing by \$464,123 or 3.9%, due to annual wage increases. All union contracts are settled for FY 2026. Expenses increased by 1.43% overall and vary by department. Building Maintenance had a slight decrease in their budget versus FY 2025 as they shifted contractors to provide custodial work at the High School and Pollard which resulted in a decrease in the budgeted amount for FY 2026 of

\$290,318. The DPW initially requested the addition of several new positions including a custodian, park ranger, a public works craftworker within the highway division and two co-op students. All of these positions were deferred.

The Community Services Group includes the Municipal Parking Program, Health and Human Services Department, the Commission on Disabilities, the Historical Commission, the Public Library, Park and Recreation, Memorial Park Trustees and the Needham Council for Arts and Culture. In aggregate, this group is increasing their budgets by 4.3% to \$7,320,080. **Municipal Parking** increased their budget by 3.71%, salary and wages increased by 8.24% and expenses by 2.88%. In FY 2025 the Town entered into an agreement with Arcadis to implement a paid parking application for high traffic areas in Town that will utilize their parking app for payment versus using coins. The costs will be paid by user fees embedded in the app. **Health and Human Services** is increasing their budget by 8.2% with an increase of \$213,779 in salary and wages. These increases are from three previously ARPA funded positions that were included in their operating budget for half of FY 2025, and FY 2026 will have these three positions within the budget for the full year. Other than these three positions, the Health and Human Services Department budget submission is level funded. The **Commission on Disabilities** promotes full integration and improves accessibility for people with disabilities. The Department requested additional funding of \$500 to secure educational speakers for community training and hopes to partner with the Council on Aging to support educational programs. The **Historical Commission** decreased their budget to \$525 due to a reduction in the printing costs of materials for public hearings. The **Public Library** has a budget submission of \$2,457,257; comprising an increase in wages of \$59,824 and expenses of \$28,130, for a total increase of 3.7%. All increases in wages are step increases. Included within the expense increase is \$26,000 to move their OverDrive Advantage digital service to the operating budget. This expense had historically been funded by library state aid. Requests for a part-time reference librarian and a Community Outreach Specialist were deferred. The **Park and Recreation Department** is supported by the Park and Recreation Commission, a five-person elected board. The Commission has jurisdiction over 300 acres of land, including the Town Forest. The budget submission of 2.8% for FY 2026 includes an increase in salaries of 3% and expenses of 1.9%. **Memorial Park Trustees** consists of five elected members, of three-year terms each, plus the Chair of the Select Board. The Trustees receive, hold and manage any gift or bequest for the establishment of memorials for commemorating the service of members of the armed forces of the commonwealth. The primary costs associated with the Memorial Park fieldhouse and athletic fields are within the DPW operating budget. The budget request this year is increasing by \$1,250 expressly for the purchase of flags. The cost of flags has been increasing over the years. The **Needham Arts & Culture Council** supports community-based projects and activities in the performing and visual arts to benefit the residents of the Town. The department requests the same funding of \$18,300 to support local programming. In addition, the department receives funds from the Massachusetts Cultural Council annually. Over the last three years, the annual funds have been

approximately \$9,000. The department works with other organizations in Needham to provide programs that nurture community connections and celebrate arts and culture.

IV. Closing Comments and Acknowledgements

The Finance Committee's recommended balanced budget for FY 2026 will continue to provide a high level of service to the Town, while maintaining excellent Schools and public facilities that are well used and enjoyed by all residents. We recognize that the budget process this year was challenging, and each department in Town had to determine what trade-offs and priorities might be necessary to achieve a balanced budget for FY 2026. This was not an easy process, and we appreciate the support, the information, the countless hours and the many creative ways and conversations that all stakeholders engaged in to produce the Town's budget.

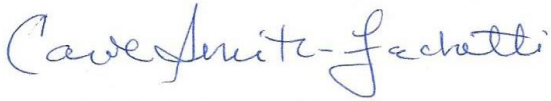
The budget process for FY 2027 may again be challenging as the Town, the State and the Country navigate a more uncertain economic outlook, and the continued inflationary costs that impact the pace of housing and commercial construction. Against this backdrop, we must plan for the future, and for the rebuilding and renovation of three major schools, commencing with the Pollard School, while continuing to invest in infrastructure, stormwater management, renovated and additional housing for our most vulnerable residents and the continued improvement and expansion to our other municipal buildings. Future capital planning and wise investment, while cognizant of the tax burden borne by our residents, will require each elected and appointed member of the Town's many committees and boards to work together to prioritize the Town's needs. The Finance Committee looks forward to working with all members of the Town on these important endeavors.

The Finance Committee would like to acknowledge the hard work of the Town Manager, the Deputy Town Manager/Director of Finance, the Deputy Town Manager, the Superintendent of Schools, the Director of Financial Operations for the Schools and each of the department heads and managers who were willing to meet with, speak to and answer many questions from the Finance Committee. Your professionalism, diligence and work ethic are unmatched, and we appreciate it. The Finance Committee would also like to thank all of the elected and appointed officials including the Select Board, the Town Moderator and the Town Meeting Members that collectively make representative town government successful. We could not accomplish our work without your support. Finally, we would like to personally acknowledge the tremendous legacy that our Town Manager, Kate Fitzpatrick, has left for her successor. What a steady hand and role model she has been for the last twenty years!

The Chair would like to thank each member of the Finance Committee for their dedication and hard work over the past year. We have many new members, and thank you for saying yes to

serving the Town in this way. I greatly appreciate your service, dedication and enthusiasm. Each of you have been a pleasure to work with.

Respectfully submitted on behalf of the Finance Committee,

A handwritten signature in blue ink that reads "Carol A. Smith-Fachetti". The signature is written in a cursive style.

Carol A. Smith-Fachetti, Chair

Committee Members

John P. Connelly, Vice Chair

Joe Abruzese

Alexandra Blauer

Tina Burgos

Karen Calton

Barry J. Coffman

Paul O'Connor

Lydia Wu

Molly Pollard, Executive Secretary

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Article	Description	Inserted By	Page
1	ANNUAL TOWN ELECTION		24
2	COMMITTEE AND OFFICER REPORTS		25
HUMAN RESOURCES ARTICLES			
3	ESTABLISH ELECTED OFFICIALS' SALARIES	Human Resources Advisory Committee	25
4	APPROVE COLLECTIVE BARGAINING AGREEMENT – NEEDHAM POLICE UNION	Select Board	25
5	FUND COLLECTIVE BARGAINING AGREEMENT – POLICE SUPERIOR OFFICERS ASSOCIATION	Select Board	26
FINANCE ARTICLES			
6	APPROPRIATE FOR CLASSIFICATION AND COMPENSATION STUDY	Select Board	26
7	APPROPRIATE FOR NEEDHAM PROPERTY TAX ASSISTANCE PROGRAM	Select Board	27
8	APPROPRIATE FOR PUBLIC FACILITIES MAINTENANCE PROGRAM	Select Board	27
9	APPROPRIATE FOR FORESTRY MANAGEMENT	Select Board	27
10	APPROPRIATE FOR CLIMATE ACTION PROGRAM INITIATIVES	Select Board	28
11	APPROPRIATE FOR FINANCIAL APPLICATION SOFTWARE	Select Board	28
12	APPROPRIATE FOR OPIOID PROGRAMMING	Select Board	29
13	APPROPRIATE THE FY2026 OPERATING BUDGET	Finance Committee	29
14	APPROPRIATE THE FY2026 SEWER ENTERPRISE FUND BUDGET	Select Board & Finance Committee	29
15	APPROPRIATE THE FY2026 WATER ENTERPRISE FUND BUDGET	Select Board & Finance Committee	32
16	SET THE ANNUAL DEPARTMENT REVOLVING FUND SPENDING LIMITS	Select Board	34
17	AUTHORIZATION TO EXPEND STATE FUNDS FOR PUBLIC WAYS	Select Board	35
ZONING/LAND USE ARTICLES			
18	AMEND ZONING BY-LAW – MULTI-FAMILY OVERLAY DISTRICT (“BASE COMPLIANCE PLAN”)	Planning Board	36
19	AMEND ZONING BY-LAW – MAP CHANGE FOR MULTI-FAMILY OVERLAY DISTRICT (“BASE COMPLIANCE PLAN”)	Planning Board	55

Article	Description	Inserted By	Page
COMMUNITY PRESERVATION ACT ARTICLES			
20	APPROPRIATE FOR ON-GOING COLLECTIONS STORAGE UPGRADES AT THE NEEDHAM HISTORY CENTER & MUSEUM	Community Preservation Committee	61
21	APPROPRIATE FOR NEEDHAM TRAIL SIGNAGE IMPROVEMENTS	Community Preservation Committee	61
22	APPROPRIATE FOR EAST MILITIA HEIGHTS DEVELOPMENT	Community Preservation Committee	62
23	APPROPRIATE FOR PRESERVATION OF SEABEDS WAY	Community Preservation Committee	62
24	APPROPRIATE FOR ACTION PARK & PICKLEBALL COURTS DESIGN	Community Preservation Committee	63
25	APPROPRIATE FOR ELIOT SCHOOL GROUNDS RENOVATION (DESIGN)	Community Preservation Committee	63
26	APPROPRIATE FY2026 CPA BUDGET AND RESERVES	Community Preservation Committee	63
CAPITAL ARTICLES			
27	APPROPRIATE FOR GENERAL FUND CASH CAPITAL	Select Board	64
28	APPROPRIATE FOR ELIOT SCHOOL BOILER REPLACEMENT	Select Board	68
29	APPROPRIATE FOR LIBRARY RENOVATION	Select Board	68
30	APPROPRIATE FOR NEEDHAM HIGH SCHOOL STAIR REPAIR	Select Board	69
31	APPROPRIATE FOR NEWMAN SCHOOL THEATRICAL LIGHTING, SOUND, AND RIGGING REPAIRS	Select Board	69
32	APPROPRIATE FOR CENTER AT THE HEIGHTS RENOVATION DESIGN	Select Board	69
33	APPROPRIATE FOR PUBLIC WORKS FACILITEIS IMPROVEMENTS/COGSWELL BUILDING	Select Board	70
34	APPROPRIATE FOR PUBLIC WORKS INFRASTRUCTURE	Select Board	70
35	APPROPRIATE FOR SEWER ENTERPRISE FUND CASH CAPITAL	Select Board	71
36	APPROPRIATE FOR INFILTRATION AND INFLOW PROGRAM	Select Board	72
37	APPROPRIATE FOR WATER ENTERPRISE FUND CASH CAPITAL	Select Board	72

Article	Description	Inserted By	Page
38	APPROPRIATE FOR WATER SERVICE CONNECTIONS	Select Board	73
39	RESCIND DEBT AUTHORIZATION	Select Board	74
GENERAL & COMMITTEE ARTICLES			
40	AMEND GENERAL BY-LAWS – CONTRACT PROCEDURES	Select Board	74
41	ACCEPT M.G.L. c.59, §5 CLAUSES TWENTY-SECOND I AND TWENTY-SECOND J (VETERANS PROPERTY TAX EXEMPTIONS)	Select Board	75
42	INCREASE CONTRIBUTORY RETIREMENT COLA ALLOWANCE	Retirement Board	75
TOWN RESERVE ARTICLES			
43	APPROPRIATE TO ATHLETIC FACILITY IMPROVEMENT FUND	Select Board	76
44	APPROPRIATE TO CAPITAL FACILITY FUND	Select Board	76
CITIZENS' PETITIONS			
45	CITIZENS' PETITION – LEAF BLOWERS	David Rudolph, et. al.	77
46	CITIZENS' PETITION – NUCLEAR DISARMAMENT	Joseph McCabe, et. al.	78
47	OMNIBUS	Select Board	80

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**Summary of Revenues
FY2024 - FY2026
General Fund Only**

	FY2024	FY2025	FY2026
Local Estimated Receipts			
Local Excises and Other Tax Related Collections	\$10,115,479	\$7,900,000	\$8,495,000
Solid Waste Disposal Fees	\$1,250,845	\$1,100,000	\$1,100,000
Departmental Activities	\$7,467,899	\$5,413,000	\$6,033,000
Fines & Forfeits & Assessments	\$83,832	\$0	\$0
Investment Income	\$3,014,707	\$1,000,000	\$1,030,000
Medicaid	\$16,160	\$0	\$0
Miscellaneous Revenue	\$3,145	\$0	\$0
Miscellaneous Non-recurring	<u>\$305,125</u>	<u>\$0</u>	<u>\$0</u>
SUB-TOTAL	\$22,257,192	\$15,413,000	\$16,658,000
Property Taxes & State Aid			
Real & Personal Property Tax Levy	\$182,678,091	\$192,425,222	\$202,281,021
Cherry Sheet Revenue (State Aid)	<u>\$15,578,355</u>	<u>\$16,175,722</u>	<u>\$16,663,045</u>
SUB-TOTAL	\$198,256,446	\$208,600,944	\$218,944,066
Use of Other Available Funds & Free Cash			
Free Cash	\$14,522,850	\$17,330,783	\$20,685,295
Overlay Surplus	\$2,110,000	\$2,929,196	\$400,000
Other Available Funds	\$431,000	\$1,797,673	\$304,299
Transfer from other Articles	\$181,756	\$813,544	\$0
Reserved for Debt Exclusion Offset	<u>\$27,668</u>	<u>\$24,130</u>	<u>\$21,723</u>
SUB-TOTAL	\$17,273,274	\$22,895,326	\$21,411,317
Total General Fund Revenue	\$237,786,912	\$246,909,270	\$257,013,383
Adjustments to General Fund Revenue			
Enterprise & CPA Reimbursements	\$2,435,029	\$2,160,042	\$2,122,957
Total Revenue Available for General Fund Uses	\$240,221,941	\$249,069,312	\$259,136,340

Account Balances

Athletic Facility Improvement Fund	\$202,706
Capital Equipment Fund	\$1,705,752
Capital Facility Fund	\$2,176,406
Debt Service Stabilization Fund	\$2,429,662
Free Cash (estimate)	\$21,756,922
Opioid Stabilization Fund	\$359,063
Stabilization Fund	\$4,894,488
Stormwater Stabilization Fund	\$495,779

**Summary of Expenditures
FY2024 - FY2026
General Fund Only**

	FY2024	FY2025	FY2026
Town Wide Group	\$61,982,729	\$67,273,620	\$69,805,804
Department Budgets			
Select Board/Town Manager	\$1,469,181	\$1,615,003	\$1,660,589
Town Clerk/Board of Registrars	\$495,258	\$586,400	\$608,585
Legal Services	\$248,444	\$329,140	\$329,140
Finance Department	\$3,695,067	\$2,433,395	\$2,502,253
Finance Committee	\$32,116	\$47,125	\$47,455
Planning and Community Development	\$601,739	\$644,604	\$679,009
Police Department	\$8,369,617	\$9,706,170	\$9,577,335
Fire Department	\$10,654,343	\$11,916,784	\$12,532,812
Building Department	\$805,566	\$920,595	\$980,823
Minuteman Regional High School	\$1,640,461	\$1,823,777	\$2,231,674
Needham Public Schools	\$90,644,769	\$97,517,926	\$102,078,656
Needham Public Schools - Municipal Information Technolo	\$1,904,283	\$1,904,283	\$2,510,774
Building Design & Construction	\$244,603	\$402,605	\$418,880
Department of Public Works	\$20,495,074	\$22,080,540	\$22,642,038
Municipal Parking Program	\$154,719	\$172,252	\$178,646
Health and Human Services	\$2,552,054	\$2,840,819	\$3,072,837
Commission on Disabilities	\$1,735	\$2,050	\$2,550
Historical Commission	\$0	\$1,050	\$525
Library	\$2,039,693	\$2,369,303	\$2,457,257
Park & Recreation	\$1,220,701	\$1,545,177	\$1,587,965
Memorial Park	\$640	\$750	\$2,000
Needham Council for Arts and Culture	\$8,300	\$18,300	\$18,300
Department Budget Total	\$145,374,080	\$158,878,048	\$166,120,103
Total Budget	\$207,356,809	\$226,151,668	\$235,925,907
Other Appropriations			
General Fund Cash Capital	\$10,900,307	\$14,923,996	\$13,434,870
Other Financial Warrant Articles	\$3,125,670	\$2,403,476	\$3,976,894
Transfers to Other Funds	\$1,146,735	\$918,494	\$1,340,647
Total Other Appropriations	\$15,172,712	\$18,245,966	\$18,752,411
Non-Appropriated Expenses	\$4,297,469	\$4,671,678	\$4,458,022
Total General Fund Expenses	\$226,826,990	\$249,069,312	\$259,136,340

2025 Annual Town Meeting

Line #	Description	FY2024 Expended	FTE*	FY2025 Budget	FTE*	FY2026 Finance Committee Rec.	FTE*	%
Townwide Expenses								
1	Casualty, Liability, Property & Self-insurance Program	923,771		972,560		1,030,826		
2	Debt Service	17,557,775		17,503,332		16,836,849		
3	Group Health Insurance, Employee Benefits & Administrative Costs	16,553,594		18,376,475		20,094,435		
4	Needham Electric, Light & Gas Program	5,655,057		5,669,038		5,738,194		
5	Retiree Insurance & Insurance Liability Fund	8,199,280		8,141,306		8,540,230		
6	Retirement Assessments	12,154,582		13,305,237		14,369,656		
7	Workers Compensation	779,244		779,255		806,137		
8	Injury on Duty & 111F	159,426		165,792		174,082		
9	Classification Performance & Settlements	0		360,625		431,000		
10	Reserve Fund	0		2,000,000		1,784,395		
Townwide Expense Total		61,982,729		67,273,620	0.0	69,805,804	0.0	3.8%
Select Board and the Office of the Town Manager								
11A	Salary & Wages	1,177,058	11.0	1,303,277	11.0	1,344,537	11.0	
11B	Expenses	256,114		311,726		316,052		
11C	Capital	36,009						
Total		1,469,181	11.0	1,615,003	11.0	1,660,589	11.0	
Office of the Town Clerk								
12A	Salary & Wages	419,925	4.0	478,170	4.0	456,950	4.0	
12B	Expenses	75,333		108,230		136,635		
12C	Capital					15,000		
Total		495,258	4.0	586,400	4.0	608,585	4.0	
Legal Services								
13	Legal Services	248,444		329,140		329,140		
Total		248,444	0	329,140	0	329,140	0	
Finance Department								
14A	Salary & Wages	1,994,693	24.0	1,846,397	18.0	1,918,011	18.0	
14B	Expenses	1,602,011		586,998		584,242		
14C	Capital	98,363		0		0		
Total		3,695,067	24.0	2,433,395	18.0	2,502,253	18.0	
Finance Committee								
15A	Salary & Wages	30,939		45,365		45,365		
15B	Expenses	1,177		1,760		2,090		
Total		32,116	0.0	47,125	0.0	47,455	0.0	
Planning and Community Development								
16A	Salary & Wages	550,008	5.5	603,754	5.5	628,759	5.5	
16B	Expenses	51,731		40,850		50,250		
Total		601,739	5.5	644,604	5.5	679,009	5.5	
General Government		6,541,805	44.5	5,655,667	38.5	5,827,031	38.5	3.0%

2025 Annual Town Meeting

Line #	Description	FY2024 Expended	FTE*	FY2025 Budget	FTE*	FY2026 Finance Committee Rec.	FTE*	%
Police Department								
17A	Salary & Wages	7,690,032	63.0	8,716,261	63.0	8,798,222	63.0	
17B	Expenses	549,025		634,767		715,688		
17C	Capital	130,560		355,142		63,425		
	Total	8,369,617	63.0	9,706,170	63.0	9,577,335	63.0	
Fire Department								
18A	Salary & Wages	10,157,648	80.0	11,304,871	80.0	11,885,149	80.0	
18B	Expenses	456,668		569,122		599,589		
18C	Capital	40,027		42,791		48,074		
	Total	10,654,343	80.0	11,916,784	80.0	12,532,812	80.0	
Building Department								
19A	Salary & Wages	768,907	9.8	869,555	9.8	925,793	10.2	
19B	Expenses	36,659		51,040		55,030		
	Total	805,566	9.8	920,595	9.8	980,823	10.2	
	Public Safety	19,829,526	152.8	22,543,549	152.8	23,090,970	153.2	2.4%
Minuteman Regional High School Assessment								
20	Assessment	1,640,461		1,823,777		2,231,674		
	Total	1,640,461	0.0	1,823,777	0.0	2,231,674	0.0	
Needham Public Schools								
21	Needham Public School Budget	90,644,769	856.4	97,517,926	865.4	102,078,656	853.7	
	Total	90,644,769	856.4	97,517,926	865.4	102,078,656	853.7	
Needham Public Schools								
22	Municipal Information Technology			1,904,283	6.0	2,510,774	6.0	
	Total	0	0.0	1,904,283	6.0	2,510,774	6.0	
	Education	92,285,230	856.4	101,245,986	871.4	106,821,104	859.7	5.5%
Building Design & Construction Department								
23A	Salary & Wages	239,986	3.0	381,370	3.3	397,645	3.3	
23B	Expenses	4,617		21,235		21,235		
	Total	244,603	3.0	402,605	3.3	418,880	3.3	
Department of Public Works								
24A	Salary & Wages	10,667,604	128.0	11,925,903	130.0	12,390,026	130.0	
24B	Expenses	8,982,219		9,592,467		9,729,630		
24C	Capital	155,946		120,325		76,120		
24D	Snow and Ice	689,305		441,845		446,262		
	Total	20,495,074	128.0	22,080,540	130.0	22,642,038	130.0	
	Public Facilities and Public Works	20,739,677	131.0	22,483,145	133.3	23,060,918	133.3	2.6%
Municipal Parking Program								
25	Program	154,719		172,252		178,646		
	Total	154,719	0.0	172,252	0.0	178,646	0.0	
Health and Human Services Department								
26A	Salary & Wages	2,074,130	18.7	2,381,813	21.7	2,595,592	21.7	
26B	Expenses	477,924		459,006		477,245		
	Total	2,552,054	18.7	2,840,819	21.7	3,072,837	21.7	
Commission on Disabilities								
27A	Salary & Wages	1,500		1,500		1,500		
27B	Expenses	235		550		1,050		
	Total	1,735	0.0	2,050	0.0	2,550	0.0	

2025 Annual Town Meeting

Line #	Description	FY2024 Expended	FTE*	FY2025 Budget	FTE*	FY2026 Finance Committee Rec.	FTE*	%
Historical Commission								
28	Historical Commission	0		1,050		525		
	Total	0	0.0	1,050	0.0	525	0.0	
Public Library								
29A	Salary & Wages	1,629,072	16.0	1,941,303	16.0	2,001,127	16.0	
29B	Expenses	410,621		428,000		456,130		
	Total	2,039,693	16.0	2,369,303	16.0	2,457,257	16.0	
Park and Recreation Department								
30A	Salary & Wages	966,305	4.6	1,206,027	4.6	1,242,265	4.6	
30B	Expenses	254,396		339,150		345,700		
	Total	1,220,701	4.6	1,545,177	4.6	1,587,965	4.6	
Memorial Park Trustees								
31	Memorial Park Trustees	640		750		2,000		
	Total	640	0.0	750	0.0	2,000	0.0	
Needham Council for Arts and Culture								
32	Needham Council for Arts and Culture	8,300		18,300		18,300		
	Total	8,300	0.0	18,300	0.0	18,300	0.0	
Community Services								
	Community Services	5,977,842	39.3	6,949,701	42.3	7,320,080	42.3	5.3%
Department Budget Total								
	Department Budget Total	145,374,080	1,224.0	158,878,048	1,238.2	166,120,103	1,226.9	4.6%
Total Operating Budget								
	Total Operating Budget	207,356,809		226,151,668		235,925,907		4.3%

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**WARRANT FOR THE ANNUAL TOWN MEETING
TUESDAY, APRIL 8, 2025
TOWN OF NEEDHAM
COMMONWEALTH OF MASSACHUSETTS**

Norfolk, ss.

To either of the Constables in the Town of Needham in said County, Greetings:

In the name of the Commonwealth of Massachusetts you are hereby required to notify and warn the Inhabitants of the Town of Needham qualified to vote in elections and in Town Affairs to meet in their respective voting places in said Town namely:

- Precinct A - Center at the Heights, 300 Hillside Avenue
- Precinct B - Center at the Heights, 300 Hillside Avenue
- Precinct C - Newman School, 1155 Central Avenue, Gym
- Precinct D - Newman School, 1155 Central Avenue, Gym
- Precinct E - Needham Golf Club, 49 Green Street
- Precinct F - Rosemary Recreation Complex, 178 Rosemary Street
- Precinct G - Rosemary Recreation Complex, 178 Rosemary Street
- Precinct H - Needham Golf Club, 49 Green Street
- Precinct I - Town Hall, 1471 Highland Avenue, Powers Hall
- Precinct J - Town Hall, 1471 Highland Avenue, Powers Hall

on TUESDAY, THE EIGHTH DAY OF APRIL 2025

from seven o'clock in the forenoon, until eight o'clock in the afternoon, then and there to act upon the following articles, viz.:

ARTICLE 1: ANNUAL TOWN ELECTION

To choose by ballot the following Town Officers:

- One Select Board Member for a term of three years;
- Three School Committee Members for a term of three years;
- One Moderator for a term of three years;
- One Town Clerk for a term of three years;
- Two Park and Recreation Commissioners for a term of three years;
- One Assessor for a term of three years;
- One Commissioner of Trust Funds for a term of three years;
- Two Needham Public Library Trustees for a term of three years;
- Two Memorial Park Trustees:
 - One Veteran for a term of three years;
 - One Non-Veteran for a term of three years;
- Two Board of Health Members for a term of three years;
- One Planning Board Member for a term of five years; and
- One Needham Housing Authority Member for a term of five years
- Eight Town Meeting Members for Precinct A for a term of three years
- Eight Town Meeting Members for Precinct B for a term of three years
- Eight Town Meeting Members for Precinct C for a term of three years
- Eight Town Meeting Members for Precinct D for a term of three years

Eight Town Meeting Members for Precinct E for a term of three years
 Eight Town Meeting Members for Precinct F for a term of three years
 Eight Town Meeting Members for Precinct G for a term of three years
 Eight Town Meeting Members for Precinct H for a term of three years
 Two Town Meeting Members for Precinct H for a term of one year
 Eight Town Meeting Members for Precinct I for a term of three years
 One Town Meeting Member for Precinct I for a term of one year
 Eight Town Meeting Members for Precinct J for a term of three years

and you are also required to notify the qualified Town Meeting Members of the Town of Needham to meet in Powers Hall on Monday, May 5, 2025 at seven thirty o'clock in the afternoon, then and there to act upon the following articles, viz.:

**Warrant for the Annual Town Meeting
 Monday, May 5, 2025 at 7:30 p.m. at Needham Town Hall**

ARTICLE 2: COMMITTEE AND OFFICER REPORTS

To hear and act on the reports of Town Officers and Committees.

HUMAN RESOURCES ARTICLES

ARTICLE 3: ESTABLISH ELECTED OFFICIALS' SALARIES

To see if the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 2025, as required by Massachusetts General Laws, Chapter 41, Section 108:

Town Clerk	\$133,004
Select Board, Chair	\$1,800
Select Board, Others	\$1,500

INSERTED BY: Human Resources Advisory Committee

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: In accordance with Massachusetts General Law Chapter 41, Section 108, the Town must annually vote to set the salary and compensation for any elected Town officials who receive compensation. The annual stipends for the members of the Select Board have remained unchanged since 1977.

ARTICLE 4: APPROVE COLLECTIVE BARGAINING AGREEMENT – NEEDHAM POLICE UNION

To see if the Town will vote to fund the cost of items contained in a collective bargaining agreement between the Town and the Needham Police Union by authorizing the Town Manager to transfer a sum

necessary to fund the cost items contained in the agreement for fiscal year 2026; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting.

HUMAN RESOURCES ADVISORY BOARD RECOMMENDS THAT: Recommendation to be Made at Town Meeting.

Article Information: At the time of the printing of the Warrant, the parties had not reached agreement on this contract.

ARTICLE 5: FUND COLLECTIVE BARGAINING AGREEMENT – POLICE SUPERIOR OFFICERS ASSOCIATION

To see if the Town will vote to fund the cost of items contained in a collective bargaining agreement between the Town and the Police Superior Officers Association by authorizing the Town Manager to transfer a sum necessary to fund the cost items contained in the agreement for fiscal year 2026; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting.

HUMAN RESOURCES ADVISORY BOARD RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article Information: At the time of the printing of the Warrant, the parties had not reached agreement on this contract.

FINANCE ARTICLES

ARTICLE 6: APPROPRIATE FOR CLASSIFICATION AND COMPENSATION STUDY

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$120,000 for the purpose of conducting a classification and compensation study for municipal personnel, to be spent under the direction of the Town Manager, and to meet this appropriation that said sum be transferred from Free Cash; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: This article will fund a comprehensive classification and compensation study for all general government (non-public safety) positions. This request is in line with the Town’s practice of conducting a study of all positions every five years. The last classification and compensation study was funded in FY2018 and implemented in 2021. A professional analysis of the components of the compensation scale for fairness and equity is essential to ensuring that the Town remains competitive, and is critical to Needham’s long-term strategy for organizational staffing needs.

ARTICLE 7: APPROPRIATE FOR NEEDHAM PROPERTY TAX ASSISTANCE PROGRAM

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$50,000 for the purpose of funding the Needham Property Tax Assistance Program, to be spent under the direction of the Town Manager, and to meet this appropriation that said sum be transferred from Overlay Surplus; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: The Property Tax Assistance Program helps elderly and disabled taxpayers in need. This appropriation complements donations by private parties to the “Voluntary Tax Relief Program” authorized by statute. The goal of the Select Board is to set a target annual appropriation for the Property Tax Assistance Program at least equal to the amount of private contributions to the voluntary program during the preceding fiscal year. The voluntary fund received \$11,730 in FY2024.

ARTICLE 8: APPROPRIATE FOR PUBLIC FACILITIES MAINTENANCE PROGRAM

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$1,000,000 for the purpose of funding the Public Facilities Maintenance Program, to be spent under the direction of the Town Manager, and to meet this appropriation that \$500,000 be transferred from Free Cash and \$500,000 be raised from the Tax Levy; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: This recurring warrant article funds the annual maintenance of public buildings throughout the Town and School Department, including, but not limited to duct cleaning, painting, electrical and mechanical systems, HVAC, lighting, flooring, roof repairs, carpentry work, and other repairs and upgrades.

ARTICLE 9: APPROPRIATE FOR FORESTRY MANAGEMENT

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$222,600 for the purpose of funding a forestry management program, to be spent under the direction of the Town Manager, and to meet this appropriation that said sum be transferred from Free Cash; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: This request is to fund and formalize a Forestry Management Program to address three pressing issues. Funds would be allocated to continue the development of a comprehensive tree inventory for Needham, to be performed by a qualified arborist contractor. The resulting data will be used as a baseline to guide forestry program planning. Second, funding would be allocated for an expansion of the Town’s tree planting program. Third, funding in this article would allow for one week of targeted tree removals to be performed in the spring, summer, and fall. A key component of healthy forest management is proactive, targeted tree removal to curtail the spread of tree pests and/or diseases.

ARTICLE 10: APPROPRIATE FOR CLIMATE ACTION PROGRAM INITIATIVES

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$250,000 for climate action program initiative matching funds, to be spent under the direction of the Town Manager, and to meet this appropriation that said sum be transferred from Free Cash; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article Information: Funding from this article will be used as a match for grant opportunities that the Town is awarded from outside funding sources. The primary matching opportunity in the upcoming fiscal year is for federal funding for green infrastructure and stormwater best management practices to support flood mitigation and water quality improvements, with the intention of spending these funds on the DeFazio parking lot regrading and bioretention basin installation which are currently in engineering design. If the Town is not awarded this federal funding opportunity, the next likely matching opportunities would be for State funding for flood mitigation and stormwater best management practices, including a proposed project at Linden Street which would include design for subsurface storage and infiltration, rain gardens, and naturalized swales.

ARTICLE 11: APPROPRIATE FOR FINANCIAL APPLICATION SOFTWARE

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$1,999,995 for the purpose of updating the Town's financial applications, to be spent under the direction of the Town Manager, and to meet this appropriation that \$1,423,170 be transferred from Free Cash and \$576,825 be raised from the Tax Levy; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article Information: This request is to fund the purchase and implementation of a new, comprehensive financial application software to support all Town and school departments. An enterprise-wide application would support critical functions of the Accounting Division including payroll, accounts payable, and the general ledger and the Treasurer/Collector Division including accounts receivable, water and sewer (utility) billing, real and personal property tax billing, motor vehicle excise tax billing, cash management, and miscellaneous billing. The current billing and collections software does not meet the Town's needs. Transitioning to an enterprise-wide software will eliminate the use of multiple platforms, which is not only inefficient, but complicates revenue posting, reporting, and cash reconciliation. It will also replace the problematic tax/utility billing application, which produces inconsistent information about customer accounts, and which has resulted in billing, collection and posting delays. Transitioning to a new software application would provide the robust functionality necessary to support the Town's business operations today and into the future, through process automation, customer convenience, and better reporting and planning capabilities.

ARTICLE 12: APPROPRIATE FOR OPIOID PROGRAMMING

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$108,783 for the purpose of funding a Behavioral Health Peer Support Specialist, to be spent under the direction of the Town Manager, and to meet this appropriation that said sum be transferred from the Opioid Settlement Stabilization Fund; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: This article continues the funding for the salary, benefits and expenses of the Behavioral Health Peer Support Specialist (formerly the Peer Recovery Coach) through the Opioid Settlement Stabilization Fund. The funding is now aligned with the annual operating budget cycle.

ARTICLE 13: APPROPRIATE THE FY2026 OPERATING BUDGET

To see what sums of money the Town will vote to raise, appropriate, and/or transfer for the necessary Town expenses and charges, and further that the operating budget be partially funded by a transfer from Free Cash in the amount of \$4,245,792, from Overlay Surplus in the amount of \$350,000, from Amounts Reserved for Debt Exclusion Offsets in the amount of \$21,723, and \$1,362,957 to be raised from CPA Receipts; and further that the Town Manager is authorized to make transfers from line item 9 to the appropriate line items in order to fund the classification and compensation plan approved in accordance with the provisions of Section 20B(5) of the Town Charter, and to fund collective bargaining agreements approved by vote of Town Meeting; and further that the Town Manager is authorized to expend from line item 5 in order to meet expenses for post-employment health and life insurance benefits for eligible retirees from the fund established for that purpose; or take any other action relative thereto.

INSERTED BY: Finance Committee

FINANCE COMMITTEE RECOMMENDS THAT: Article Be Adopted as shown on pages 20-22.

ARTICLE 14: APPROPRIATE THE FY2026 SEWER ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and/or transfer and appropriate the following sums of money to operate the Sewer Division of the Department of Public Works during fiscal year 2026, under the provisions of M.G.L. Chapter 44, Section 53F ½:

**Sewer Enterprise
FY2026**

Line #	Description	FY2024		FY2025		FY2026	
		Expended	FTE	Current Budget	FTE	Recommended	FTE
201A	Salary & Wages	\$1,130,463	11.0	\$1,218,870	11.0	\$1,275,049	11.0
201B	Expenses	\$478,008		\$866,539		\$904,663	
201C	Capital Outlay	\$0		\$96,000		\$134,000	
201D	MWRA Assessment	\$7,084,841		\$7,445,411		\$7,445,411	
201E	Debt Service	\$493,424		\$670,000		\$700,000	
202	Reserve Fund	Transfers Only		\$35,000		\$35,000	
TOTAL		\$9,186,736	11.0	\$10,331,820	11.0	\$10,494,123	11.0
FY2026 Budget Percentage Change from FY2025 Budget							1.6%

and to meet this appropriation that \$8,906,339 be raised from Sewer Enterprise Fund receipts, \$881,784 be raised from the Tax Levy and transferred to the Sewer Enterprise Fund, and \$706,000 be transferred from Sewer Enterprise Fund Retained Earnings; or take any other action relative thereto.

INSERTED BY: Select Board & Finance Committee
 FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: This article funds the operation of the Town’s sanitary sewer system. The Town’s sewage collection system consists of more than 130 miles of collector and interceptor sewers, 3,700 sewer manholes, and ten sewer pump stations. The Town’s sewer system is a collection system that discharges its wastewater to the Massachusetts Water Resources Authority (MWRA) system for treatment. Approximately 65% of the Town’s sewer collection system is a gravity-only system, and 35% of the sewer system is pumped into the gravity system. Needham has two principal points of discharge into the MWRA system and nineteen other public locations where subdivisions discharge to the MWRA system. Personnel maintain and operate 24 sewer pumps, motors, switchgear, gates, valves, buildings, and grounds contained in ten pumping facilities located throughout the Town.

The Division also oversees the collection and transportation of Stormwater (drains program) originating from rain and snow storms for discharge into streams, brooks, rivers, ponds, lakes, flood plains and wetlands throughout the Town. Stormwater and associated discharges are now considered by the federal government as potentially contaminated and have come under increasingly severe discharge performance standards. The intention is to reduce or eliminate contaminants contained in the flow washed from ground surfaces considered to be harmful to the environment. The Town’s drainage infrastructure consists of approximately 100 miles of various size drainage pipes, 4,300 catch basins, 1,500 drainage manholes, and 295 drainage discharges.

The Sewer Enterprise Fund budget includes the costs of the drains program because the daily work is performed by Enterprise Fund staff. However, the costs not associated with sewer operations are funded by taxation and not by sewer use fees. The table below provides a breakout between the sewer operations and the drains program to compare the budget change in the two operations from the current year.

Budget Line	FY2026 Sewer Operations	FY2026 Drains Program	FY2026 Recommended Budget	FY2025 Sewer Operations	FY2025 Drains Program	FY202 Sewer Budget
Salary & Wages	\$807,261	\$467,788	\$1,275,049	\$774,694	\$444,176	\$1,218,870
Expenses	\$490,667	\$413,996	\$904,663	\$460,964	\$405,575	\$866,539
Capital Outlay	\$134,000		\$134,000	\$96,000		\$96,000
MWRA Assessment	\$7,445,411		\$7,445,411	\$7,445,411		\$7,445,411
Debt Service	\$700,000		\$700,000	\$670,000		\$670,000
Reserve Fund	\$35,000		\$35,000	\$35,000		\$35,000
Total	\$9,612,339	\$881,784	\$10,494,123	\$9,482,069	\$849,751	\$10,331,820
	FY2026 Sewer Operations \$ Change	FY2026 Drains Operations \$ Change	FY2026 Sewer Enterprise \$ Change	FY2026 Sewer Operations % Change	FY2026 Drains Operations % Change	FY2026 Sewer Enterprise % Change
Salary & Wages	\$32,567	\$23,612	\$56,179	4.2%	5.3%	4.6%
Expenses	\$29,703	\$8,421	\$38,124	6.4%	2.1%	4.4%
Capital Outlay	\$38,000		\$38,000	39.6%		39.6%
MWRA Assessment						
Debt Service	\$30,000		\$30,000	4.5%		4.5%
Reserve Fund						
Total	\$130,270	\$32,033	\$162,303	1.4%	3.8%	1.6%

The total operating budget of \$10,494,123 for FY2026 is \$162,303 more than the current FY2025 budget, an increase of 1.6%. One of the increases for the year is an additional \$30,000 for sewer enterprise debt service. This increase has been expected as the Town is undertaking several major sewer system

infrastructure upgrades, which will continue over the next several years and consequently the annual debt service will increase as well. The MWRA assessment is level dollar and will be adjusted at the planned Special Town Meeting in the fall after the final assessments are set by the MWRA. The final assessment from the MWRA will be affected by the amount of sewer rate relief that is provided to the Authority by the Commonwealth, which will not be known until after the budget is voted by the Legislature and approved by the Governor.

The FY2026 sewer operations portion of the budget is \$130,270 higher, an increase of 1.4% over the current year. FY2026 drains operations portion of the budget is \$32,033 more than the FY2025, an increase of 3.8%.

The total salary and wages line is \$1,275,049 for FY2026, an increase of \$56,179 (4.6%). The sewer division has 11 full-time employees all of whom are members of the NIPEA union. The budget is inclusive of step and longevity changes for the year. The Town and the Union have a collective bargaining agreement in place for FY2026. There is no change in the number of funded positions.

The total expense line for FY2026 is \$904,663 which is \$38,124 or 4.4% more than the current budget. Energy expenses (electric and natural gas) to operate the sewer pump stations are \$9,641 more than the current year, which is based on a five year consumption average as well as the commodity prices. Fuel cost for sewer vehicles and equipment is lower by \$1,160, which is based on three year average consumption. The budget estimate for fuel prices anticipates a decline in gasoline and diesel by \$0.20 and \$0.45 per gallon from the FY2025 budgeted prices. Most of the sewer enterprise vehicles are used for repair and construction projects, and currently there are no reliable non fossil fuel substitutes. Contracted services for repairs and maintenance are \$13,449 more than the current year, an increase of 8.5%. The cost for these contracts is estimated to increase between 3.5% to 17% next year. The estimates are based on actual contracts or prior year activity. The expense for professional and technical services is \$10,655 more for FY2026. The two primary drivers of the increase is the mandated testing for sulfides in the sewerage and pond treatments. The allocation for public works supplies is \$779 more than the current year. Public works supplies include many items such as, manhole frames and covers, precast concrete, asphalt, pump replacement parts, small tools. Contracted services for maintenance, repairs, sweeping, collection, disposal of catch basin debris and for details are \$4,460 more than FY2025, an increase of 1.5%. The balance of the increase for next year (\$300) is for vehicle supplies.

The operating capital line is \$38,000 more than FY2025, an increase of 39.6%. This budget line pays for grinder replacements and allows the department to continue its annual allocation for sewer pump and small power equipment replacement. The increase is based on the higher cost of the equipment. The reserve fund is level dollar for FY2026.

The budget plan relies on \$706,000 in sewer retained earnings for FY2026 operating budget, a decrease of \$39,804 from the amount used for the FY2025 budget. The decrease is due to the decline in the available retained earnings. The \$881,784 to be transferred from the tax levy is to pay for drains-related programs; this is an increase of \$32,033 from FY2025.

The Sewer Enterprise Fund also reimburses the general fund for costs incurred and paid by General Fund budgets, e.g., employee benefits, property and casualty insurance, financial and billing expenses, and other administrative and operational support costs. Sewer user fees and charges cover the cost of the sewer operations, and the general fund payment supports the drains program.

ARTICLE 15: APPROPRIATE THE FY2026 WATER ENTERPRISE FUND BUDGET

To see if the Town will vote to raise and/or transfer and appropriate the following sums of money to operate the Water Division of the Department of Public Works during fiscal year 2026, under the provisions of M.G.L. Chapter 44, Section 53F ½:

**Water Enterprise
FY2026**

Line #	Description	FY2024		FY2025		FY2026	
		Expended	FTE	Current Budget	FTE	Recommended	FTE
301A	Salary & Wages	\$1,350,580	17.0	\$1,672,073	17.0	\$1,771,597	17.0
301B	Expenses	\$1,416,885		\$1,689,997		\$1,704,771	
301C	Capital Outlay	\$40,000		\$57,100		\$46,984	
301D	MWRA Assessment	\$1,887,130		\$1,212,985		\$1,212,985	
301E	Debt Service	\$1,249,009		\$1,460,000		\$1,550,000	
302	Reserve Fund	Transfers Only		\$75,000		\$75,000	
TOTAL		\$5,943,603	17.0	\$6,167,155	17.0	\$6,361,337	17.0
FY2026 Budget Percentage Change from FY2025 Budget							3.1%

and to meet this appropriation that \$5,821,337 be raised from Water Enterprise Fund receipts and \$540,000 be transferred from Water Enterprise Fund Retained Earnings; or take any other action relative thereto.

INSERTED BY: Select Board & Finance Committee
FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: This article funds the Town’s water system. The Town’s water distribution system is a single service pressure zone system supplied by two sources. The Town’s primary source of water is the Charles River Well Field. The well field consists of three groundwater-pumping stations. Needham’s second water source is a connection to the Massachusetts Water Resources Authority (MWRA) surface water supply originating at the Quabbin Reservoir and delivered through the Metrowest Tunnel and the Hultman Aqueduct. This water is pumped into the Needham system at the St. Mary’s Pumping Station located at the corner of St. Mary Street and Central Avenue. This supply is used when the Town’s demand for water is greater than the local supply, and serves as a backup should the Town’s wells need to be taken off-line. Water Division staff operate the water treatment plant and also operate, maintain, and repair the Town-wide water distribution system. The system is comprised of more than 143.5 miles of water mains, 1,344 public and private hydrants, 3,231 water gate valves, and 10,294 water service connections. This system supports 16,186 installed meters as of June 30, 2024.

Overall water production during calendar year 2024 increased by more than 63 million gallons of water compared to 2023. The Town’s use of MWRA water increased by 49% from the prior year, 371.8 million gallons compared to 249.5 million gallons of water which is 29.7% of the total water production for the year. During calendar year 2023, approximately 21% of the total water production came from the MWRA; during calendar year 2022, 32.5% of the total production came from the MWRA.

Water Production	CY2022	CY2023	CY2024
Water Production*	1,313.7	1,187.1	1,250.5
Water Production from MWRA	427.0	249.5	371.8
Water Production from Town Wells	886.7	937.6	878.7
Percentage from MWRA	32.5%	21.0%	29.7%
*millions of gallons			
Water meters replaced	500	585	741
Percentage of the total number of water meters in place for that year	3.2%	3.7%	4.6%

The overall operating budget for FY2026 is \$6,361,337 or \$194,182 (3.1%) more than the FY2025 budget. The primary increase to the budget is similar to the Sewer Enterprise, which is an increase in the debt service line. The \$90,000 increase is 6.2% more than FY2025. Like the sewer system, the Town has been investing in its water treatment, storage, and distribution systems over the past several years and the work continues. The MWRA assessment is level dollar and will be adjusted at the planned Special Town Meeting in the fall. The MWRA bills the Town for actual water consumption in the calendar year preceding the new fiscal year; the FY2026 water assessment will be based on CY2024 water use. The final assessment from the MWRA is not expected until the end of the State budget process.

The FY2026 salary and wage expense line is \$1,771,597, an increase of \$99,524 (6%) over the current budget. The budget includes step and longevity increases for the employees who are members of unions, based on the collective bargaining agreements, and for non-represented personnel in accordance with the Town's personnel policies. The water enterprise has 17 full-time employees, of whom 13 are unionized. Twelve employees are members of the NIPEA union, and one employee is a member of the ITWA union. The Town has collective bargaining agreements with both unions for FY2026. There is no increase in the number of funded positions.

The water expense line of \$1,704,771 is \$14,774 higher than the FY2025 budget, less than 1% from the current year. The largest increase in terms of dollars (\$31,300) is for professional and technical services. The primary increase is related to cyber security, where the Town seeks to expand the review of critical water infrastructure. The other expenses include software licensing related to the treatment plant, cross connection software, testing services, and professional inspections. Energy expense is increasing by \$19,483 (electricity and natural gas) to operate the system water pumps and equipment, the treatment plant processing, and the connections to the MWRA supply. The estimates are based on the five-year averages. Like the sewer operations, the budget for gasoline and diesel, which is based on a three-year average consumption and anticipates lower prices, allowed a reduction of \$3,925. The cost for repair contracts is increasing by \$7,400 based on contracts and prior year activity, and other services (tree and brush clearing) are \$3,000 more which too is based on prior year activity. There is also an increase in cost for other services for police details and trench restoration work of \$20,000. Communication expenses have been reduced by \$2,540 for FY2026. Most of the increases have been offset by a significant decrease in public works supplies expenses. The Town has secured better contract pricing than in recent years for many of the drinking water treatments. The budget allocation has been reduced by \$59,944, a decrease of more than 8.8% from FY2025.

The operating capital line for FY2026 is recommended at \$46,984, which is a decrease of \$10,116 (17.7%). The planned expenditure includes \$30,000 for backwater valves replacements, a reduction of \$10,000 from the current year. The valves control whether the effluent pipes are opened or closed, allowing air to be pushed through the filter to break down and clean possible impurities without contaminating the

distribution system. The other planned expense (\$16,984) is for a replacement of an existing light tower trailer. The portable light tower is used at worksites which allows for work to be done by Town crews at night. Night work is usually related to emergency repairs. The water reserve fund at \$75,000 is level dollar for FY2026.

The Water Enterprise Fund also reimburses the general fund for costs incurred and paid by general fund budgets, e.g., employee benefits, property and casualty insurance, financial and billing expenses, and other administrative and operational support costs. The Water Enterprise Fund budget is a self-supporting account. Water user fees and charges cover the entire cost of operations.

ARTICLE 16: SET THE ANNUAL DEPARTMENT REVOLVING FUND SPENDING LIMITS

To see if the Town will vote to fix the maximum amount that may be spent during fiscal year 2026 beginning on July 1, 2025 for the revolving funds established in the Town’s General By-Laws for certain departments, boards, committees, agencies, or officers in accordance with Massachusetts General Law Chapter 44, Section 53E½, or take any other action relative thereto.

Revolving Fund	Department, Board, Committee, Agency, or Officer	FY2025 Spending Limit	FY2026 Spending Limit
Public Facility Use	Public Works Department	\$250,000	\$250,000
Tree Replacement	Public Works Department	\$25,000	\$25,000
School Transportation	School Committee	\$819,000	\$819,000
Home Composting	Public Works Department	\$3,000	\$3,000
Water Conservation	Public Works Department	\$10,000	\$10,000
Immunization Program	Health and Human Services Department	\$125,000	\$125,000
Traveling Meals	Health and Human Services Department	\$100,000	\$100,000
Needham Transportation Program	Health and Human Services Department	\$10,000	\$10,000

Revolving Fund	Department, Board, Committee, Agency, or Officer	FY2025 Spending Limit	FY2026 Spending Limit
Aging Services Programs	Health and Human Services Department	\$75,000	\$100,000
Youth Services Programs	Health and Human Services Department	\$5,000	\$5,000
Memorial Park Activities	Memorial Park Trustees	\$4,100	\$4,100

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: The purpose of this article is to set the annual spending limit for the various revolving funds that are established by Town By-Law in accordance with M.G.L Chapter 44 Section 53E1/2. The law requires that Town Meeting shall, on or before July 1 of each fiscal year, vote on the limit for each revolving fund established under this law the total amount that may be expended during the fiscal year. The law provides also that the limit on the amount that may be spent from a revolving fund may be increased with the approval of the Select Board and Finance Committee should the revolving activity exceed the spending limit, but only until the next Annual Town Meeting. All the revolving funds have the same spending ceiling for FY2026 except for the Aging Services Programs, which is proposed to increase by \$25,000 to \$100,000 for FY2026.

ARTICLE 17: AUTHORIZATION TO EXPEND STATE FUNDS FOR PUBLIC WAYS

To see if the Town will vote to authorize the Town Manager to permanently construct, reconstruct, resurface, alter, or make specific repairs upon all or portions of various Town ways and authorize the expenditure of funds received, provided, or to be provided by the Commonwealth of Massachusetts through the Massachusetts Department of Transportation; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: The Town receives funding from the Commonwealth of Massachusetts for road construction projects. Approval of Town Meeting is required for the Town to receive and expend the funds. The Massachusetts Department of Transportation (MassDOT) will distribute Chapter 90 funding only after it has been authorized by the Legislature and the Governor. The preliminary Chapter 90 allocation for FY2026 is \$1,351,593. Unless circumstances require otherwise, this Chapter 90 allocation will be directed towards infrastructure projects, such as the Marked Tree Road reconstruction project and Central Avenue at Great Plain Avenue intersection improvements.

ZONING/LAND USE ARTICLES

ARTICLE 18: AMEND ZONING BY-LAW – MULTI-FAMILY OVERLAY DISTRICT (BASE COMPLIANCE PLAN)

To see if the Town will vote to amend the Needham Zoning By-Law as follows:

1. By amending Section 1.3, Definitions by adding the following terms:

Applicant – A person, business, or organization that applies for a building permit, Site Plan Review, or Special Permit.

2. By amending Section 2.1, Classes of Districts by adding the following after ASOD Avery Square Overlay District:

MFOD – Multi-family Overlay District

3. By inserting a new Section 3.17 Multi-family Overlay District:

3.17 Multi-family Overlay District

3.17.1 Purposes of District

The purposes of the Multi-family Overlay District include, but are not limited to, the following:

- (a) Providing Multi-family housing in Needham, consistent with the requirements of M.G.L. Chapter 40A (the Zoning Act), Section 3A;
- (b) Supporting vibrant neighborhoods by encouraging Multi-family housing within a half-mile of a Massachusetts Bay Transit Authority (MBTA) commuter rail station; and
- (c) Establishing controls which will facilitate responsible development and minimize potential adverse impacts upon nearby residential and other properties.

Toward these ends, Multi-family housing in the Multi-family Overlay District is permitted to exceed the density and dimensional requirements that normally apply in the underlying zoning district(s) provided that such development complies with the requirements of this Section 3.17.

3.17.2 Scope of Authority

In the Multi-family Overlay District, all requirements of the underlying district shall remain in effect except where the provisions of Section 3.17 provide an alternative to such requirements, in which case these provisions shall supersede. If an Applicant elects to develop Multi-family housing in accordance with Section 3.17, the provisions of the Multi-family Overlay District shall apply to such development. Notwithstanding anything contained herein to the contrary, where the provisions of the underlying district are in conflict or inconsistent with the provisions of the Multi-family Overlay District, the terms of the Multi-family Overlay District shall apply.

If the applicant elects to proceed under the zoning provisions of the underlying district (meaning the applicable zoning absent any zoning overlay) or another overlay district, as applicable, the zoning

bylaws applicable in such district shall control and the provisions of the Multi-family Overlay District shall not apply.

3.17.2.1 Subdistricts

The Multi-family Overlay District contains the following sub-districts, all of which are shown on the MFOD Boundary Map and indicated by the name of the sub-district:

- (a) A-1
- (b) B
- (c) ASB-MF
- (d) CSB
- (e) HAB
- (f) IND

3.17.3 Definitions

For purposes of this Section 3.17, the following definitions shall apply.

Affordable housing – Housing that contains one or more Affordable Housing Units as defined by Section 1.3 of this By-Law. Where applicable, Affordable Housing shall include Workforce Housing Units, as defined in this Subsection 3.17.3 Definitions.

As of right – Development that may proceed under the zoning in place at time of application without the need for a special permit, variance, zoning amendment, waiver, or other discretionary zoning approval.

Compliance Guidelines – *Compliance Guidelines for Multi-Family Zoning Districts Under Section 3A of the Zoning Act* as further revised or amended from time to time.

EOHLC – The Massachusetts Executive Office of Housing and Livable Communities, or EOHLC's successor agency.

Multi-family housing – A building with three or more residential dwelling units or two or more buildings on the same lot with more than one residential dwelling unit in each building and that complies with the requirements of M.G.L. c.40A, §3A and the rules and requirements thereunder.

Open space – Contiguous undeveloped land within a parcel boundary.

Parking, structured – A structure in which parking spaces are accommodated on multiple stories; a parking space area that is underneath all or part of any story of a structure; or a parking space area that is not underneath a structure, but is entirely covered, and has a parking surface at least eight feet below grade. Structured parking does not include surface parking or carports, including solar carports.

Parking, surface – One or more parking spaces without a built structure above the space. A solar panel designed to be installed above a surface parking space does not count as a built structure for the purposes of this definition.

Residential dwelling unit – A single unit providing complete, independent living facilities for one or more persons, including permanent provisions for living, sleeping, eating, cooking, and sanitation.

Section 3A – Section 3A of the Zoning Act.

Site plan review authority – The Town of Needham Planning Board.

Special permit granting authority – The Town of Needham Planning Board.

Sub-district – An area within the MFOD that is geographically smaller than the MFOD district and differentiated from the rest of the district by use, dimensional standards, or development standards.

Subsidized Housing Inventory (SHI) – A list of qualified Affordable Housing Units maintained by EOHLC used to measure a community's stock of low-or moderate-income housing for the purposes of M.G.L. Chapter 40B, the Comprehensive Permit Law.

Workforce housing unit – Affordable Housing Unit as defined by Section 1.3 of this By-Law but said Workforce Housing Unit shall be affordable to a household with an income of between eighty (80) percent and 120 percent of the area median income as defined.

3.17.4 Use Regulations

3.17.4.1 Permitted Uses

The following uses are permitted in the Multi-family Overlay District as a matter of right:

- (a) Multi-family housing.

3.17.4.2 Accessory Uses

The following uses are considered accessory as of right to any of the permitted uses in Subsection 3.17.4.1:

- (a) Parking, including surface parking and structured parking on the same lot as the principal use.
- (b) Any uses customarily and ordinarily incident to Multi-family housing, including, without limitation, residential amenities such as bike storage/parking, a swimming pool, fitness facilities and similar amenity uses.

3.17.5 Dimensional Regulations

3.17.5.1 Lot Area, Frontage and Setback Requirements

The following lot area, frontage and setback requirements shall apply in the Multi-family Overlay District sub-districts listed below. Buildings developed under the regulations of the Multi-family Overlay District shall not be further subject to the maximum lot area, frontage, and setback requirements of the underlying districts, as contained in Subsection 4.3.1 Table of Regulations, Subsection 4.4.1 Minimum Lot Area and Frontage, Subsection 4.4.4 Front Setback, Subsection 4.6.1 Basic Requirements, and Subsection 4.6.2 Front and Side Setbacks.

	A-1	B	ASB-MF	CSB	HAB	IND
Minimum Lot Area (square feet)	20,000	10,000	10,000	10,000	10,000	10,000
Minimum Lot Frontage (feet)	120	80	80	80	80	80
Minimum Front Setback (feet) from the front property line	25	10	Minimum 10 Maximum 15 ^e .	20 feet for buildings with frontage on Chestnut Street 10 feet for all other buildings	20	25
Minimum Side and Rear Setback (feet)	20	10 ^{a, b}	10 ^{a, c}	20 (side) ^{a, b, d}	20 ^{a, b}	20 ^{a, b}

- (a) The requirement of an additional 50-foot side or rear setback from a residential district as described in Subsection 4.4.8 Side and Rear Setbacks Adjoining Residential Districts or Subsection 4.6.5 Side and Rear Setbacks Adjoining Residential Districts shall not apply.
- (b) Any surface parking, within such setback, shall be set back 10 feet from an abutting residential district and such buffer shall be suitably landscaped.
- (c) The rear and side setbacks are 20 feet along the MBTA right-of-way. With respect to any lot partially within an underlying residential district, (i) no building or structure for a multi-family residential use shall be placed or constructed within 110 feet of the lot line of an abutting lot containing an existing single family residential structure and (ii) except for access driveways and sidewalks, which are permitted, any portion of the lot within said residential district shall be kept open with landscaped areas, hardscaped areas, outdoor recreation areas (e.g., swimming pool) and/or similar open areas.
- (d) On the west side of Chestnut Street, the rear setback shall be 20 feet. On the east side of Chestnut Street, the rear setback shall be 30 feet.
- (e) Seventy percent (70%) of the main datum line of the front facade of the building shall be set back no more than 15 feet, except that periodic front setbacks greater than fifteen (15) feet are allowed if activated by courtyards, landscaping, drive aisles, amenity areas, or other similar site design features that enhance the streetscape. In the ASB-MF subdistrict, the Applicant may apply for a Special Permit from the Planning Board if less than seventy percent (70%) of the main datum line front facade of the building is set back 15 feet.

3.17.5.2 Building Height Requirements

The maximum building height in the Multi-family Overlay District sub-districts shall be as shown below. Buildings developed under the Multi-family Overlay District shall not be further subject to the maximum height regulations of the underlying district, as contained in Subsection 4.3.1 Table of Regulations, Subsection 4.4.2 Maximum Building Bulk, Subsection 4.4.3 Height Limitation, Subsection 4.6.1 Basic Requirements, and Subsection 4.6.4 Height Limitation.

	A-1	B	ASB-MF	CSB	HAB	IND
Maximum Building Height (stories)	3.0	3.0	3.0 ^c	3.0	3.0	3.0
Maximum Building Height (ft) ^{a,b}	40	40	40 ^c	40	40	40

- (a) Exceptions. The limitation on height of buildings shall not apply to chimneys, ventilators, towers, silos, spires, stair overruns, elevator overruns, mechanical equipment, roof parapets, architectural screening, or other ornamental features of buildings, which features (i) are in no way used for living purposes; (ii) do not occupy more than 25% of the gross floor area of the building and (iii) do not project more than 15 feet above the maximum allowable height.
- (b) Exceptions: Renewable Energy Installations. The Site Plan Review Authority may waive the height and setbacks in Subsection 3.17.5.2 Building Height Requirements and Subsection 3.17.5.1 Lot Area, Frontage and Setback Requirements to accommodate the installation of solar photovoltaic, solar thermal, living, and other eco-roofs, energy storage, and air-source heat pump equipment. Such installations shall be appropriately screened, consistent with the requirements of the underlying district; shall not create a significant detriment to abutters in terms of noise or shadow; and must be appropriately integrated into the architecture of the building and the layout of the site. The installations shall not provide additional habitable space within the development.
- (c) In the ASB-MF subdistrict, the Applicant may apply for a Special Permit from the Planning Board for a height of four stories and 50 feet, provided that the fourth story along Highland Avenue and West Street incorporates one or more of the following design elements: (i) a pitched roof having a maximum roof pitch of 45 degrees; (ii) a fourth story recessed from the face of the building by a minimum of 12 feet; and/or (iii) such other architectural design elements proposed by the Applicant and approved by the Planning Board during the Special Permit process.

3.17.5.3 Building Bulk and Other Requirements

The maximum floor area ratio or building coverage and the maximum number of dwelling units per acre, as applicable, in the Multi-family Overlay District sub-districts shall be as shown below, except that the area of a building devoted to underground parking shall not be counted as floor area for purposes of determining the maximum floor area ratio or building coverage, as applicable. Buildings developed under the regulations of the Multi-family Overlay District shall not be subject to any other limitations on floor area ratio or building bulk in Subsection 4.3.1 Table of Regulations, Subsection 4.4.2 Maximum Building Bulk, and Subsection 4.6.3 Maximum Lot Coverage.

	A-1	B	ASB-MF	CSB	HAB	IND
Floor Area Ratio (FAR)	0.50	N/A	1.3 ^{b, c}	0.70	0.70	0.50
Maximum Building Coverage (%)	N/A	25%	N/A	N/A	N/A	N/A
Maximum Dwelling Units per Acre ^a	18	N/A	44 ^d	18	N/A	N/A

- (a) The total land area used in calculating density shall be the total acreage of the lot on which the development is located.
- (b) In the ASB-MF subdistrict, the Applicant may apply for a Special Permit from the Planning Board for an FAR of up to 1.7.
- (c) In the ASB-MF subdistrict, the following shall not be counted as floor area for purposes of determining the maximum floor area ratio: (i) interior portions of a building devoted to off-street parking; (ii) parking garages, structured parking or deck/rooftop parking that are screened from Highland Avenue as required by Section 3.17.6 inclusive of any waiver thereof and from West Street in a manner compatible with the architecture of the building. In the ASB-MF subdistrict, the Applicant may apply for a Special Permit from the Planning Board to exclude additional areas from floor area for purposes of determining the maximum floor area ratio.
- (d) In the ASB-MF subdistrict, Multi-family housing may exceed the maximum of 44 dwelling units per acre by special permit.

3.17.5.4 Multiple Buildings on a Lot

In the Multi-family Overlay District, more than one building devoted to Multi-family housing may be located on a lot, provided that each building complies with the requirements of Section 3.17 of this By-Law.

3.17.5.5 Use of Dwelling Units

Consistent with the Executive Office of Housing and Livable Communities’ Compliance Guidelines for Multi-family Zoning Districts Under Section 3A of the Zoning Act, and notwithstanding anything else contained in the Zoning By-Law to the contrary, Multi-family housing projects shall not be required to include units with age restrictions, and units shall not be subject to limit or restriction concerning size, the number or size of bedrooms, a cap on the number of occupants, or a minimum age of occupants.

3.17.6 Off-Street Parking

- (a) The minimum number of off-street parking spaces shall be one space per dwelling unit for all subdistricts within the Multi-family Overlay District.

- (b) Parking areas shall be designed and constructed in accordance with Subsection 5.1.3 Parking Plan and Design Requirements. The remaining provisions of Section 5.1 Off Street Parking Regulations shall not apply to projects within the Multi-family Overlay District.
- (c) In the ASB-MF subdistrict, the façade(s) of all parking garages, structured parking and deck/rooftop parking visible from Highland Avenue shall be designed to be generally indistinguishable from the façade(s) of the residential portion of the building(s), and shall allow no view of parked vehicles from Highland Avenue except where such view is intermittent and incidental to the operation of the parking area, such as a view afforded by the opening of an automated garage door.
- (d) Enclosed parking areas shall comply with Subsection 4.4.6 Enclosed Parking.
- (e) No parking shall be allowed within the front setback. Parking shall be on the side or to the rear of the building, or below grade.
- (f) The minimum number of bicycle parking spaces shall be one space per dwelling unit.
- (g) Bicycle storage. For a multi-family development of 25 units or more, no less than 25% of the required number of bicycle parking spaces shall be integrated into the structure of the building(s) as covered spaces.

3.17.7 Development Standards

- (a) Notwithstanding anything in the Zoning By-Law outside of this Section 3.17 to the contrary, Multi-family housing in the Multi-family Overlay District shall not be subject to any special permit requirement.
- (b) Buildings shall be designed with due regard to their relationship to open spaces, existing buildings, and community assets in the area.
- (c) Building entrances shall be available from one or more streets on which the building fronts and, if the building fronts Chestnut Street, Garden Street, Highland Avenue, Hillside Avenue, Rosemary Street, or West Street, the primary building entrance must be located on at least one such street.
- (d) The site shall be designed so that all collection and storage areas for residential refuse shall be internal to the building(s), or otherwise shall not be visible from any public way and appropriately screened from abutting properties, and adequate management and removal of refuse shall be provided for.
- (e) Site arrangement and driveway layout shall provide sufficient access for emergency and service vehicles, including fire, police, and rubbish removal.
- (f) Plantings shall be provided and include species that are native or adapted to the region. Plants on the Massachusetts Prohibited Plant List, as may be amended, are prohibited.
- (g) All construction shall be subject to the current town storm water bylaws, regulations, and policies along with any current regulations or policies from DEP, state, and federal agencies.
- (h) Control measures shall be employed to mitigate any substantial threat to water quality or soil stability, both during and after construction.

- (i) There shall be adequate water, sewer, and utility service provided to serve the project.
- (j) Off-site glare from headlights shall be controlled through arrangement, grading, fences, and planting. Off-site light over-spill from exterior lighting shall be controlled through luminaries selection, positioning, and mounting height so as to not add more than one foot candle to illumination levels at any point off-site.
- (k) Pedestrian and vehicular movement within and outside the project site shall be protected, through selection of egress points, provision for adequate sight distances, and through reasonable mitigation measures for traffic attributable to the project.
- (l) Site arrangements and grading shall minimize to the extent practicable the number of removed trees 8" trunk diameter or larger, and the volume of earth cut and fill.
- (m) No retaining wall shall be built within the required yard setback except a retaining wall with a face not greater than four (4) feet in height at any point and a length that does not exceed forty (40) percent of the lot's perimeter. Notwithstanding the foregoing, retaining walls may graduate in height from four (4) to seven (7) feet in height when providing access to a garage or egress entry doors at the basement level, measured from the basement or garage floor to the top of the wall. In such cases, the wall is limited to seven (7) feet in height for not more than 25% of the length of the wall.
- (n) Retaining walls with a face greater than twelve (12) feet in height are prohibited unless the Applicant's engineer certifies in writing to the Building Commissioner that the retaining wall will not cause an increase in water flow off the property and will not adversely impact adjacent property or the public.
- (o) Construction activity shall be consistent with Section 3.8 of the General By-Laws and any reasonable conditions on construction activity that are warranted at a particular site and included in the applicable site plan approval, including but not limited to hours during which construction activity may take place, the movement of trucks or heavy equipment on or off the site, measures to control dirt, dust, and erosion and to protect existing vegetation to be preserved on the site.

Special Development Standards for the A-1 Subdistrict

The following requirements apply to all development projects within the A-1 subdistrict of the Multi-family Overlay District:

- (a) 4.3.2 Driveway Openings
- (b) 4.3.3 Open Space
- (c) 4.3.4 Building Location, with the substitution of "Multifamily Dwelling" for "apartment house."

Special Development Standards for the B and IND Subdistricts of the Multi-Family Overlay District:

- (a) The requirements of the first paragraph of 4.4.5 Driveway Openings shall apply to all development projects within the Multi-family Overlay District within the B and IND subdistricts.

Special Development Standards for the ASD-MF Subdistrict of the Multi-Family Overlay District:

- (a) Multi-family housing in the ASD-MF subdistrict shall employ existing curb cuts on Highland Avenue and West Street to the extent feasible. Existing curb cuts may be improved, reconstructed and modified. Additional curb cuts may be added subject to site plan review.

3.17.8 Affordable Housing

Any multi-family building with six or more dwelling units shall include Affordable Housing Units as defined in Section 1.3 of this By-Law and the requirements below shall apply.

3.17.8.1 Provision of Affordable Housing

Not fewer than 12.5% of housing units constructed shall be Affordable Housing Units. For purposes of calculating the number of Affordable Housing Units required in a proposed development, any fractional unit shall be rounded up to the nearest whole number and shall be deemed to constitute a whole unit.

In the event that the Executive Office of Housing and Livable Communities (EOHLC) determines that the calculation detailed above does not comply with the provisions of Section 3A of MGL c.40A, the following standard shall apply:

Not fewer than 10% of housing units constructed shall be Affordable Housing Units. For purposes of calculating the number of Affordable Housing Units required in a proposed development, any fractional unit shall be rounded up to the nearest whole number and shall be deemed to constitute a whole unit.

3.17.8.2 Affordable Housing Development Standards

Affordable Units shall be:

- (a) Integrated with the rest of the development and shall be compatible in design, appearance, construction, and quality of exterior and interior materials with the other units and/or lots;
- (b) Dispersed throughout the development;
- (c) Located such that the units have equal access to shared amenities, including light and air, and utilities (including any bicycle storage and/or Electric Vehicle charging stations) within the development;
- (d) Located such that the units have equal avoidance of any potential nuisances as market-rate units within the development;
- (e) Distributed proportionately among unit sizes; and
- (f) Distributed proportionately across each phase of a phased development.
- (g) Occupancy permits may be issued for market-rate units prior to the end of construction of the entire development provided that occupancy permits for Affordable Units are issued simultaneously on a pro rata basis.

3.17.9 Site Plan Review

3.17.9.1 Applicability

Site Plan Review, as provided for in this Section 3.17, is required for all Multi-family housing projects within the Multi-family Overlay District. Notwithstanding any other provision contained in the Zoning By-Law, except as expressly provided for in this Section 3.17, Multi-family housing projects are not subject to site plan or special permit review pursuant to Section 7.

3.17.9.2 Submission Requirements

The Applicant shall submit the following site plan and supporting documentation as its application for Site Plan Review, unless waived in writing by the Planning and Community Development Director:

- (a) Locus plan;
- (b) Location of off-site structures within 100 feet of the property line;
- (c) All existing and all proposed building(s) showing setback(s) from the property lines;
- (d) Building elevation, to include penthouses, parapet walls and roof structures; floor plans of each floor; cross and longitudinal views of the proposed structure(s) in relation to the proposed site layout, together with an elevation line to show the relationship to the center of the street;
- (e) Existing and proposed contour elevations in one-foot increments;
- (f) Parking areas, including the type of space, dimensions of typical spaces, and width of maneuvering aisles and landscaped setbacks;
- (g) Driveways and access to site, including width of driveways and driveway openings;
- (h) Facilities for vehicular and pedestrian movement;
- (i) Drainage;
- (j) Utilities;
- (k) Landscaping including trees to be retained and removed;
- (l) Lighting;
- (m) Loading and unloading facilities;
- (n) Provisions for refuse removal; and
- (o) Projected traffic volumes in relation to existing and reasonably anticipated conditions based on standards from the Institute of Transportation Engineers and prepared by a licensed traffic engineer and including, if applicable, recommended traffic mitigation measures based on the traffic attributable to a particular project.

3.17.9.3 Timeline

Upon receipt of an application for Site Plan Review for a project in the MFOD, the Site Plan Review Authority shall transmit a set of application materials to the Department of Public Works, Town Engineer, Police Department, Fire Department, Design Review Board, and to any other Town agency it deems appropriate, which shall each have thirty five (35) days to provide any written comment. Upon receipt of an application, the Site Plan Review Authority shall also notice a public hearing in accordance with the notice provisions contained in M.G.L. c.40A, §11. Site plan review shall be performed expeditiously and in general shall be completed, with a decision rendered and filed with the Town Clerk, no later than 6 months after the date of submission of the application.

3.17.9.4 Site Plan Approval

Site Plan approval for uses listed in Subsection 3.17.3 Permitted Uses shall be granted upon determination by the Site Plan Review Authority that the following criteria have been satisfied. The Site Plan Review Authority may impose reasonable conditions, at the expense of the applicant, to ensure that these criteria have been satisfied.

- (a) the Applicant has submitted the information as set forth in Subsection 3.17.9.2 Submission Requirements; and
- (b) the project as described in the application meets the dimensional and density requirements contained in Subsection 3.17.5 Dimensional Regulations, the parking requirements contained in Subsection 3.17.6 Off-Street Parking, the development standards contained in Subsection 3.17.7 Development Standards, and Subsection 3.17.8.2 Affordable Housing Development Standards.

3.17.9.5 Waivers

When performing site plan review, the Planning Board may waive the requirements of Subsection 3.17.6 hereof and/or Subsection 5.1.3 Parking Plan and Design Requirements, or particular submission requirements.

When performing site plan review for a Multi-family Housing project that involves preservation of a structure listed in the National Register of Historic Places, the Massachusetts Register of Historical Places, the Inventory of Historic Assets for the Town of Needham, or is in pending for inclusion in any such register or inventory, the Planning Board as part of site plan review may reduce the applicable front, side or rear setbacks in this Section 3.17 by up to 40%.

3.17.9.6 Project Phasing

An Applicant may propose, in a Site Plan Review submission, that a project be developed in phases subject to the approval of the Site Plan Review Authority, provided that the submission shows the full buildout of the project and all associated impacts as of the completion of the final phase. However, no project may be phased solely to avoid the provisions of Subsection 3.17.8 Affordable Housing.

3.17.10 Design Guidelines

The Planning Board may adopt and amend, by simple majority vote, Design Guidelines which shall be applicable to all rehabilitation, redevelopment, or new construction within the Multi-family Overlay District. Such Design Guidelines must be objective and not subjective and may contain graphics

illustrating a particular standard or definition to make such standard or definition clear and understandable. The Design Guidelines for the Multi-family Overlay District shall be as adopted by the Planning Board and shall be available on file in the Needham Planning Department.

3.17.11 Special Permits

In those specific occasions where this Section 3.17 authorizes relief in the form of a special permit only, applications shall be reviewed and decided by the Planning Board in accordance with Section 7.5.2.

4. By amending the first sentence of Section 7.6.1, Special Permit Granting Authority, to add Section 3.17 to the list of Sections for which the Planning Board is the Special Permit Granting Authority, so that this sentence reads as follows:

The Planning Board shall act as a Special Permit Granting Authority only where so designated in Sections 3.4, 3.8, 3.9, 3.10, 3.14, 3.16, 3.17, 4.2.10, 4.2.11, 4.2.12, 4.4.5, 4.4.9, 4.4.10, 5.1.1.6, 6.6, 6.8 and 7.4 of this By-Law.

5. By amending the first paragraph of Section 7.7.2.2, Authority and Specific Powers, to add site plan reviews under Section 3.17 to the jurisdiction of the Design Review Board, so that this paragraph reads as follows:

The Design Review Board shall review requests for site plan review and approval submitted in accordance with Section 3.17 Multi-family Overlay District, Section 7.4 Site Plan Review and requests for special permits in accordance with Section 4.2.11 Planned Residential Development, Section 4.2.10 Flexible Development and Section 6.11 Retaining Walls and, for a minor project that only involves a change in the exterior facade of a building in the Center Business District, shall review and may approve such facade change.

6. By amending Section 7.7.3, Procedure, by inserting in the second paragraph, after the second sentence, a new sentence to read as follows:

Within fifteen (15) days of the meeting, a final advisory design review report shall be sent both to the applicant and to the Planning Board, when a site plan review is required under Section 3.17.

so that this paragraph reads as follows:

Within twenty (20) days of receipt of a Design Review application, the Design Review Board shall hold a meeting, to which the applicant shall be invited, for the purpose of conducting a review of the proposed project or activity. Within fifteen (15) days of the meeting, a preliminary design review report shall be sent to both the applicant and to the Planning Board, when a special permit is required under Sections 7.4, 4.2.11 and 4.2.10. Within fifteen (15) days of the meeting, a final advisory design review report shall be sent both to the applicant and to the Planning Board, when a site plan review is required under Section 3.17. However, if the proposed project or activity involves only a building permit or sign permit from the Building Commissioner, or is a “Minor Project” under Site Plan Review (all as described in Subsection 7.7.2.2), no preliminary report is required and the written advisory report of the Design Review Board to the applicant and the Building Commissioner shall be a final report.

Or take any other action relative thereto.

INSERTED BY: Planning Board

FINANCE COMMITTEE RECOMMENDED THAT: Article be Adopted

Article Information: The MBTA Communities Law, M.G.L. c.40A, §3A was passed by the Massachusetts Legislature in January 2021. This statute states:

(a) An MBTA community shall have a zoning ordinance or by-law that provides for at least 1 district of reasonable size in which multi-family housing is permitted as of right; provided, however, that such multi-family housing shall be without age restrictions and shall be suitable for families with children. For the purposes of this section, a district of reasonable size shall: (i) have a minimum gross density of 15 units per acre, subject to any further limitations imposed by section 40 of chapter 131 and title 5 of the state environmental code established pursuant to section 13 of chapter 21A; and (ii) be located not more than 0.5 miles from a commuter rail station, subway station, ferry terminal or bus station, if applicable.

(b) An MBTA community that fails to comply with this section shall not be eligible for funds from: (i) the Housing Choice Initiative as described by the governor in a message to the general court dated December 11, 2017; (ii) the Local Capital Projects Fund established in section 2EEEE of chapter 29; (iii) the MassWorks infrastructure program established in section 63 of chapter 23A, or (iv) the HousingWorks infrastructure program established in section 27 of chapter 23B.

(c) The executive office of housing and livable communities, in consultation with the executive office of economic development, the Massachusetts Bay Transportation Authority and the Massachusetts Department of Transportation, shall promulgate guidelines to determine if an MBTA community is in compliance with this section.

The law was intended as a means to address the Commonwealth's housing shortage and the impact that shortage was having on the state's ability to compete for business and talent, ensure our residents can live affordably regardless of their income, and to better link housing, jobs, and transportation to address climate change and help reduce greenhouse gas emissions.

For purposes of the law, Needham is categorized as a commuter rail community. Commuter rail communities are required to comply with the law by July 14, 2025. To meet its compliance requirements, Needham's MBTA Communities districts and zoning must meet the following criteria: (1) The districts must have a minimum total land area of 50 acres. (2) 45 acres must be located within a half-mile of any of Needham's commuter rail stations. (3) One district must be at least 25 acres in size. (4) No single district can be less than 5 acres in size. (5) The zoning capacity of the districts must meet or exceed 1,784 units. (6) 1,606 of those units must be within a half-mile of any of Needham's commuter rail stations. (7) The districts must have zoning that allows for an average of at least 15 dwelling units per acre.

In response to the MBTA Communities Law, one compliant zoning scenario is being presented to Town Meeting. This scenario is referred to as the "Base Compliance Plan". The zoning language in Articles 18 and 19 matches the "Base Compliance Plan" that was presented to the October 2024 Special Town Meeting, with minor grammatical corrections.

The Base Compliance Plan (presented under Articles 18 and 19), adheres very closely to the underlying zoning district boundaries and dimensional standards found in Needham's current Zoning By-Law. This scenario is intended to meet the minimum compliance requirements of the MBTA Communities Law and proposes zoning that would allow for a total of 1,870 units. The compliance metrics under the MBTA Communities Law for the Base Compliance Plan are noted in the table below.

	<i>Needham Requirement</i>	<i>Base Compliance Plan</i>
<i>Acreage included in proposed zoning (net)</i>	50	100.3
<i>Unit capacity allowed by right</i>	1,784	1,870
<i>Average residential density allowed in overlay district (units/acre)</i>	15	18.6
<i>Percent in Transit Area</i>	90%	93%

The Base Compliance Plan is presented under Articles 18 and 19 of this warrant as follows. Article 18: Multi-family Overlay District (Base Compliance Plan) creates a Multi-Family Overlay District. Article 19: Map Change for Multi-family Overlay District (Base Compliance Plan) implements the zoning map change by describing the geographical area of the Multi-family Overlay District anticipated under Article 18. A detailed description of the two articles follows.

Article 18, in combination with Article 19, proposes to create the “Multi-family Overlay District.” Article 18 lays out the regulatory framework for the new district while Article 19 describes its geographical boundaries.

This Article proposes the creation of a new zoning district called the “Multi-family Overlay District (MFOD)”. The proposed zoning amendments would add a new Section 3.17 to the Zoning By-Law for the purpose of establishing the Multi-family Overlay District. The purposes of this new overlay district include providing for multi-family housing as of right consistent with the requirements of the MBTA Communities Law. The proposed amendments will allow for multi-family housing within the overlay district that adheres very closely to the underlying zoning district boundaries and dimensional standards found in Needham’s current Zoning By-Law. The overlay district will include multiple sub-districts (titled A-1, B, ASB-MF, CSB, HAB and IND), each of which will have its own set of applicable density and dimensional requirements as itemized in tables contained in the proposed amendments. The proposed amendments include parking standards, development standards, affordability requirements, and a process for site plan review that will apply to multi-family housing projects within the new overlay district. The proposed amendments also include revisions to Section 1.3 (Definitions) and Section 7.4 (Design Review) of the Zoning By-Law to address the addition of the new overlay district.

Since Article 18 involves the creation of an overlay district, property owners will have the option of developing multi-family housing subject to the requirements of the new zoning. They will also retain the option of using and/or developing property under the rules applicable in the pre-existing, underlying zoning district. The Multi-family Overlay District creates additional choices by placing alternative provisions to those which already exist. The Multi-family Overlay District’s key provisions are summarized below.

Designation of the District

The Multi-family Overlay District contains the following sub-districts, all of which are shown on the MFOD Boundary Map and indicated by the name of the sub-district: A-1, B, ASB-MF, CSB, HAB, and IND. A complete description of the geographical boundaries for the Multi-family Overlay District and the A-1, B, ASB-MF, CSB, HAB and IND sub-districts to be contained within the Multi-family Overlay District can be found in Article 19.

Purpose of District

The purposes of the Multi-family Overlay District include, but are not limited to, the following: (a) providing multi-family housing in Needham, consistent with the requirements of M.G.L. Chapter 40A (the Zoning Act), Section 3A; (b) supporting vibrant neighborhoods by encouraging multi-family housing within a half-mile of a Massachusetts Bay Transit Authority (MBTA) commuter rail station; and (c) establishing controls which will facilitate responsible development and minimize potential adverse impacts upon nearby residential and other properties.

Definitions

New terms that appear in the package of zoning amendments but not elsewhere in the zoning bylaw are presented in alphabetical order as follows: affordable housing; as of right; compliance guidelines; EOHLIC; multi-family housing; open space; parking, structured; parking, surface; residential dwelling unit; Section 3A; site plan review authority; special permit granting authority; sub-district; subsidized housing inventory (SHI) and work force housing unit.

Permitted Uses

In the Multi-family Overlay District, multi-family housing is permitted as a matter of right. The following uses are considered accessory as of right to any multi-family housing use: (a) Parking, including surface parking and structured parking on the same lot as the principal use; and (b) Any uses customarily and ordinarily incident to Multi-family housing, including, without limitation, residential amenities such as bike storage/parking, a swimming pool, fitness facilities and similar amenity uses.

Lot Area and Frontage and Setback Requirements

The following lot area, frontage and setback requirements shall apply in the Multi-family Overlay District sub-districts listed below.

	A-1	B	ASB-MF	CSB	HAB	IND
<i>Minimum Lot Area (square feet)</i>	20,000	10,000	10,000	10,000	10,000	10,000
<i>Minimum Lot Frontage (feet)</i>	120	80	80	80	80	80
<i>Minimum Front Setback (feet) from the front property line</i>	25	10	Minimum 10 Maximum 15 ^e .	20 feet for buildings with frontage on Chestnut Street 10 feet for all other buildings	20	25
<i>Minimum Side and Rear Setback (feet)</i>	20	10 ^{a, b}	10 ^{a, c}	20 (side) ^{a, b, d}	20 ^{a, b}	20 ^{a, b}

- (a) *The requirement of an additional 50-foot side or rear setback from a residential district as described in Subsection 4.4.8 Side and Rear Setbacks Adjoining Residential Districts or Subsection 4.6.5 Side and Rear Setbacks Adjoining Residential Districts shall not apply.*
- (b) *Any surface parking, within such setback, shall be set back 10 feet from an abutting residential district and such buffer shall be suitably landscaped.*
- (c) *The rear and side setbacks are 20 feet along the MBTA right-of-way. With respect to any lot partially within an underlying residential district, (i) no building or structure for a multi-family residential use shall be placed or constructed within 110 feet of the lot line of an abutting lot containing an existing single family residential structure; and (ii) except for access driveways and sidewalks, which are permitted, any portion of the lot within said residential district shall be kept open with landscaped areas, hardscaped areas, outdoor recreation areas (e.g., swimming pool) and/or similar open areas.*
- (d) *On the west side of Chestnut Street, the rear setback shall be 20 feet. On the east side of Chestnut Street, the rear setback shall be 30 feet.*
- (e) *Seventy percent (70%) of the main datum line of the front facade of the building shall be set back no more than 15 feet, except that periodic front setbacks greater than fifteen (15) feet are allowed if activated by courtyards, landscaping, drive aisles, amenity areas, or other similar site design features that enhance the streetscape. In the ASB-MF subdistrict, the Applicant may apply for a Special Permit from the Planning Board if less than seventy percent (70%) of the main datum line front facade of the building is set back 15 feet.*

Building Height Requirements

The maximum building height in the Multi-family Overlay District sub-districts shall be as shown below.

	A-1	B	ASB-MF	CSB	HAB	IND
Maximum Building Height (stories)	3.0	3.0	3.0 ^c	3.0	3.0	3.0
Maximum Building Height (ft) ^{a,b}	40	40	40 ^c	40	40	40

- (a) *Exceptions. The limitation on height of buildings shall not apply to chimneys, ventilators, towers, silos, spires, stair overruns, elevator overruns, mechanical equipment, roof parapets, architectural screening, or other ornamental features of buildings, which features (i) are in no way used for living purposes; (ii) do not occupy more than 25% of the gross floor area of the building and (iii) do not project more than 15 feet above the maximum allowable height.*
- (b) *Exceptions: Renewable Energy Installations. The Site Plan Review Authority may waive the height and setbacks in Subsection 3.17.5.2 Building Height Requirements and Subsection 3.17.5.1 Lot Area, Frontage and Setback Requirements to accommodate the installation of solar photovoltaic, solar thermal, living, and other eco-roofs, energy storage, and air-source heat pump equipment. Such installations shall be appropriately screened, consistent with the requirements of the underlying district; shall not create a significant detriment to abutters in terms of noise or shadow; and must be appropriately integrated into the architecture of the building and the layout of the site. The installations shall not provide additional habitable space within the development.*
- (c) *In the ASB-MF subdistrict, the Applicant may apply for a Special Permit from the Planning Board for a height of four stories and 50 feet, provided that the fourth story along Highland Avenue and West Street incorporates one or more of the following design elements: (i) a pitched roof having a maximum roof pitch of 45 degrees; (ii) a fourth story recessed from the face of the building by a minimum of 12 feet; and/or (iii) such other architectural design elements proposed by the Applicant and approved by the Planning Board during the Special Permit process.*

Building Bulk and Other Requirements

The maximum floor area ratio or building coverage and the maximum number of dwelling units per acre, as applicable, in the Multi-family Overlay District sub-districts shall be as shown below, except that the area of a building devoted to underground parking shall not be counted as floor area for purposes of determining the maximum floor area ratio or building coverage, as applicable.

	<i>A-1</i>	<i>B</i>	<i>ASB-MF</i>	<i>CSB</i>	<i>HAB</i>	<i>IND</i>
<i>Floor Area Ratio (FAR)</i>	0.50	N/A	1.3 ^{b, c}	0.70	0.70	0.50
<i>Maximum Building Coverage (%)</i>	N/A	25%	N/A	N/A	N/A	N/A
<i>Maximum Dwelling Units per Acre^a</i>	18	N/A	44 ^d	18	N/A	N/A

- (a) *The total land area used in calculating density shall be the total acreage of the lot on which the development is located.*
- (b) *In the ASB-MF subdistrict, the Applicant may apply for a Special Permit from the Planning Board for an FAR of up to 1.7.*
- (c) *In the ASB-MF subdistrict, the following shall not be counted as floor area for purposes of determining the maximum floor area ratio: (i) interior portions of a building devoted to off-street parking; (ii) parking garages, structured parking or deck/rooftop parking that are screened from Highland Avenue as required by Section 3.17.6 inclusive of any waiver thereof and from West Street in a manner compatible with the architecture of the building. In the ASB-MF subdistrict, the Applicant may apply for a Special Permit from the Planning Board to exclude additional areas from floor area for purposes of determining the maximum floor area ratio.*
- (d) *In the ASB-MF subdistrict, multi-family housing may exceed the maximum of 44 dwelling units per acre by special permit.*

Off-Street Parking

Multi-family housing projects will be required to provide a minimum of one parking space per dwelling unit in all subdistricts. Parking areas must be designed and constructed in accordance with the current Zoning By-Law parking plan and design requirements.

In the ASB-MF subdistrict, the zoning regulates the visibility of parking structures from Highland Avenue and West Street. In the ASB-MF subdistrict, the façade(s) of all parking garages, structured parking and deck/rooftop parking visible from Highland Avenue must be designed to be generally indistinguishable from the façade(s) of the residential portion of the building(s), and shall allow no view of parked vehicles from Highland Avenue except where such view is intermittent and incidental to the operation of the parking area, such as a view afforded by the opening of an automated garage door.

Affordable Housing

The Multi-family Overlay District requires affordable housing in developments with six or more dwelling units. In such cases, not fewer than 12.5% of housing units constructed shall be set aside as deed restricted affordable housing units for those households with an income at or below 80% of the area median income that applies to subsidized housing in the Town of Needham. For purposes of calculating the number of affordable housing units required in a proposed development, any fractional unit shall be rounded up to the nearest whole number and shall be deemed to constitute a whole unit consistent with Needham’s existing zoning. Setting the affordability requirement at 12.5% is intended to help Needham stay above the state

requirement under M.G.L. c.40B, §§20-23 that 10% of a town's housing stock qualify as affordable. Lastly, the Town's Economic Feasibility Analysis (EFA) indicates that the 12.5% set aside included in the proposed zoning will not render multi-family housing projects uneconomic. The Town is required to make this showing to EOHLC in support of any local zoning requiring that more than 10% of multi-family housing units be affordable.

Site Plan Review

The proposed zoning provides for site plan review, to be performed by the Planning Board, of all multi-family housing projects within the Multi-family Overlay District. The requirement in §3A that multi-family housing be allowed "as of right" means that the proposed zoning cannot require other forms of zoning relief such as special permits or variances. See Compliance Guidelines for Multi-family Zoning Districts Under Section 3A of the Zoning Act §4 ("To comply with Section 3A, a multi-family zoning district must allow multi-family housing 'as of right,' meaning that the construction and occupancy of multi-family housing is allowed in that district without the need for a special permit, variance, zoning amendment, waiver, or other discretionary approval.")

Pursuant to Massachusetts case law, the Planning Board cannot deny a site plan review application for a by-right use that complies with the zoning (including the permissible number of units, building dimensions, height, setbacks and development standards). However, the Board can apply reasonable conditions on the project, which may include modifying lighting, adding fencing, reviewing stormwater design for compliance with applicable standards, and adjusting the parking layout and other structural elements on the site plan. When performing site plan review for a use allowed by right, conditions can also be used to shape a project, but cannot go so far as to unreasonably interfere with or effectively prohibit the project.

All projects will need to comply with the development standards of the Multi-Family Overlay District, Building Code, Fire Code, Health Code, Department of Public Works regulations, state and local wetlands and other environmental regulations. The applicant will be required to demonstrate availability of adequate water, sewer, and utilities to serve a project. The Town is under no obligation to make investments in public infrastructure to make an individual project viable.

Development Standards

The Multi-family Overlay District establishes development standards for the Planning Board to consider when conducting site plan review. The following matters are to be considered: (a) provision of adequate water, sewer, and utility service to the project; (b) protection of pedestrian and vehicular movement within the project site, through the selection of egress points, provision for adequate site distances, and through reasonable mitigation measures for traffic attributable to the project; (c) adequacy of the arrangement of parking and loading spaces in relation to the proposed use; (d) control of off-site light over-spill through controlled luminaires selection, position, and mounting height; (e) adequacy of the methods of disposal of refuse and other wastes resulting from the use of the site; and (f) limitations on construction activities, such as but not limited to, the hours during which construction activity may take place, the movement of heavy equipment on or off the site, measures to control dirt, dust, erosion and to protect existing vegetation on the site.

Design Guidelines

The Planning Board may adopt and amend, by simple majority vote, Design Guidelines which shall be applicable to all rehabilitation, redevelopment, or new construction within the Multi-family Overlay District. Such Design Guidelines must be objective and not subjective and may contain graphics illustrating a particular standard or definition to make such standard or definition clear and understandable.

ARTICLE 19: AMEND ZONING BY-LAW – MAP CHANGE FOR MULTI-FAMILY OVERLAY DISTRICT (BASE COMPLIANCE PLAN)

To see if the Town will vote to amend the Needham Zoning By-Law by amending the Zoning Map as follows:

- (a) Place in the A-1 Subdistrict of the Multi-family Overlay District a portion of land now zoned Apartment A-1 and located directly to the south of Hamlin Lane as shown on Needham Town Assessors Map 200, Parcels 1 and 31, superimposing that district over the existing Apartment A-1 district, said description being as follows:

Beginning at the point of intersection of the easterly sideline of Greendale Avenue and the northerly sideline of Charles River; thence running westerly by the easterly line of Greendale Avenue, four hundred forty-two and 36/100 (442.36) feet, more or less; northeasterly by the southerly line of Hamlin Lane, five hundred thirty-five and 44/100 (535.44) feet, more or less; southeasterly by the southerly line of Hamlin Lane, twenty and 22/100 (20.22) feet, more or less; southeasterly by the land of the Commonwealth of Massachusetts, State Highway I-95, five hundred thirty-nine 11/100 (539.11) feet, more or less; southwesterly by the land of the Commonwealth of Massachusetts, State Highway I-95, four hundred sixty-six (466) feet, more or less; northwesterly by the northerly sideline of Charles River, two hundred seventy-six (276) to the point of beginning.

- (b) Place in the CSB Subdistrict of the Multi-family Overlay District a portion of land now zoned Chestnut Street Business and Single Residence B and located directly to the east and west of Chestnut Street as shown on Needham Town Assessors Map 47, Parcels 54, 72, 74-03, 74-04, 76, 77, 78, 79, 80, 83, 84, 85, 86, 87, 88, and 91, Needham Town Assessors Map 46, Parcels 12, 13, 14, 15, 16, 17, 18, 19, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 58, 59, 60, and 61 and Needham Town Assessors Map 45, Parcel 6, superimposing that district over the existing Chestnut Street Business and Single Residence districts, said description being as follows:

Beginning at the point of intersection of the easterly sideline of M.B.T.A and the southerly sideline of Keith Place; thence running southeasterly by the southerly sideline of Keith Place to the intersection with northerly sideline of Chestnut Street; southwesterly by the northerly sideline of Chestnut Street to the intersection with northerly sideline of Freeman Place; northeasterly to a point on the southerly sideline of Chestnut Street, approximately four hundred and ninety-five 88/100 (495.88) feet from the intersection with southerly sideline of School Street; southeasterly by the southerly property line of Deaconess-Glover Hospital Corporation, one hundred and eighty-seven 68/100 (187.68) feet, more or less; southwesterly by the easterly property line of Deaconess-Glover Hospital Corporation, ninety-six 74/100 (96.74) feet, more or less; southwesterly by the westerly property line of Chaltanya Kadem and Shirisha Meda, eighty-two 80/100 (82.80) feet, more or less; southwesterly by the westerly property line of Huard, eighty-two 80/100 (82.80) feet, more or less; southwesterly by the westerly property line of Reidy, ninety-seven 40/100 (97.40) feet, more or less; northeasterly by the northerly property line of L. Petrini & Son Inc, fifteen 82/100 (15.82) feet, more or less; southwesterly by easterly property line of L. Petrini & Son Inc, one hundred and seventy-seven 77/100 (177.77) feet, more or less; northeasterly by the easterly property line of L. Petrini & Son Inc, one hundred and two 59/100 (102.59) feet, more or less; southwesterly by the easterly property line of L. Petrini & Son Inc, fifty 16/100 (50.16) feet, more or less; northeasterly by the easterly property line of L. Petrini & Son Inc, seven 39/100 (7.39) feet, more or less; southwesterly by the easterly property of Briarwood Property LLC, seventy-five (75.00) feet, more or less; northeasterly by the easterly property of Briarwood Property LLC, one hundred (100) feet, more or less; southwesterly by the easterly property of Briarwood Property LLC, two hundred and

forty-nine 66/100 (249.66) feet, more or less; southeasterly by the southerly property of Briarwood Property LLC, two hundred ninety-three (293.28) feet, more or less; southwesterly by the easterly property of Veterans of Foreign Wars, one hundred and fifty (150) feet, more or less; northeasterly by the southerly property line of Veterans of Foreign Wars, eighty-five (85) feet, more or less; southwest by the easterly property of M.B.T.A, one hundred and sixty (160) feet, more or less; southeasterly by the northerly sideline of Junction Street to intersection with westerly sideline of Chestnut; southwesterly by the westerly sideline of Chestnut Street to intersection with northerly sideline of property of M.B.T.A; southwesterly by the southerly property line of Castanea Dentata LLC, two hundred and twenty-eight 81/100 (228.81) feet, more or less; southwesterly by the southerly property line of Castanea Dentata LLC, one hundred and eight 53/100 (108.53) feet, more or less; northwesterly by the southerly property line of Castanea Dentata LLC, one hundred and thirty-six 6/100 (136.06) feet, more or less; northwesterly by the southerly property line of Castanea Dentata LLC, one hundred and ten 10/100 (110.10) feet, more or less; thence running northeasterly by the easterly sideline of M.B.T.A. to the point of beginning.

- (c) Place in the IND Subdistrict of the Multi-family Overlay District a portion of land now zoned Industrial and Single Residence B and located directly to the south and east of Denmark Lane as shown on Needham Town Assessors Map 132, Parcel 2, superimposing that district over the existing Industrial and Single Residence B districts, said description being as follows:

Beginning at the point of intersection of the westerly sideline of M.B.T.A. and the southerly sideline of Great Plain Ave; thence running southwesterly by the westerly line of M.B.T.A, four hundred thirty-seven 24/100 (437.24) feet, more or less; southwesterly by the southerly property line of Denmark Lane Condominium, one hundred and eleven 17/100 (111.17) feet, more or less; northeasterly by the easterly property line of Denmark Lane Condominium, two hundred (200) feet, more or less; northwesterly by the southerly property line of Denmark Lane Condominium, one hundred and thirty-nine 75/100 (139.75) feet, more or less; northeasterly by the easterly sideline of Maple Street, one hundred and thirty-five (135) feet, more or less; southeasterly by the northerly property line of Denmark Lane Condominium, one hundred and forty (140) feet, more or less; southwesterly by the northerly property line of Denmark Lane Condominium, fifteen 20/100 (15.2) feet, more or less; northeasterly by the northerly property line of Denmark Lane Condominium, two 44/100 (2.44) feet, more or less; southwesterly by the northerly property line of Denmark Lane Condominium, thirty-three 35/100 (33.35) feet, more or less; northeasterly by the northerly property line of Denmark Lane Condominium, seventy-nine (79) feet, more or less; northwesterly by the northerly property line of Denmark Lane Condominium, thirteen 28/100 (13.28) feet, more or less; northeasterly by the northerly property line of Denmark Lane Condominium, forty-seven 50/100 (47.50) feet, more or less; northeasterly by the northerly property line of Denmark Lane Condominium, eighty-one 91/100 (81.91) feet, more or less; northeasterly by the southerly sideline of Great Plain Ave, twelve 28/100 (12.28) feet to the point of beginning.

- (d) Place in the CSB Subdistrict of the Multi-family Overlay District a portion of land now zoned Chestnut Street Business and located directly to the east of Garden Street as shown on Needham Town Assessors Map 51, Parcels 17, 20, 22, 23, superimposing that district over the existing Chestnut Street Business district said description being as follows:

Beginning at the point of intersection of the westerly sideline of M.B.T.A. and the northerly sideline of Great Plain Ave; thence running southwesterly by the northerly sideline of Great Plain Ave, nine 32/100 (9.32) feet, more or less; northeasterly by the westerly property line of Town of Needham, fifty-three 17/100 (53.17) feet, more or less; northeasterly by the westerly property line of Town of Needham, fifty-six 40/100 (56.40) feet, more or less; northeasterly by the westerly property line of Town of Needham, fifty-six 92/100 (56.92) feet, more or less; northwesterly by the westerly

property line of Town of Needham, on an arch length one hundred and twelve 99/100 (112.99) feet, more or less; northeasterly by the westerly property line of Town of Needham, fifteen 10/100 (15.10) feet, more or less; northeasterly by the westerly property line of Town of Needham, one hundred and thirty-eight 83/100 (138.83) feet, more or less; southeasterly by the northerly property line of Town of Needham, thirty-three 42/100 (33.42) feet, more or less; northwesterly by the southerly property line of Eaton Square Realty LLC, forty (40) feet, more or less; northwesterly by the southerly property line of Eaton Square Realty LLC, eighty-one 99/100 (81.99) feet, more or less; northwesterly by the southerly property line of Eaton Square Realty LLC, fifty-eighty 31/100 (58.31) feet, more or less; northeasterly by the easterly sideline of Garden Street to intersection with May Street; northeasterly by the southerly sideline of May Street, sixty-one 33/100 (61.33) feet, more or less; southwestwesterly by the westerly sideline of M.B.T.A to the point of beginning.

- (e) Place in the B Subdistrict of the Multi-family Overlay District a portion of land now zoned Business and Single Residence B and located directly to the west of Highland Avenue as shown on Needham Town Assessors Map 52, Parcels 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, and 12, and Needham Town Assessors Map 226, Parcels 56, 57, and 58, superimposing that district over the existing Business and Single Residence B districts, said description being as follows:

Beginning at the point of intersection of the easterly sideline of M.B.T.A. and the northerly sideline of May Street; thence running northeasterly by the easterly sideline of M.B.T.A. to the intersection with southerly sideline of Rosemary Street; southeasterly by the southerly sideline of Rosemary Street to the intersection with easterly sideline of Highland Ave; southwestwesterly by the westerly sideline of Highland Avenue to the intersection with the northerly sideline of May St; southwestwesterly by the northerly sideline of May Street to the point of beginning.

- (f) Place in the A-1 Subdistrict of the Multi-family Overlay District a portion of land now zoned Apartment A-1 and located directly to east of Highland Avenue and north of May Street as shown on Needham Town Assessors Map 53, Parcels 1, 2 and 3, superimposing that district over the existing Apartment A-1 district, said description being as follows:

Beginning at the point of intersection of the northerly sideline of May Street and the westerly sideline of Oakland Avenue; thence running easterly by the northerly sideline of May Street to the intersection with easterly sideline of Highland Avenue; northeasterly by the easterly sideline of Highland Avenue to the intersection with southerly sideline of Oakland Avenue; southeasterly by the southerly sideline of Oakland Avenue: southerly by the westerly sideline of Oakland Avenue to the point of beginning.

- (g) Place in the A-1 Subdistrict of the Multi-family Overlay District a portion of land now zoned Apartment A-1 and located directly to the west of Hillside Avenue and north of Rosemary Street as shown on Needham Town Assessors Map 100 Parcels 1, 35, and 36, and Needham Town Assessors Map 101, Parcels 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 24, 25, and 26, superimposing that district over the existing Apartment A-1 district, said description being as follows:

Beginning at the point of intersection of the northerly sideline of Rosemary Street and the easterly sideline of Concannon Circle; thence running northwesterly by the easterly sideline of Concannon Circle, one hundred and sixty (160) feet, more or less; northwesterly by the easterly property line of 15 Concannon Circle Realty Trust, two hundred and thirty-two 75/100 (232.75) feet, more or less; northwesterly by the easterly property line of L. Petrini and Son Inc, one hundred and forty-five 84/100 (145.84) feet, more or less; northeasterly by the northerly property line of L. Petrini and Son Inc, one hundred and twenty-five (125) feet, more or less; northwesterly by the westerly sideline of Tillotson Road, one hundred and twelve (112) feet, more or less; northeasterly across

Tillotson Road to the northeasterly corner of the property of L. Petrini and Son Inc, forty (40) feet, more or less; northeasterly by the northerly property line of L. Petrini and Son Inc, one hundred and twenty-five (125) feet, more or less; northwesterly by the easterly property line of Petrini Corporation, one hundred and nineteen $94/100$ (119.94) feet, more or less; northeasterly by the southerly property line of L. Petrini and Son Inc, one hundred and sixty-two (162) feet, more or less; northwesterly by the easterly property line of Rosemary Ridge Condominium, three hundred and twenty-eight (328) feet, more or less; northeasterly by the northerly property line of Rosemary Ridge Condominium, two hundred and ninety (290) feet, more or less; northeasterly by the northerly property line of Rosemary Ridge Condominium, one hundred and sixty-two $19/100$ (162.19), more or less; northwesterly by the northerly property line of Rosemary Ridge Condominium, one hundred and thirty (130), more or less; southeasterly by the northerly property line of Rosemary Ridge Condominium, two hundred and forty-one $30/100$ (241.30), more or less; southeasterly by the northerly property line of Pop Realty LLC, ninety-four $30/100$ (94.30), more or less to westerly side of Hillside Avenue; southeasterly by the westerly sideline of Hillside Avenue to intersection with northerly sideline of Rosemary Street; southeasterly by the northerly sideline of Rosemary Street to the point of beginning.

- (h) Place in the IND Subdistrict of the Multi-family Overlay District a portion of land now zoned Industrial, Hillside Avenue Business, and Single Residence B and located directly to the east of Hillside Avenue and north of Rosemary Street as shown on Needham Town Assessors Map 100, Parcels 3, 4, 5, 7, 8, 9, 10, 11, 12, and 61, and Needham Town Assessors Map 101, Parcels 2, 3, 4, 5 and 6, superimposing that district over the existing Industrial, Hillside Avenue Business, and Single Residence B districts, said description being as follows:

Beginning at the point of intersection of the northerly sideline of Rosemary Street and the westerly sideline of M.B.T.A.; thence running northwesterly by the northerly sideline of Rosemary Street to the intersection with easterly sideline of Hillside Avenue; northeasterly by the easterly sideline of Hillside Avenue to the intersection with southerly sideline of West Street; northeasterly by the southerly sideline of West Street to the intersection with the westerly sideline of M.B.T.A.; southeasterly by the westerly sideline of M.B.T.A. to the point of beginning.

- (i) Place in the ASB-MF Subdistrict of the Multi-family Overlay District a portion of land now zoned Avery Square Business and Single Residence B and located directly to the west of Highland Avenue and south of West Street as shown on Needham Town Assessors Map 63, Parcel 37, superimposing that district over the existing Avery Square Business and Single Residence B districts, said description being as follows:

Beginning at the point of intersection of the easterly sideline of M.B.T.A. and the southerly sideline of West Street; thence running southeasterly by the southerly sideline of West Street, one hundred and sixty-one $48/100$ (161.48) feet, more or less; southeasterly on arch, twenty-nine ($27/100$) 29.27 feet to a point on the easterly sideline of Highland Avenue; southeasterly by the easterly sideline of Highland Avenue seven hundred and sixty-one (761.81) feet, more or less; northeasterly by the easterly sideline of Highland Avenue ten (10) feet, more or less; southeasterly by the easterly sideline of Highland Avenue seventy (70) feet, more or less; northwesterly by the southerly property line of HCRI Massachusetts Properties Trust II, one hundred and fifty (150) feet, more or less; southeasterly by the southerly property line of HCRI Massachusetts Properties Trust II, seventy (70) feet, more or less; southwestwesterly by the southerly property line of HCRI Massachusetts Properties Trust II, one hundred and two $57/100$ (102.57) feet, more or less; northeasterly by the easterly sideline of M.B.T.A., three hundred and seventy-one $56/100$ (371.56) feet, more or less; northwesterly by the easterly sideline of M.B.T.A., three $54/100$ (3.54) feet, more or less; northeasterly by the easterly sideline of M.B.T.A., three hundred and ninety-three $56/100$ (393.56)

feet, more or less; northeasterly by the easterly sideline of M.B.T.A., one hundred and seventy-five 46/100 (175.46) feet to the point of beginning.

- (j) Place in the HAB Subdistrict of the Multi-family Overlay District a portion of land now zoned Hillside Avenue Business and located directly to the east of Hillside Avenue and north of West Street as shown on Needham Town Assessors Map 99, Parcels 1, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, and 14, superimposing that district over the existing Hillside Avenue district, said description being as follows:

Beginning at the point of intersection of the westerly sideline of M.B.T.A and the northerly sideline of West Street; thence running northwesterly by the northerly sideline of West Street to the intersection with easterly sideline of Hillside Avenue; northwesterly by the easterly sideline of Hillside Avenue to the intersection with northerly sideline of Hunnewell Street; northwesterly by the easterly sideline of Hillside Avenue, twenty-four 1/100 (24.01) feet to the angle point; northeasterly by the easterly sideline of Hillside Avenue, ninety-five 61/100 (95.61) feet, more or less; northeasterly by the northerly property line of Hillside Condominium, two hundred and twenty-one 75/100 (221.75) feet, more or less; northeasterly by the northerly property line of Hunnewell Needham LLC, eighteen 48/100 (18.48) feet, more or less; southwestwesterly by the westerly sideline of M.B.T.A. to the point of beginning.

- (k) Place in the IND Subdistrict of the Multi-family Overlay District a portion of land now zoned Industrial and Single Residence B and located at Crescent Road as shown on Needham Town Assessors Map 98, Parcels 40 and 41, and Needham Town Assessors Map 99, Parcels 38, 39, 40, 61, 62, 63, and 88, superimposing that district over the existing Industrial and Single Residence B districts, said description being as follows:

Beginning at the bound on easterly side of Hunnewell Street, approximately three hundred and thirty-two 35/100 (332.35) feet from the intersection with Hillside Avenue; thence running southwestwesterly by the easterly property line of Microwave Development Laboratories Inc, one hundred and ninety-one 13/100 (191.13) feet, more or less; southeasterly by the easterly property line of Microwave Development Laboratories Inc, sixty-eight 68/100 (68.75) feet, more or less; southeasterly by the easterly property line of Microwave Development Laboratories Inc, one hundred and thirty (130) feet, more or less; southeasterly by the easterly property line of Drack Realty LLC, seventy-three (73) feet, more or less; southwestwesterly by the easterly property line of Drack Realty LLC, one hundred and forty (140) feet, more or less; northeasterly by the northerly property line of Lally, forty-one (41) feet, more or less; southeasterly by the easterly property line of Lally, seventy-five (75) feet, more or less; southwestwesterly by the southerly property line of Lally, one hundred (100) feet, more or less; southwestwesterly to the center of Crescent Road, twenty (20) feet, more or less; southeasterly by the center of Crescent Road, twenty-nine (29) feet, more or less; southwestwesterly to a bound located twenty-nine feet from the angle point on the easterly side of Crescent Road; southwestwesterly by the southerly property line of 66 Crescent Road LL, four hundred and fifteen 60/100 (415.60) feet, more or less; northwesterly by the easterly property line of Town of Needham, fifty-two 37/100 (52.37) feet, more or less; northwesterly by the easterly property line of Town of Needham, one hundred and sixty-two 37/100 (162.37) feet, more or less; southwestwesterly by the easterly property line of Town of Needham, forty-five 76/100 (45.76) feet, more or less; northwesterly by the easterly property line of Town of Needham, one hundred and forty-three 92/100 (143.92) feet, more or less; northwesterly by the easterly property line of Town of Needham, fifteen 71/100 (15.71) feet, more or less; southwestwesterly by the easterly property line of Town of Needham, two hundred and forty-eight 40/100 (248.40) feet, more or less; northwesterly by the easterly property line of Town of Needham, fifty-three 33/100 (53.33) feet, more or less; northeasterly by the northerly property line of 166 Crescent Road LLC, five hundred and fifty-five

68/100 (555.68) feet, more or less; northeasterly to the center of Crescent Road, twenty (20) feet, more or less; northwesterly by the center of Crescent Road, fifty-six 47/100 (56.47) feet, more or less; northeasterly to the bound located four 38/100 (4.38) feet from the end of the Crescent Road; northeasterly by the northerly property line of Microwave Development Laboratories Inc, one hundred and forty-six 29/100 (146.29) feet, more or less; southeasterly by the northerly property line of Microwave Development Laboratories Inc, fifty-four 82/100 (54.82) feet, more or less; northeasterly by the northerly property line of Microwave Development Laboratories Inc, fifty-four 21/100 (54.21) feet, more or less; southeasterly by the easterly property line of Microwave Development Laboratories Inc, one hundred and ninety-five 81/100 (195.81) feet, more or less; northeasterly by the easterly property line of Microwave Development Laboratories Inc, seven (7) feet, more or less; southeasterly by the easterly property line of Microwave Development Laboratories Inc, ninety-one (91) feet, more or less; northeasterly by the easterly property line of Microwave Development Laboratories Inc, one hundred and forty-two (142) feet, more or less; southeasterly by the easterly sideline of Hunnewell Street, twenty (20) feet to the point of beginning.

- (1) Place in the A-1 Subdistrict of the Multi-family Overlay District a portion of land now zoned Apartment A-1 and Single Residence B and located east and west of Highland Avenue at Cottage Avenue as shown on Needham Town Assessors Map 70, Parcels 24 and 25, superimposing that district over the existing Apartment A-1 and Single Residence B districts, said description being as follows:

Beginning at the point on the westerly sideline of Highland Avenue, two hundred and seventeen 63/100 (217.63) from the arch on Webster Street; thence running southwest by the westerly sideline of Highland Avenue, three hundred and seventeen (317) feet, more or less; southeasterly across Highland Avenue, fifty (50) feet to a point on the easterly sideline of Highland Avenue; southeasterly by the northerly property line of Avery Park Condominium, two hundred and seventy-eight 75/100 (278.75) feet, more or less; northeasterly by the northerly property line of Avery Park Condominium, sixty-one (61.51) feet, more or less; northeasterly by the northerly property line of Avery Park Condominium, one hundred and seventy-nine 70/100 (179.70) feet, more or less; southwest by the westerly sideline of Webster Street, thirty-one 16/100 (31.16) feet, more or less; southwest by the southerly property line of Avery Park Condominium, one hundred and sixty-six 51/100 (166.51) feet, more or less; southwest by the southerly property line of Avery Park Condominium, one hundred and five 59/100 (105.59) feet, more or less; southwest by the southerly property line of Avery Park Condominium, one hundred and forty-four 62/100 (144.62) feet, more or less; northwesterly by the southerly property line of Avery Park Condominium, two hundred and seventy-seven 29/100 (277.29) feet, more or less; northwesterly across Highland Avenue, fifty (50) feet to a point on the westerly side of Highland Avenue; northwesterly by the southerly property line of Hamilton Highlands LLC, one hundred and fifty-nine 45/100 (159.45) feet, more or less; southwest by the southerly property line of Hamilton Highlands LLC, ninety-seven 33/100 (97.33) feet, more or less; northwesterly by the northerly sideline of Cottage Avenue, forty (40) feet, more or less; southwest by the southerly property line of Hamilton Highlands LLC, fifteen (15) feet, more or less; northwesterly by the southerly property line of Hamilton Highlands LLC, twenty-five 54/100 (25.54) feet, more or less; northeasterly by the easterly sideline of M.B.T.A., five hundred and seventy-five 57/100 (575.57) feet, more or less; southeasterly by the northerly property line of Hamilton Highlands LLC, one hundred and forty-five 2/100 (145.02) feet, more or less; northeasterly by the northerly property line of Hamilton Highlands LLC, one hundred and one 57/100 (101.57) feet, more or less; southeasterly by the northerly property line of Hamilton Highlands LLC, one hundred and eighty 18/100 (180.18) feet, more or less; southeasterly by the northerly property line of Hamilton Highlands LLC, fifty-six 57/100 (56.57) feet to the point of beginning.

Or take any other action relative thereto.

INSERTED BY: Planning Board

FINANCE COMMITTEE RECOMMENDED THAT: Article be Adopted

Article Information: Article 19 describes the geographical area of the Multi-family Overlay District under the Base Compliance Plan. The proposed zoning amendments would amend the Zoning By-Law and the Zoning Map to add the Multi-family Overlay District and the A-1, B, ASB-MF, CSB, HAB and IND sub-districts to be contained within the Multi-family Overlay District. These amendments to the Zoning Map accompany the proposed set of zoning amendments under Article 18 the Base Compliance Plan for purposes of complying with the MBTA Communities Law. The Multi-family Overlay District under the Base Compliance Plan contains approximately 100.3 acres.

COMMUNITY PRESERVATION ACT ARTICLES

ARTICLE 20: APPROPRIATE FOR ON-GOING COLLECTIONS STORAGE UPGRADES AT THE NEEDHAM HISTORY CENTER & MUSEUM

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$46,712 for on-going collections storage upgrades at the Needham History Center and Museum, to be spent under the direction of the Town Manager, and to meet this appropriation that said sum be transferred from the CPA Historic Reserve; or take any other action relative thereto.

INSERTED BY: Community Preservation Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article Information: The Needham History Center and Museum (NHC&M) is requesting funding to support the acquisition of heavy-duty modular shelving, racks and cases to increase storage capacity, dehumidification equipment for its basement storage area, shipping, assembly and disposal of materials. The requested funding will aid in the preservation of NHC&M's collections, increase storage capacity within the same footprint, and make the material more accessible. This will also move the NHC&M closer to its goal of full compliance with the Department of the Interior's Standards for Managing and Preserving Museum Property, which requires a museum to provide adequate storage space, facilitate safe access to objects through the efficient use of storage systems, protect collections from damage, and provide a protected and stable environment.

ARTICLE 21: APPROPRIATE FOR NEEDHAM TRAIL SIGNAGE IMPROVEMENTS

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$104,000 for trail signage and improvements, to be spent under the direction of the Town manager, and to meet this appropriation that said sum be transferred from CPA Free Cash; or take any other action relative thereto.

INSERTED BY: Community Preservation Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article Information: The Conservation Department and Commission is requesting funding for the purchase and installation of new aluminum signage, pressure-treated signposts, kiosks, and trail improvements such

as bridges, bog walks and trail steps. The goal is to upgrade and expand signage on existing trails and trailheads to increase visibility, safety and ease of use by creating uniformity and incorporating new technologies like QR codes on signs. The signage will be installed on properties under the jurisdiction of the Conservation Commission, the Park and Recreation Commission, the Select Board, and the School Committee.

ARTICLE 22: APPROPRIATE FOR EAST MILITIA HEIGHTS DEVELOPMENT

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$2,840,223 for the creation of new affordable housing at the East Militia Heights Development by the Charles River Center, to be spent under the direction of the Town Manager, and to meet this appropriation that \$741,180 be transferred from CPA Free Cash, and \$2,099,043 be raised from CPA Receipts; or take any other action relative thereto.

INSERTED BY: Community Preservation Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article Information: The Charles River Center (CRC), in partnership with the Planning Office for Urban Affairs of the Archdiocese of Boston, is requesting funding for construction costs associated with its redevelopment of 3.5 acres of land at 59 East Militia Heights Drive to serve as an integrated housing and education complex where adults with intellectual disabilities can live side by side with people without intellectual disabilities. This project will create 86 new units of affordable housing for households earning at or below 30% to 80% AMI. Approximately half of the units will be available through a closed referral system for people with autism and intellectual/developmental disabilities. In addition to housing, CRC will provide comprehensive wrap-around services to support individuals whose goal is to live independently within the community. Five of these units will be set aside for CRC staff (earning at or below 80% AMI) who will provide after-hours support to residents, on an emergency basis. The remaining units will be available to the general public as traditional affordable housing units. The project design envisions a four-building, integrated community setting with a community center that will be the core of this inclusive community, while also welcoming the surrounding neighborhood. The requested CPA funds are one component of the total project financing, which is estimated at \$50 million. The balance of funding for this project will be raised through various non-Town funding sources.

ARTICLE 23: APPROPRIATE FOR PRESERVATION OF SEABEDS WAY

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$3,200,000 for the preservation of Seabeds Way, to be spent under the direction of the Town Manager, and to meet this appropriation that \$872,545 be transferred from the CPA Housing Reserve, \$17,255 be transferred from CPA FY2025 General Reserves, and \$2,310,200 be transferred from CPA Free Cash; or take any other action relative thereto.

INSERTED BY: Community Preservation Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article Information: The Needham Housing Authority (NHA) is requesting funding for construction costs associated with the preservation of the 46 affordable public housing units at the Seabeds Way property for households with incomes at or below 80% AMI. CPA funds will be used for critical upgrades including building envelope, replacement of windows, roofs, siding, and outmoded building systems that affect tenant safety. This project enables the repositioning of housing at Seabeds Way from the Section 9 federal public housing program to the Section 8 program, which allows the NHA to transfer freed-up public housing

rental subsidies to the Linden Street redevelopment project. The requested CPA funds are one component of the total project financing, which is estimated at over \$20 million. The balance of funding for this project will be raised through various non-Town funding sources.

ARTICLE 24: APPROPRIATE FOR ACTION SPORTS PARK & PICKLEBALL COURTS DESIGN

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$300,000 for the design of an action sports park and pickleball courts, to be spent under the direction of the Town Manager, and to meet this appropriation that said sum be transferred from CPA Free Cash; or take any other action relative thereto.

INSERTED BY: Community Preservation Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article Information: The Park and Recreation Department is requesting funding for the design of an action sports park (including a pump track) and pickleball courts. A feasibility study for this project was funded in FY2024, and the Town engaged the engineering firm CHA Solutions to conduct a feasibility study of Mills, Hillside, Cricket, and Claxton fields as possible locations for these amenities. After conducting site visits, meeting with neighbors and convening a working group, the Park and Recreation Commission and CHA Solutions determined that Claxton Field was the best location for the amenities.

ARTICLE 25: APPROPRIATE FOR ELIOT SCHOOL GROUNDS RENOVATION (DESIGN)

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$69,960 for the design of the Eliot School grounds renovation project, to be spent under the direction of the Town Manager, and to meet this appropriation that said sum be transferred from the CPA FY2025 General Reserves; or take any other action relative thereto.

INSERTED BY: Community Preservation Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article Information: The Department of Public Works and Park and Recreation Department are requesting funding for the design of improvements to Eliot School fields, courts and playgrounds. The fields are showing signs of age due to poorly draining subsurface materials which impact the health of the turf and make the fields more expensive to maintain. The playground at Eliot is past its useful life and presents maintenance challenges due to wood fiber migration. There is also a lack of accessible and sensory playground equipment. The playground would be redesigned with a poured-in-place protection surface that presents fewer maintenance challenges and can be properly contained in the play area. Accessible and interactive sensory playground pieces would also be incorporated.

ARTICLE 26: APPROPRIATE FY2026 CPA BUDGET AND RESERVES

To see if the Town will vote to hear and act on the report of the Community Preservation Committee; and to see if the Town will vote to appropriate a sum pursuant to Massachusetts General Law Chapter 44B from

the estimated FY2026 Community Preservation Fund revenues, or to set aside certain amounts for future appropriation, to be spent under the direction of the Town Manager, as follows:

Appropriations:

- A. Administrative and Operating Expenses of the Community Preservation Committee: \$ 82,000

Reserves:

- B. Community Preservation Fund Annual Reserve: \$ 0
- C. Community Housing Reserve: \$ 0
- D. Historic Resources Reserve: \$ 0
- E. Open Space Reserve: \$ 438,000

or take any other action relative thereto.

INSERTED BY: Community Preservation Committee

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article Information: Town Meeting and voters approved the Community Preservation Act in 2004. The Fund receives monies through a 2.0% surcharge on local real estate property tax bills with certain exemptions. Adoption of the Act makes the Town eligible to receive additional monies on an annual basis from the Massachusetts Community Preservation Fund. Any expenditure from the Community Preservation Fund must be both recommended by the Community Preservation Committee (CPC) and approved by Town Meeting. The law requires that at least 10% of the revenue be appropriated or reserved for future appropriation for each of the following purposes: community housing, historic preservation, and open space. The Town traditionally sets aside 11% of the estimated fiscal year receipts to account for any changes to the revenue estimate or State match that may occur during the year. Up to 5% of the annual revenue estimate may be utilized for the administrative and operational expenses of the Community Preservation Committee. At the end of the fiscal year, unspent administrative funds return to the CPA Fund. This year, the CPC has voted to appropriate the amount required to allocate towards Community Housing and the remaining funds typically appropriated for the Annual Reserves directly to Community Housing projects.

CAPITAL ARTICLES

ARTICLE 27: APPROPRIATE FOR GENERAL FUND CASH CAPITAL

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$4,558,050 for General Fund Cash Capital, to be spent under the direction of the Town Manager, and to meet this appropriation that said sum be transferred from Free Cash; or take any other action relative thereto.

Group	Description	Recommended	Amendment
Community Services	Library Technology	\$54,000	
Community Services	Trail Resurfacing and Improvements	\$75,000	
General	General Government Technology Replacements	\$896,000	
General	Town Copier Replacement	\$28,000	
General	Town Facility Replacement Furniture and Office Fixtures	\$40,000	
Public Safety	LIFEPAK 35 Defibrillator/Monitor	\$62,842	
Public Safety	Personal Protective Equipment	\$103,958	
Public Works	Building Management System Upgrades	\$229,000	
Public Works	HVAC Upgrades	\$80,000	
Public Works	Specialty Equipment	\$28,000	
Public Works	Stormwater Quality Improvements (NPDES)	\$500,000	
Public Works	Sustainable Building Retrofit Program	\$100,000	
Schools	School Copiers	\$60,000	
Schools	School Furniture	\$25,000	
Schools	School Technology	\$577,875	
Transportation Network	Transportation Safety Committee Improvements (Traffic Improvements)	\$100,000	
Multiple	Fleet Program	\$1,598,375	
	Total	\$4,558,050	

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information:

Library Technology Unless circumstances require otherwise, this request is for the replacement of staff laptops/tablets, upgrade of the public scan station, and the replacement of the Community Room Central Processing Unit (CPU).

Trail Resurfacing and Improvements This request is for repairs and maintenance of the Bay Colony Rail Trail. The 1.7-mile stretch of the trail from the Charles River Peninsula to High Rock was constructed in 2016. Since that time, the stone dust surface has worn down, becoming uneven and experiencing drainage issues. This project includes removing all loose materials and installing new fill to make the path safer and maintain accessibility. Drainage issues will be addressed and preventative measures will be taken to reduce deterioration in areas that are prone to puddling and erosion.

General Government Technology Replacements This funding request is for the replacement of technology assets across Town departments, to include network infrastructure replacement, twelve exterior security cameras at the Center at the Heights (CATH), audio-visual equipment at the CATH (Conference Room 1 and Activity Room 2), and door access controllers at all Town buildings.

Town Copier Replacements The funding request is for two (2) copiers in the following locations: Town Hall Mail Room and Rosemary Recreation Center Main Floor.

Town Facility Replacement Furniture and Office Fixtures This funding request is for the replacement of furniture in Town Hall and the Public Services Administration Building. These facilities were equipped with new furniture when they reopened and opened in 2011 and 2010 respectively. In FY2025, desk and conference room chairs were replaced. In FY2026, target furniture for replacement will be non-ergonomic work set-up, to include procurement of standing desks.

Lifepak 35 Defibrillator/Monitor This funding request will replace lifesaving hardware for public safety personnel. The Physio Lifepak 35 (LP35) is the industry standard cardiac defibrillator/monitor that the Department will use on frontline rescues, upgrading from the current Lifepak 15. The average lifespan for this piece of equipment is estimated to be about five years.

Personal Protective Equipment This funding request will replace Personal Protective Equipment (PPE) – known as "bunker gear" – for 20% of all firefighting personnel on an annual basis. This is to ensure the life span of the equipment does not exceed the 10-year guideline. All line personnel now have two sets of PPE available. By having a second set of PPE, fire personnel are able to clean one set after an incident while remaining in service for other emergencies. Properly maintaining PPE helps ensure its expected longevity and can significantly reduce long term health risks faced by personnel.

Building Management System Upgrade The Town maintains a Building Management System (BMS) to manage the heating, ventilation, and air conditioning (HVAC) for all major facilities throughout Town. This system consists of internal sensors in the HVAC components and a back-end software product that allows Building Maintenance staff to review and diagnose HVAC issues both remotely and on-site. This request is to upgrade and standardize all of the existing systems so that the Town is only maintaining one system. The new system will simplify the hardware and software in each building, and take advantage of newer and more robust technologies. Unless circumstances require otherwise, the updates will be conducted at the Newman School and the Rosemary Recreational Complex.

HVAC Upgrades This request is for the design phase of Needham High School HVAC system improvements. The roof and accompanying rooftop HVAC units 17 and 18 at the High School have sections ranging from three years old to 25 years old. The roof section over the auditorium is the oldest section with the oldest rooftop units (RTUs), which are failing more often and working less efficiently than the others on the building, wasting energy and requiring more costly maintenance. The design will determine the best way to replace the equipment with modern units and components that are more efficient and require less frequent repairs.

DPW Specialty Equipment This request is for large equipment that fits the definition of capital but is not included in the fleet request because the equipment is not a registered vehicle. Specialty equipment proposed for FY2026 is for a Dynapac Roller (\$28,000) for the Streets and Transportation Division.

Stormwater Quality Improvements (NPDES) This funding request is for the identification of opportunities for stormwater quality improvements. Such opportunities are vital for the Town to achieve full compliance with federal stormwater standards.

Sustainable Building Retrofit Program This funding request is for lighting upgrade projects at the Broadmeadow School, converting their existing outdated lighting to high-efficiency LED systems, in addition to other sustainable building retrofit projects as funding allows. Similar projects have been successfully completed in the past few years at the Pollard, Newman, Mitchell, and Hillside schools, and these projects would be modeled on those. Building Maintenance plans to continue these lighting upgrade projects at all Town and School buildings wherever feasible to reduce energy consumption and to take advantage of state programs that subsidize their cost. Any funds available will be used to supplement grant funding that may become available to assist in identifying plans and best practices on how to sustainably update the Town's buildings.

School Copiers This funding request is to replace four copiers in the following locations: Newman Main Office, Newman Lower Level, NHS Grade Level Office, and High Rock Main Office. School photocopiers in all school buildings are used both by administrative and teaching staff. Copiers which are heavily used are replaced more frequently than copiers that are lightly used. The average life cycle is calculated at seven years, although planned replacement ages range from five to nine years, depending on use. It is important to replace machines regularly, even if they have not yet reached maximum copy allowances, given the additional operating expense associated with servicing and maintaining older equipment, as well as the difficulty in obtaining replacement parts. This analysis also assumes that copiers are re-deployed around the District as needed, to better match projected usage with equipment capacity.

School Furniture This funding request is a recurring capital item to replace furniture in poor and fair condition and to provide new classroom furniture as needed for new enrollment or replacement purposes.

School Technology This funding request is a recurring capital item to fund the School Department technology replacement program. This program funds replacement of desktop computers, printers, classroom audio visual devices, specialized instructional labs, projectors, video displays, security cameras and electronic door access controllers. The request also incorporates funding for school technology infrastructure, which consists of servers, network hardware, wireless infrastructure, data cabling and access points. The FY2026 School Technology request includes \$113,000 for network security and \$464,875 for infrastructure replacement.

Transportation Safety Committee Projects This request is for funding construction-related transportation safety projects and interventions in response to resident petitions, including roadway geometry changes, accessibility ramps, crosswalks, flashing LED pedestrian signs, speed radar signs, "Stop", "School Zone", and "Children Playing" signs, and other pedestrian improvements. In 2023, the committee transitioned from the Traffic Management Advisory Committee (TMAC) to the Transportation Safety Committee (TSC), which has a wider scope and range of interventions.

General Fund Fleet Replacement

Unit	Existing	Division	Year	Replacement	Amount
143	Volvo L90H Loader	DPW Streets and Transportation	2019	Loader	\$434,910
579	Ford Explorer Interceptor	Police Department	2014	Equinox AWD	\$41,181
Bus 1	Blue Bird School Bus	Needham Public Schools	2017	School Bus (Electric)	\$375,437
C-02	Chevy Tahoe	Fire Department	2021	Public Safety Response Vehicle	\$108,627
R-04	Ford E450 Ambulance	Fire Department	2017	Ambulance	\$638,220

ARTICLE 28: APPROPRIATE FOR ELIOT SCHOOL BOILER REPLACEMENT

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$560,000 for the purpose of replacing the Eliot School boiler, to be expended under the direction of the Permanent Public Building Committee and the Town Manager, and to meet this appropriation that said sum be transferred from Free Cash; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: This article will fund the construction phase of the Eliot School boiler replacement project. The new boilers will be high efficiency condensing boilers and replace older units suffering increasingly frequent and expensive repairs.

ARTICLE 29: APPROPRIATE FOR LIBRARY RENOVATION

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$2,386,000 for the purpose of renovating the young adult area at the Needham Public Library, including all costs incidental or related thereto; said amount to be expended under the direction of the Permanent Public Building Committee and the Town Manager, and to meet this appropriation that the Treasurer, with the approval of the Select Board, is authorized to borrow said sum under Massachusetts General Law Chapter 44, Section 7; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: This article will fund the construction phase of the Young Adult Area redesign. The construction would implement the results of the design phase, which was funded in FY2025. This project will create an expanded and enclosed young adult area on the second floor, which will provide a more appropriate space for Needham's teen population, while supporting other patrons' seeking quiet spaces.

ARTICLE 30: APPROPRIATE FOR NEEDHAM HIGH SCHOOL STAIR REPAIR

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$1,040,000 for Needham High School stair repairs, to be expended under the direction of the Permanent Public Building Committee and Town Manager, and to meet this appropriation that said sum be transferred from Free Cash; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: This article will fund the construction phase of the Needham High School stair repair project. This project will include a comprehensive repair of the exterior staircase at the High School, closing gaps between the risers and treads, restoring the structural integrity of the brick railings with new masonry, patching holes and/or spreading new concrete across the apron, and generally restoring the structure to its original specification and safe functionality. The PPBC has voted to delegate the coordination of this project to the Building Maintenance Division of the Department of Public Works.

ARTICLE 31: APPROPRIATE FOR NEWMAN SCHOOL THEATRICAL LIGHTING, SOUND, AND RIGGING REPAIRS

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$1,812,820 for the purpose of upgrading the Newman School theatrical lighting, sound and rigging equipment, including costs incidental or related thereto, to be expended under the direction of the Permanent Public Building Committee and Town Manager, and to meet this appropriation that said sum be transferred from Free Cash; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: This article will fund repairs at the Newman School Auditorium, including items ranging from electrical safety improvements, updated microphone systems, orchestra inputs, improved speaker system, updated AV inputs, replacement of lighting systems with LED infrastructure, and modernized rigging.

ARTICLE 32: APPROPRIATE FOR CENTER AT THE HEIGHTS RENOVATION DESIGN

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$395,000 for Center at the Heights Renovation Design, to be expended under the direction of the Permanent Public Building Committee and Town Manager, and to meet this appropriation that said sum be transferred from Free Cash; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: This article will fund the design of three projects at the Center at the Heights: the expansion of the kitchen, expansion of fitness facilities, and modification of the rear entrance to an accessible entrance way. The kitchen renovation will allow the CATH to produce a higher volume of meals to augment current and future programming for seniors and, if necessary, to support the Traveling Meals

program. The fitness room expansion, accomplished by swapping the current fitness room with the existing game room, will allow the CATH to meet current fitness programming and service demand that is not met by the existing set-up. The rear entry modifications will add accessibility features to the doorway most proximate to a majority of handicapped accessible parking spaces.

**ARTICLE 33: APPROPRIATE FOR PUBLIC WORKS FACILITIES
IMPROVEMENTS/COGSWELL BUILDING**

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$19,600,000 for Public Works Facility Improvements and the Cogswell Building Expansion, including all costs incidental or related thereto, to be expended under the direction of the Permanent Public Building Committee and Town Manager, and to meet this appropriation the Treasurer, with the approval of the Select Board, is authorized to borrow said sum under Massachusetts General Law Chapter 44, Section 7; that the Town Manager is authorized to apply for, accept and expend any federal or state aid, utility energy efficiency, renewable energy and electrification rebates, incentives, tax credits or any other available aid for the project, which shall be expended in addition to the amount appropriated by this vote; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article Information: This article will fund the continued phased plan to upgrade DPW facilities Townwide. This phase includes the construction of a new fleet maintenance facility as an expansion of the Jack Cogswell Building to house the Fleet Maintenance Division, including fleet storage and the equipment and facilities needed for daily operations.

ARTICLE 34: APPROPRIATE FOR PUBLIC WORKS INFRASTRUCTURE

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$5,069,000 for the Public Works Infrastructure Program, to be spent under the direction of the Town Manager, and to meet this appropriation that said sum be transferred from Free Cash; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: This request is for the Public Works Infrastructure Program which allows the Department of Public Works to make improvements and repairs to Town infrastructure, including but not limited to roads, bridges, sidewalks, intersections, drains, brooks, and culverts.

Street Resurfacing The Town aims to resurface 17 lane miles (or 120,000 square yards) per year, either through traditional milling and paving, micro surfacing, or rubber chip seal surface treatments, as appropriate. The cost per lane mile for resurfacing is currently \$134,000 or more per lane mile. A basic overlay at 1.5 inches with asphalt berm curb and casting adjustments is \$110,000 per lane mile. The cost of micro surfacing treatments and rubber chip seal surfacing treatments are approximately \$6.19 per square yard. Target funding for street resurfacing in FY2026 is \$1,775,000.

Sidewalk Program Contract pricing to reconstruct one mile of asphalt sidewalk with incidental costs is estimated to be \$469,500, and contract pricing to install a mile of granite curb with minor drainage improvements and incidental costs is estimated to be \$505,190. These costs do not include engineering,

design, tree removal and replacement, major drainage improvements, or major public or private property adjustments. Target funding for the sidewalk program in FY2026 is \$1,055,000.

ADA Ramp Upgrades The Town is mandated by federal law to install new or upgrade existing curb ramps to Americans with Disabilities Act (ADA) standards whenever making a significant alteration to the roadway. On average, a curb ramp upgrade costs \$9,000, with some streets having as many as 10-15 ramp locations. These costs include granite curbing, sidewalk rehabilitation of the adjacent area, and incidentals, such as the relocation of existing drainage features. In a typical year the Resurfacing Program's projects impact approximately 50 curb ramps. This funding will be used to ensure compliance with state and federal disability laws and improve access across the Town's sidewalk network. Target funding for the ADA Ramp Upgrades in FY2026 is \$450,000.

Intersection Improvements This request is for improvements at the Central Avenue and Great Plain Avenue intersection. There have been challenges with maintaining an appropriate traffic flow through this intersection since it was constructed in the 1990s, mainly due to property size limitations. There is a historic property on one corner that limits the design. The existing intersection design also does not provide the ideal traffic patterns for multiple modes of transportation. This project would include geometric improvements and a replacement/improvement of the traffic signal system. The new traffic signal system would feature modern technology that is better able to control the flow of traffic through the intersection, reducing traffic back-ups. This request is for the construction phase of the project – the design phase was funded in FY2023. Target funding for Intersection Improvements for FY2026 is \$1,789,000.

ARTICLE 35: APPROPRIATE FOR SEWER ENTERPRISE FUND CASH CAPITAL

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$195,000 for Sewer Enterprise Fund Cash Capital, to be spent under the direction of the Town Manager, and to meet this appropriation that \$161,615 be transferred from Article 8 of the October 2021 Special Town Meeting and that \$33,385 be transferred from Sewer Enterprise Fund Retained Earnings; or take any other action relative thereto.

Group	Description	Recommended	Amendment
Sewer	Cook's Bridge Sewer Pump Station Replacement Design	\$195,000	
Total		\$195,000	

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: The existing steel canister-style pump station at Milo's-Cook's Bridge is beyond its designed life cycle. Pump and mechanical failures are leading to emergency shutoffs more frequently, and replacement parts are no longer made in the existing sizes and shapes. The capacity of the pumps and the sewer force main needs to be re-evaluated to determine current flow and system capacity upgrades to handle the current volume of sewage flowing to this location. This article is to fund the design and construction of a new sewer pump station and force main that will be more efficient to operate and require less maintenance.

ARTICLE 36: APPROPRIATE FOR INFILTRATION AND INFLOW PROGRAM

To see if the Town will vote to raise, appropriate and/or transfer the sum of \$1,000,000 for sewer system rehabilitation, to be spent under the direction of the Town Manager, including without limitation all costs thereof as defined in Section 1 of M.G.L. Chapter 29C, that to meet this appropriation the Treasurer, with the approval of the Select Board, is authorized to borrow said sum under M.G.L. Chapter 44, Section 7, M.G.L. Chapter 29C or any other enabling authority; that the Treasurer, with the approval of the Select Board, is authorized to borrow all or a portion of the amount from the Massachusetts Water Pollution Abatement Trust (MWPAT) established pursuant to M.G.L. Chapter 29C and/or the Massachusetts Water Resources Authority (MWRA) and in connection therewith, to enter into a loan agreement and/or security agreement with the MWPAT and/or loan agreement and financial assistance agreement with the MWRA with respect to such loan; that the Select Board be authorized to contract with the MWPAT, the MWRA and the Department of Environmental Protection with respect to such loan and for any federal, state or other aid available for the project or for the financing thereof; that the Town Manager or other appropriate local official is authorized to enter into a project regulatory agreement with the Department of Environmental Protection; and that the Town Manager is authorized to expend all funds available for the project and take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: This article will fund an Infiltration and Inflow (I/I) conditions assessment, and the development and initial implementation of DPW's mitigation program. The Town of Needham is under Administrative Orders from the DEP to identify and remove I/I in its existing sewer systems. To do so, the Department of Public Works requires the services of an engineering consultant to collect and analyze existing data and I/I mitigation efforts, perform location testing, monitor flows, map and prioritize sections of the wastewater network, and assist with securing supplementary funding from the MWRA.

ARTICLE 37: APPROPRIATE FOR WATER ENTERPRISE FUND CASH CAPITAL

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$977,985 for Water Enterprise Fund Cash Capital, to be spent under the direction of the Town Manager, and to meet this appropriation that said sum be transferred from Water Enterprise Fund Retained Earnings; or take any other action relative thereto.

Group	Description	Recommended	Amendment
Water	Charles River Water Treatment Plant HVAC Upgrades	\$405,000	
Water	Water Distribution System Improvement Master Plan	\$250,000	
Water	Water Distribution System Improvements Design	\$49,500	
Water	Water Fleet Program	273,485	
Total		\$977,985	

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information:

Charles River Water Treatment Plant HVAC Upgrades This funding will allow for the upgrade of the dehumidification systems at the Water Treatment Plant. Future phases will be requested next year to complete these upgrades. The Charles River Water Treatment Plant is over 20 years old. The heating, ventilation, and air conditioning (HVAC) controls are at the end of their useful life. This article will be used to implement the designed options for a dehumidification system and additional electrification of the HVAC systems. The Water Treatment Plant is the second highest user of energy in Town and so any upgrades will include increased energy efficiency modifications.

Water Distribution System Improvement Master Plan This article will fund a master plan to study and prioritize potential water distribution system improvements. The existing master plan is outdated and does not reflect current needs, priorities or federal and state regulations. The Town is now obligated to develop and maintain Risk and Resilience Assessments (RRAs) to safeguard public water infrastructure from natural or human-caused hazards such as floods, hurricanes, or contamination events.

Water Distribution System Improvements Design This article will fund the design phase of replacing approximately 500 linear feet of 8-inch water main on Mills Road from Sachem Road to Davenport Road and Mayo Avenue from Harris Avenue to Great Plain Avenue.

Water Fleet Replacement

Unit	Existing	Division	Year	Replacement	Amount
160	Wach Utility	DPW Water	2013	Specialty Equipment Trailer	\$96,717
26	Ford F250 Super Duty XL	DPW Water	2018	Work Truck Class 3	\$92,503
27	Ford F150 Super Duty XL	DPW Water	2018	Pickup (Electric)	\$84,265

ARTICLE 38: APPROPRIATE FOR WATER SERVICE CONNECTIONS

To see if the Town will vote to raise and/or transfer and appropriate the sum of \$500,000 for the water service connection program to be spent under the direction of the Town Manager and to meet this appropriation that said sum will be transferred from Water Enterprise Fund Retained Earnings; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: This request is for funding to develop a plan to document and identify all known and unknown water service pipe materials and their locations, confirm the unknown services through test pit excavation, and remove old lead or plastic service connections wherever they exist, replacing them with new copper service piping. Services identified for replacement could range from supply mains into residential homes just prior to the water meters.

ARTICLE 39: RESCIND DEBT AUTHORIZATION

To see if the Town will vote to rescind a portion of certain authorizations to borrow, which were approved at prior town meetings, where the purposes of the borrowing have been completed, and/or it was unnecessary to borrow the full authorization:

Project	Town Meeting	Article	Authorized	Rescind
Public Works Storage Facility	2018 ATM	35	\$3,503,000	\$35,000
Public Safety Buildings Construction	2021 STM (May)	37	\$1,400,000	\$1,324,900
Total				\$1,359,900

or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: When a project is financed by borrowing, the project has been completed, and the bills have been paid, the balance of the authorization that was not borrowed and not reserved for other project obligations may be rescinded. A Town Meeting vote to rescind prevents the Town from borrowing the amount rescinded and frees up borrowing capacity. In some cases, the full appropriation for a project is not required, due to changes in scope, cost saving measures, or favorable bids.

GENERAL & COMMITTEE ARTICLES

ARTICLE 40: AMEND GENERAL BY-LAWS – CONTRACT PROCEDURES

To see if the Town will vote to amend Section 2.1.3 (Contract Procedures) of the General By-Laws by:

1. Deleting the line that reads “Purchase of oil and fuel 5” and inserting in its place “Purchase of energy resources, electricity, fuel, propane and natural gas, and oil 5”; and
2. Deleting the line that reads “Software License and/or Maintenance Agreements . . . 10” and inserting in its place “Software license, maintenance and/or hosting agreements . . . 10”;

or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article Information: The General By-Laws of the Town allow the length of a contract for the purchase of oil and fuel to run for five years. The proposed amendment would allow the expansion of the purchase of oil and fuel to include all energy resources including electricity, fuel, propane and natural gas as well as oil. This change will allow the Town to consider the most favorable bids for these commodities. The General By-Laws also provide for a ten-year contract for software licenses and maintenance agreements. The information technology world is evolving, and this amendment would extend the longer contract period to hosting agreements as well. The Town has found that hosting agreements are increasingly a part of its IT-related contracts, and believes it helpful to make express in this section of the General By-Laws that these agreements are also subject to the ten year term, just like software license and maintenance agreements.

ARTICLE 41: ACCEPT M.G.L. c.59, §5 CLAUSES 22I AND 22J (VETERANS PROPERTY TAX EXEMPTIONS)

To see if the Town will vote to accept the provisions of M.G.L. c.59, §5 clause Twenty-second I, to allow abatements granted to those qualifying pursuant to clause Twenty-second, Twenty-second A, Twenty-second B, Twenty-second C, Twenty-second E or Twenty-second F to be increased annually by an amount equal to the increase in the cost of living as determined by the Consumer Price Index for such year; and to accept the provisions of M.G.L. c.59, §5 clause Twenty-second J and to grant an additional exemption of 100 per cent to those qualifying for an exemption pursuant to clause Twenty-second, Twenty-second A, Twenty-second B, Twenty-second C, Twenty-second E or Twenty-second F; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: In August, 2024 the Legislature enacted and the Governor signed the HERO Act. The Act adds two new local options that increase certain veteran exemption amounts in M.G.L. c.59, §5 which is the statute that establishes local property tax exemptions for individuals and organizations. Clause 22I would increase the amount of the tax exemption granted to veterans on their domiciles under other clauses of Section 5 by a cost-of-living adjustment (COLA) determined by the Department of Revenue (DOR) based on the consumer price index (CPI). This would work like the annual COLA adjustment determined by DOR that was already adopted in Needham for certain senior exemption amounts and financial means standards. For example, if a Clause 22 recipient will receive a \$400 exemption and the CPI increases by 5%, the total exemption amount would increase to \$420.

Clause 22J provides an additional exemption up to 100% of the amount of the tax exemption granted to veterans on their domiciles under other clauses of Section 5. This would work like the optional additional exemption that was already adopted in Needham for all persons granted exemptions on their domiciles as veterans, seniors, blind persons, and surviving spouses. As with the general additional exemption, the application of the Clause 22J exemption cannot reduce the tax owed below what the taxpayer would owe on 10% of the current assessed valuation of the domicile. However, unlike the general additional exemption, the exemption granted to veterans can result in the taxpayer paying less than the taxes paid in the preceding fiscal year.

ARTICLE 42: INCREASE CONTRIBUTORY RETIREMENT COLA ALLOWANCE

To see if the Town will vote to increase the maximum base upon which the retiree cost of living (COLA) is calculated from \$16,000 per year to \$18,000 per year in accordance M.G.L. c.32, §103(j); or take any other action relative thereto.

INSERTED BY: Retirement Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: The purpose of this article is to increase the base amount upon which the retiree Cost-of-Living Adjustment is paid. MGL, c. 32, §103(j) allows a Contributory Retirement Board, with the approval of Town Meeting, to increase the base amount upon which the Cost-of-Living adjustment paid to retirees is calculated. An increase of the base from \$12,000 to \$14,000 was approved at the 2015 Annual Town Meeting, and an increase from \$14,000 to \$16,000 was approved at the 2022 Annual Town Meeting.

If approved, this article would increase the maximum COLA a retiree can receive from \$480 per year to \$540 per year, even if their pension exceeds \$18,000. The decision to grant a COLA and at what amount is made annually by vote of the Needham Contributory Retirement Board and, absent legislative action, is capped at 3% per year.

TOWN RESERVE ARTICLES

ARTICLE 43: APPROPRIATE TO ATHLETIC FACILITY IMPROVEMENT FUND

To see if the Town will vote to raise, and/or transfer and appropriate the sum of \$23,725 to the Athletic Facility Improvement Fund, as provided under the provisions of Massachusetts General Law Chapter 40, Section 5B, and to meet this appropriation that said sum be transferred from Free Cash; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: Massachusetts General Law Chapter 40, Section 5B, allows the Town to create one or more stabilization funds for different purposes. A stabilization fund is a special reserve fund into which monies may be appropriated and reserved for later appropriation for any lawful municipal purpose. Monies accumulated in a stabilization fund carry forward from one fiscal year to another. Interest earned from the investment of monies in the stabilization fund remains with that fund. Town Meeting by majority vote may appropriate into a stabilization fund. Town Meeting may by a two-thirds vote appropriate from a general purpose stabilization fund, and may by a majority vote appropriate money from a special purpose stabilization fund. The 2012 Annual Town Meeting approved the creation of the Athletic Facility Improvement Fund to set aside capital funds for renovation and reconstruction of the Town's athletic facilities and associated structures, particularly at Memorial Park and DeFazio Park. The balance in the fund as of January 1, 2025 was \$202,706.

ARTICLE 44: APPROPRIATE TO CAPITAL FACILITY FUND

To see if the Town will vote to raise, and/or transfer and appropriate the sum of \$435,138 to the Capital Facility Fund, as provided under the provisions of Massachusetts General Law Chapter 40, Section 5B, and to meet this appropriation that said sum be transferred from Free Cash; or take any other action relative thereto.

INSERTED BY: Select Board

FINANCE COMMITTEE RECOMMENDS THAT: Article be Adopted

Article Information: Massachusetts General Law Chapter 40, Section 5B, allows the Town to create one or more stabilization funds for different purposes. A stabilization fund is a special reserve fund into which monies may be appropriated and reserved for later appropriation for any lawful municipal purpose. Monies accumulated in a stabilization fund carry forward from one fiscal year to another. Interest earned from the investment of monies in the stabilization fund remains with that fund. Use of the monies in the Fund may only be approved by Town Meeting appropriation. Over time, as the fund grows and is supported, it will be one of the tools in the overall financial plan of the Town. Maintaining and supporting such funds is looked upon favorably by the credit rating industry. The balance in the fund as of January 1, 2025 was \$2,176,406.

CITIZENS PETITIONS

ARTICLE 45: CITIZENS’ PETITION – LEAF BLOWERS

To see if the Town will vote to amend the General By-laws by:

1. Adding a new Section 3.14 to read as follows:

Section 3.14 LEAF BLOWER CONTROL

3.14.1 Purpose. The reduction of noise caused by gas-powered leaf blowers is the primary purpose of this Leaf Blower Control By-law. Reduction of air pollution due to combustion of gasoline and oil-based fuels is a secondary benefit.

3.14.2 Definitions.

“Leaf Blower”- Any powered machine used to blow leaves, dirt, and other debris by forced air for landscape maintenance, including cleaning of downspouts and gutters.

“Gas-powered leaf blower” – A leaf blower powered by gas or gas and oil.

“Electric-powered leaf blower” – A leaf blower powered by attaching a cord to an electricity source or rechargeable batteries.

“Commercial landscaper” – A person or entity that receives compensation to utilize landscaping equipment on another’s property.

“Resident” – The legal owner of record of real property operating on their own property; tenants operating on the property for which they hold a lease; and condominium associations operating on condominium property.

“Property Manager” shall mean any tenant in possession or person or entity in control of real property, including, but not limited to, a condominium association.

“Town” shall mean the Town of Needham, Massachusetts.

3.14.3 Limitations on Use.

- a. Effective January 1, 2026, the use of gas-powered leaf blowers is prohibited between May 15 and September 30. This prohibition applies to commercial landscapers, residents and property managers. Electric-powered leaf blowers may be operated during this time.
- b. The provisions of this bylaw shall not apply to the Department of Public Works or its agents performing work on Town property.

3.14.4 Penalties and Enforcement.

- a. The Director of Health and Human Services and any designated agent within the Public Health Division shall be responsible for enforcing this bylaw. The Public Health Division may take notice

of any date- and time-stamped photo or video submitted by a Needham resident, accompanied by a sworn statement attesting to the authenticity of such photo or video, showing a violation of this bylaw.

- b. Non-criminal dispositions as provided for in Section 8.2.2 shall be assessed against the owner of the property on which the violation occurs.

3.14.5 Regulations.

- a. The Director of Public Works shall have the authority to waive temporarily any of the limitations on the use of Leaf Blowers set forth in this bylaw in order to aid in emergency operations or clean-up associated with storms. In the event of issuing a temporary waiver, the Director of Public Works shall post a notice on the Town of Needham’s internet home page and make other good faith efforts to notify the public.

3.14.6 Severability.

Each separate provision of this section shall be deemed independent of all other provisions herein, and if any provision of this section be declared to be invalid by the Attorney General or a court of competent jurisdiction, the remaining provisions of this section shall remain valid and enforceable.

- 2. Inserting in the table contained in Section 8.2.2 (Non-Criminal Disposition), in appropriate numerical order, a new row to read as follows:

3.14_	Leaf Blower Control	Warning – 1st Offense \$100 – each subsequent	Per Offense	Director of Health and Human Services or Designee
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INSERTED BY: David Rudolph, et. al.

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation to be Made at Town Meeting

Article Information: The purpose of this article is to adopt a new General By-Law that limits the use of gas-powered leaf blowers between May 15th and September 30th annually. The stated intent of this proposed By-Law is to reduce the noise caused by such devices, as well as to reduce the use of and emissions from fossil fuels associated with gas-powered leaf blowers.

ARTICLE 46: CITIZENS’ PETITION – NUCLEAR DISARMAMENT

Moved, that Town Meeting adopt the following Resolution, or take any other action in relation thereto:

WHEREAS, the May, 2019 Needham Town Meeting passed an article calling upon our federal leaders and our nation to make nuclear disarmament the centerpiece of U.S. national security policy and to implement the national "Back from the Brink" platform, which calls on our federal leaders to work toward the goal of signing the Treaty on the Prohibition of Nuclear Weapons and to take immediate steps to prevent nuclear war by actively pursuing a verifiable agreement among nuclear-armed states to eliminate their nuclear arsenals, renouncing the option of using nuclear weapons first, ending the President's sole, unchecked

authority to launch a nuclear attack, taking U.S. nuclear weapons off hair-trigger alert, and canceling the plan to replace its entire arsenal with enhanced weapons; and

WHEREAS, there are now specific bills filed in the Massachusetts Senate and the U.S House of Representatives that make the same proposals as the article passed by the May, 2019 Needham Town Meeting; and

WHEREAS, nuclear war would directly kill hundreds of millions of people and cause unimaginable environmental damage; and

WHEREAS, there is a high probability that a nuclear war would lead to catastrophic climate disruption dropping temperatures across the planet to levels not seen since the last ice age, thus resulting in the starvation of the vast majority of the human race, quite possibly leading to our extinction and the extinction of multiple other species; and

WHEREAS, even the use of a tiny fraction of the more than 12,000 weapons currently in existence would cause worldwide climate disruption and global famine; e.g., as few as a 100 Hiroshima-sized bombs (small by modern standards) would put at least 5 million tons of soot into the upper atmosphere and cause climate disruption across the planet, decimating food production and putting 2 billion people at risk of starvation; and

WHEREAS, despite the notion that these arsenals exist solely to guarantee they will never be used, on multiple occasions nuclear-armed states have proceeded to the brink of using these weapons, and their use was narrowly averted; and

WHEREAS, the Russian invasion of Ukraine, the repeated threats to use nuclear weapons and Communist China's plans to increase its arsenal have dramatically increased the danger of nuclear war; and

WHEREAS, although it is the federal government and not the state or municipal governments which have jurisdiction over matters relating to nuclear weapons, it has been shown that local policies can lead the way to important and necessary changes at the federal level and even internationally; and

WHEREAS, the Commonwealth of Massachusetts played a leading role in ending the nuclear arms race with the Soviet Union in the 1980s, by adopting a Nuclear Freeze resolution and encouraging other states to follow our example; and

WHEREAS, over 40 years later it is not a "freeze" of nuclear weapons that is needed to save the Commonwealth, and the world, from the unthinkable catastrophe of a nuclear war or a nuclear accident but the complete elimination of these weapons, in line with the Treaty on the Prohibition of Nuclear Weapons, which entered into force as international law on January 22, 2021; and

WHEREAS, Twenty other cities and towns in Massachusetts, the legislatures of California and Oregon, the Maine State Senate, the New Jersey Assembly, and the Rhode Island Assembly and Senate have passed resolutions similar to Needham's to take action to protect their citizens from the existential threat of nuclear war.

Be it RESOLVED, that Needham Town Meeting urges our State Senator, Rebecca Rausch and our State Representative, Josh Tarsky, to cosponsor Senate Resolution [SD. 669] (number to be replaced with permanent # to be assigned in February), which states that it shall henceforth be the policy of the General Court of the Commonwealth of Massachusetts to pursue whatever measures may be found necessary and appropriate to protect the citizens of the Commonwealth from the existential threat posed by nuclear weapons and to contribute in whatever ways it can, as a Commonwealth, towards the total elimination of

these weapons from all countries, in line with the Treaty on the Prohibition of Nuclear Weapons. Resolution [SD. 669] urges all Massachusetts members of the House of Representatives to co-sponsor [the bill which will soon be filed by Massachusetts Congressman Jim McGovern in place of last session's H.Res. 77] (words in brackets to be replaced by new bill # after it has been filed), which calls upon the United States federal government to adopt the policy provisions of the "Back from the Brink" platform. [Resolution SD. 669] also calls on the US Senators from Massachusetts to introduce a companion resolution in the United States Senate; and

Be it further RESOLVED that Needham Town Meeting urges our representative in the US House, Jake Auchincloss, to cosponsor [Congressman McGovern's bill to be filed in place of last session's H.Res. 77,] and

Be it further RESOLVED that copies of this article be transmitted by the Needham Town Clerk with a request for reply to our state senator and state representative, to our US Representative and Senators, the President and Vice President of the United States, the Speaker and Minority Leader of the United States House of Representatives, the Majority and Minority Leaders of the United States Senate, and the Governor of the Commonwealth.

INSERTED BY: Joseph McCabe, et. al.

FINANCE COMMITTEE RECOMMENDS THAT: No Position Taken

Article Information: The purpose of this article is to ask Town Meeting to adopt a resolution to encourage the Town's elected representatives at the state and federal level to cosponsor legislation relative to nuclear disarmament at their respective levels of government.

ARTICLE 47: OMNIBUS

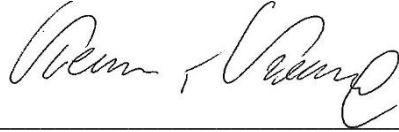
To see if the Town will vote to raise by taxation, transfer from available funds, by borrowing or otherwise, such sums as may be necessary for all or any of the purposes mentioned in the foregoing articles, especially to act upon all appropriations asked for or proposed by the Select Board, or any Town officer or committee, to appoint such committees as may be decided upon and to take action upon matters which may properly come before the meeting; or take any other action relative thereto.

INSERTED BY: Select Board

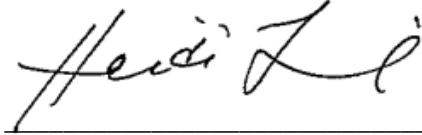
And you are hereby directed to serve this Warrant by posting copies thereof in not less than twenty public places in said Town at least seven (7) days before said meeting.

Hereof fail not and make due return of this warrant with your doings thereon unto our Town Clerk on or after said day and hour.

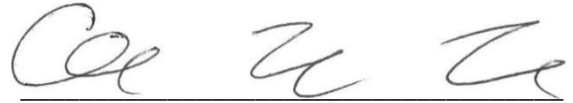
Given into our hands at Needham aforesaid this 11th day of February 2025.



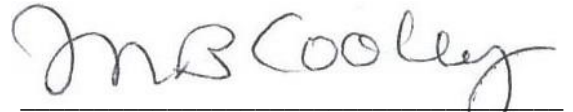
Kevin Keane, Chair



Heidi Frail, Vice Chair



Catherine Dowd, Clerk



Marianne Cooley, Member



Joshua Levy, Member

SELECT BOARD OF NEEDHAM

A TRUE COPY

Attest:

Constable:

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**Reserve Fund Transfer Requests
Approved by the Finance Committee
Fiscal Year 2024**

Budget	Date of Action	Amount
Quiet Zone Feasibility Study	21-Jun-23	\$100,000
Finance Committee - Professional Services	23-Aug-23	\$20,000
Powers Hall Projector	24-Apr-24	\$37,809
Traffic Study	1-May-24	\$28,930
Snow and Ice Removal Expenses	13-May-24	\$250,878
Contract Cleaning Services	13-May-24	\$366,000
Finance Department - Technology Professional Services	26-Jun-24	\$26,500
Town Clerk - Election Expenses	26-Jun-24	\$3,400
Total Approved from General Reserve Fund		\$833,517
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Total Approved from Sewer Reserve Fund		\$0
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Total Approved from Water Reserve Fund		\$0
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2025 Annual Town Meeting
GENERAL GOVERNMENT LISTING OF SALARY RANGES (BASE PAY)
as of March 4, 2025
(Excludes Seasonal, Temporary and Intermittent Positions)

TITLE	GRADE	COMPENSATION RANGE
<u>SELECT BOARD/TOWN MANAGER</u>		
Town Manager	Contract	Contract
Deputy Town Manager	16	\$135,042.00 to \$193,110.00
Director of Human Resources	14	\$111,606.00 to \$156,247.00
Support Services Manager	10	\$76,142.00 to \$106,591.00
Director of Communications and Community Engagement	10	\$76,142.00 to \$106,591.00
Economic Development Manager	9	\$72,527.00 to \$101,530.00
Assistant Director of Human Resources	10	\$76,142.00 to \$106,591.00
Human Resources Operations and Benefits Administrator	7	\$66,421.00 to \$89,680.00
Human Resources Coordinator	GT05	\$30.89 to \$41.72
Administrative Specialist	I-05	\$30.89 to \$41.72
Office Assistant	I-02	\$24.06 to \$32.49
<i>Town Clerk</i>		
Town Clerk	Elected	Elected
Assistant Town Clerk	6	\$63,248.00 to \$85,422.00
Office Assistant	I-02	\$24.06 to \$32.49
Finance Assistant	I-04	\$29.11 to \$39.30
<u>FINANCE</u>		
<i>Assessing</i>		
Director of Assessing	12	\$92,235.00 to \$129,130.00
Asst. Director of Assessing	9	\$72,527.00 to \$101,530.00
Field Assessor	I-06	\$32.43 to \$43.81
Finance Assistant	I-04	\$29.11 to \$39.30
<i>Finance Department</i>		
Deputy Town Manager/Director of Finance	16	\$135,042.00 to \$193,110.00
Assistant Director of Finance	13	\$101,460.00 to \$142,043.00
Management Analyst	8	\$69,755.00 to \$94,158.00
<i>Accounting</i>		
Town Accountant	12	\$92,235.00 to \$129,130.00
Assistant Town Accountant	9	\$72,527.00 to \$101,530.00
Payroll Coordinator	I-06	\$32.43 to \$43.81
Administrative Specialist	I-05	\$30.89 to \$41.72
Administrative Analyst	GT06	\$32.43 to \$43.81
<i>Treasurer/Collector</i>		
Town Treasurer and Tax Collector	12	\$92,235.00 to \$129,130.00
Assistant Treasurer/Collector	9	\$72,527.00 to \$101,530.00
Finance Assistant	I-04	\$29.11 to \$39.30
Office Assistant	I-02	\$24.06 to \$32.49
<i>Finance Committee</i>		
Finance Committee Exec. Secretary	Schedule C	\$45,192.00
<u>PUBLIC SAFETY</u>		
<i>Police Department</i>		
Police Chief	Contract	
Deputy Police Chief	14	\$111,606.00 to \$156,247.00
Lieutenant	P-3	\$137,218.00 to \$153,319.00
Sergeant	P-2	\$42.70 to \$48.49
Police Officer	P-1	\$30.43 to \$39.45
Animal Control Officer	GF07	\$31.93 to \$43.12
Police Administrative Specialist	I-06	\$32.43 to \$43.81
Administrative Analyst	GT06	\$32.43 to \$43.81
Police Maintenance Assistant	GF03	\$24.82 to \$33.51
Administrative Assistant	I-03	\$26.47 to \$35.74
Public Safety Dispatcher	GF07	\$31.93 to \$43.12
<i>Fire Department</i>		

2025 Annual Town Meeting

TITLE	GRADE	COMPENSATION RANGE	
Fire Chief	Contract	Contract	
Assistant Fire Chief	F-5	\$144,097.00	to \$151,410.00
Deputy Fire Chief	F-4	\$46.53	to \$56.34
Fire Captain	F-3	\$44.21	to \$49.30
Fire Lieutenant	F-2	\$37.51	to \$45.33
Firefighter	F-1	\$28.25	to \$38.29
Fire Inspector	F-1 (40hrs)	\$29.66	to \$40.19
EMS Administrator	F-1 (40hrs)	\$29.66	to \$40.19
Emergency Management Administrator	11	\$79,938.00	to \$111,934.00
Fire Business Manager	9	\$72,527.00	to \$101,530.00
Administrative Assistant	I-03	\$26.47	to \$35.74
Public Safety Dispatch Supervisor	GF10	\$36.61	to \$51.24
Public Safety Dispatcher	GF07	\$31.93	to \$43.12
<u>Building</u>			
Building Commissioner	12	\$92,235.00	to \$129,130.00
Assistant Building Commissioner	10	\$76,142.00	to \$106,591.00
Inspector of Plumbing & Gas	GT07	\$34.06	to \$45.99
Inspector of Wires	GT07	\$34.06	to \$45.99
Local Building Inspector	GT06	\$32.43	to \$43.81
Administrative Specialist	I-05	\$30.89	to \$41.72
Office Assistant	I-02	\$24.06	to \$32.49
PUBLIC WORKS			
<u>Administration</u>			
Director of Public Works	15	\$122,766.00	to \$171,872.00
Assistant Director of Public Works/Operations	13	\$101,460.00	to \$142,043.00
Director of Public Works Administration	12	\$92,235.00	to \$129,130.00
Administrative Analyst	GT06	\$32.43	to \$43.81
Finance Assistant	I-04	\$29.11	to \$39.30
Management Analyst	8	\$69,755.00	to \$94,158.00
Sustainability Manager	9	\$72,527.00	to \$101,530.00
Administrative Specialist	I-05	\$30.89	to \$41.72
Administrative Assistant	I-03	\$26.47	to \$35.74
Project Manager	10	\$76,142.00	to \$106,591.00
<u>Engineering Division</u>			
Town Engineer	13	\$101,460.00	to \$142,043.00
Assistant Town Engineer	11	\$79,938.00	to \$111,934.00
Civil Engineer	7	\$66,421.00	to \$89,680.00
GIS/Database Administrator	I-07	\$66,417.00	to \$89,680.50
Senior AutoCAD Technician	GF06	\$30.40	to \$41.07
Survey Party Chief	GF06	\$30.40	to \$41.07
AutoCAD Technician	GF04	\$27.29	to \$36.84
Engineering Aide	GF02	\$22.56	to \$30.46
Project Manager	10	\$76,142.00	to \$106,591.00
<u>Garage Division</u>			
Fleet Supervisor	10	\$76,142.00	to \$106,591.00
Assistant Fleet Supervisor	7	\$66,421.00	to \$89,680.00
Master Mechanic	N-7	\$32.09	to \$43.32
Equipment Mechanic	N-5	\$29.10	to \$39.30
<u>Highway Division</u>			
Director of Streets and Transportation	12	\$92,235.00	to \$129,130.00
Assistant Superintendent	9	\$72,527.00	to \$101,530.00
Working Foreman	N-7	\$32.09	to \$43.32
Public Works Technician	N-5	\$29.10	to \$39.30
Heavy Motor Equipment Operator (HMEO)	N-4	\$27.43	to \$37.04
Craftworker (DPW)	N-4	\$27.43	to \$37.04
Laborer 2	N-2	\$22.66	to \$30.60
<u>Park & Forestry Division</u>			
Division Superintendent, Parks and Forestry	12	\$92,235.00	to \$129,130.00
Assistant Superintendent	9	\$72,527.00	to \$101,530.00
Working Foreman	N-7	\$32.09	to \$43.32

2025 Annual Town Meeting

TITLE	GRADE	COMPENSATION RANGE	
Craftsworker (DPW)	N-4	\$27.43	to \$37.04
Arborist	N-5	\$29.10	to \$39.30
Heavy Motor Equipment Operator (HMEO)	N-4	\$27.43	to \$37.04
Laborer 3	N-3	\$24.94	to \$33.67
Laborer 2	N-2	\$22.66	to \$30.60
Park Ranger	B3	\$24.81	to \$33.50
<u>Recycling & Transfer Station</u>			
Division Superintendent, Solid Waste/Recycling	12	\$92,235.00	to \$129,130.00
Assistant Superintendent	9	\$72,527.00	to \$101,530.00
Working Foreman	N-7	\$32.09	to \$43.32
Scalehouse Attendant	N-4	\$27.43	to \$37.04
Heavy Motor Equipment Operator (HMEO)	N-4	\$27.43	to \$37.04
Laborer 2	N-2	\$22.66	to \$30.60
<u>Water Division</u>			
Division Superintendent, Water/Sewer	12	\$92,235.00	to \$129,130.00
Water Treatment Facility Manager	10	\$76,142.00	to \$106,591.00
Public Works Inspector	N-6	\$30.56	to \$41.27
Working Foreman	N-7	\$32.09	to \$43.32
Craftsworker (DPW)	N-4	\$27.43	to \$37.04
Water Treatment Operator	N-5	\$29.10	to \$39.30
Public Works Technician	N-5	\$29.10	to \$39.30
Heavy Motor Equipment Operator (HMEO)	N-4	\$27.43	to \$37.04
Laborer 3	N-3	\$24.94	to \$33.67
Laborer 2	N-2	\$22.66	to \$30.60
<u>Building Maintenance Division</u>			
Director of Building Maintenance	13	\$101,460.00	to \$142,043.00
Assistant Director of Building Maintenance	11	\$79,938.00	to \$111,934.00
Building Maintenance Supervisor	9	\$72,527.00	to \$101,530.00
HVAC Supervisor	9	\$72,527.00	to \$101,530.00
Senior Custodian	B3	\$24.81	to \$33.50
Custodian	B2	\$22.55	to \$30.46
HVAC Technician	B7	\$31.94	to \$43.11
Carpenter	B7	\$31.94	to \$43.11
Plumber	B7	\$31.94	to \$43.11
Electrician	B7	\$31.94	to \$43.11
Craftsworker (Building Maintenance)	B4	\$27.31	to \$36.85
<u>Sewer Division</u>			
Assistant Superintendent	9	\$72,527.00	to \$101,530.00
Chief Wastewater Operator	N-7	\$32.09	to \$43.32
Public Works Inspector	N-6	\$30.56	to \$41.27
Working Foreman	N-7	\$32.09	to \$43.32
Wastewater Operator	N-5	\$29.10	to \$39.30
Heavy Motor Equipment Operator (HMEO)	N-4	\$27.43	to \$37.04
Craftsworker (DPW)	N-4	\$27.43	to \$37.04
BUILDING DESIGN & CONSTRUCTION			
<u>Building Design & Construction Department</u>			
Director of Design and Construction	13	\$101,460.00	to \$142,043.00
Senior Project Manager	12	\$92,235.00	to \$129,130.00
Administrative Specialist	I-05	\$30.89	to \$41.72
HEALTH AND HUMAN SERVICES			
<u>Division of Public Health</u>			
Director of Health and Human Services	14	\$111,606.00	to \$156,247.00
Assistant Director of Public Health for Community & Environmental Health	11	\$79,938.00	to \$111,934.00
Assistant Director of Public Health for Nursing & Behavioral Health	11	\$79,938.00	to \$111,934.00
Environmental Health Agent	I-07	\$34.06	to \$45.99
Public Health Nurse	I-09	\$72,520.50	to \$101,536.50
Epidemiologist / Data Analyst	8	\$69,755.00	to \$94,158.00
Traveling Meals Coordinator	GT05	\$30.89	to \$41.72
Substance Use Prevention Program Coordinator	8	\$69,755.00	to \$94,158.00

2025 Annual Town Meeting

TITLE	GRADE	COMPENSATION RANGE		
Behavioral Health Peer Support Specialist	GT05	\$30.89	to	\$41.72
Administrative Analyst	GT06	\$32.43	to	\$43.81
<u>Division of Aging Services</u>				
Director of Aging Services	13	\$101,460.00	to	\$142,043.00
Assistant Director of Aging Services/Counseling and Volunteers	11	\$79,938.00	to	\$111,934.00
Assistant Director of Aging Services/Programs and Transportation	10	\$76,142.00	to	\$106,591.00
Administrative Assistant	I-03	\$26.47	to	\$35.74
Transportation Coordinator	GT06	\$32.43	to	\$43.81
SHINE Program Coordinator	GT08	\$35.77	to	\$48.29
SHINE Assistant Program Coordinator	GT07	\$34.06	to	\$45.99
Clinician	I-07	\$66,417.00	to	\$89,680.50
<u>Division of Youth & Family Services</u>				
Director of Youth and Family Services	12	\$92,235.00	to	\$129,130.00
Clinician	I-07	\$66,417.00	to	\$89,680.50
Community Training Coordinator	7	\$66,421.00	to	\$89,680.00
Administrative Assistant	I-03	\$26.47	to	\$35.74
PLANNING & COMMUNITY DEVELOPMENT				
<u>Planning</u>				
Director of Planning and Community Development	13	\$101,460.00	to	\$142,043.00
Assistant Town Planner	7	\$66,421.00	to	\$89,680.00
Administrative Specialist	I-05	\$30.89	to	\$41.72
<u>Community Development</u>				
Conservation Manager	9	\$72,527.00	to	\$101,530.00
Conservation Specialist	I-06	\$32.43	to	\$43.81
Zoning Specialist	GT06	\$32.43	to	\$43.81
CULTURE AND LEISURE SERVICES				
<u>Library</u>				
Director of Public Library	14	\$111,606.00	to	\$156,247.00
Assistant Director of Public Library	12	\$92,235.00	to	\$129,130.00
Children's Librarian	7	\$66,421.00	to	\$89,680.00
Library Reference Supervisor	10	\$76,142.00	to	\$106,591.00
Library Children's Supervisor	10	\$76,142.00	to	\$106,591.00
Library Technology Specialist/Archivist	11	\$79,938.00	to	\$111,934.00
Library Technical Services Supervisor	10	\$76,142.00	to	\$106,591.00
Reference Librarian/Digital Media Specialist	7	\$66,421.00	to	\$89,680.00
Reference Librarian/Program Specialist	7	\$66,421.00	to	\$89,680.00
Reference Librarian/Young Adult	7	\$66,421.00	to	\$89,680.00
Library Circulation Supervisor	9	\$72,527.00	to	\$101,530.00
Children's Services Assistant	GT05	\$30.89	to	\$41.72
Technical Services Assistant	GT03	\$26.47	to	\$35.74
Library Assistant	GT03	\$26.47	to	\$35.74
<u>Park & Recreation</u>				
Director of Park and Recreation	12	\$92,235.00	to	\$129,130.00
Assistant Director of Park & Recreation	11	\$79,938.00	to	\$111,934.00
Recreation Supervisor	I-08	\$35.77	to	\$48.29
Administrative Specialist	I-05	\$30.89	to	\$41.72
Administrative Assistant	I-03	\$26.47	to	\$35.74
Administrative Analyst	GT06	\$32.43	to	\$43.81

2025 Annual Town Meeting

	Budgeted FY 2023 Funded FTE	Budgeted FY 2023 Salary * Minimum	Budgeted FY 2023 Salary * Maximum	Budgeted FY 2024 Funded FTE	Budgeted FY 2024 Salary * Minimum	Budgeted FY 2024 Salary * Maximum	Budgeted FY 2025 Funded FTE	Budgeted FY 2025 Salary * Minimum	Budgeted FY 2025 Salary * Maximum	Budgeted FY 2026 Funded FTE	Budgeted FY 2025/26* Salary Minimum	Budgeted FY 2025/26* Salary Maximum
NEEDHAM PUBLIC SCHOOLS												
OPERATING BUDGET CLASSIFICATION												
Superintendent	1.00	\$251,638	\$251,638	1.00	\$261,703	\$261,703	1.00	\$266,962	\$266,962	1.00	\$266,962	\$266,962
Assistant Superintendents/ Executive Director of Special Education	5.00	\$150,000	\$199,400	5.00	\$150,000	\$199,400	5.00	\$150,000	\$199,400	5.00	\$150,000	\$199,400
Director of Strategic Planning & Community Education **	0.44	\$138,191	\$143,070	0.44	\$148,792	\$153,256	0.44	\$148,792	\$153,256	0.44	\$148,792	\$153,256
High School Principal	1.00	\$172,000	\$190,561	1.00	\$172,000	\$190,561	1.00	\$172,000	\$190,561	1.00	\$172,000	\$190,561
Middle School Principals	2.00	\$160,000	\$178,000	2.00	\$160,000	\$178,000	2.00	\$160,000	\$178,000	2.00	\$160,000	\$178,000
Elementary Principals	5.00	\$138,000	\$162,000	5.00	\$138,000	\$162,000	5.00	\$138,000	\$162,000	5.00	\$138,000	\$162,000
High School Assistant Principals	3.00	\$108,082	\$153,116	3.00	\$110,783	\$157,326	3.00	\$110,783	\$157,326	3.00	\$110,783	\$157,326
Middle School Assistant Principals	3.00	\$102,186	\$144,764	3.00	\$104,745	\$148,745	3.00	\$107,569	\$152,836	3.00	\$107,569	\$152,836
Elementary Assistant Principals	4.60	\$99,874	\$141,626	5.00	\$102,371	\$145,561	5.00	\$105,134	\$149,523	5.00	\$105,134	\$149,523
K-12 Directors	7.00	\$98,870	\$147,231	4.00	\$101,342	\$151,280	4.00	\$109,282	\$155,440	4.00	\$109,282	\$155,440
Directors of Special Education	2.50	\$108,082	\$154,242	2.50	\$110,783	\$158,484	2.50	\$113,775	\$162,842	2.50	\$113,775	\$162,842
Special Education/ 6-8 Curriculum Coordinators		NA	NA		NA	NA		NA	NA		NA	NA
Elem. & Middle Dept. Chairs/ Sci Ctr Dir./ PreK-6 Counseling Dir./ SpEd Coords. **	10.67	\$98,256	\$139,196	10.67	\$100,712	\$146,600	10.67	\$103,432	\$150,632	10.67	\$103,432	\$150,632
Assistant Athletic Director **	0.50	\$70,729	\$80,871	0.50	\$72,852	\$83,298	0.50	\$75,038	\$85,796	0.50	\$75,038	\$85,796
NHS Dept. Chairs/ Dirs. Math, Literacy & Sci. K-8/ 7-12 Counseling Dir./ Nursing Dir./ Athletic Dir./ ELL Dir.	8.00	\$98,400	\$151,875	9.00	\$102,371	\$159,719	9.00	\$102,370	\$164,111	11.60	\$102,370	\$164,111
Department Chairs/ K-8 Curriculum Coordinators		NA	NA		NA	NA		NA	NA		NA	NA
Teachers/ Guidance Counselors/ Psychologists/ Therapists **	539.41	\$54,270	\$114,527	549.93	\$55,627	\$117,390	555.18	\$57,129	\$120,560	547.14	\$57,129	\$120,560
Nurses **	13.05	\$54,270	\$114,527	13.95	\$55,627	\$117,390	13.95	\$57,129	\$120,560	13.95	\$57,129	\$120,560
Instructional Assistants **	145.46	\$15,533/hr	\$34,733/hr	150.74	\$21,323/hr	\$35,433/hr	154.39	\$22,611/hr	\$36,143/hr	150.96	\$23,941/hr	\$36,866/hr
Student Monitors/ Substitutes	1.93	\$10,833/hr	\$24,707/hr	2.11	\$11,111/hr	\$25,000/hr	1.75	\$11,411/hr	\$25,751/hr	2.11	\$17,381/hr	\$39,141/hr
Town/ School Administrator of Information Services	2.00	\$75,681	\$135,022	2.00	\$77,951	\$139,073	2.00	\$80,290	\$143,246	2.00	\$80,290	\$143,246
Assistant Administrator Information Services	4.00	\$88,243	\$151,711	4.00	\$90,891	\$156,262	4.00	\$93,618	\$160,950	4.00	\$93,618	\$160,950
Information Technology Network Administrator/ Specialists		NA	NA		NA	NA		NA	NA		NA	NA
Information Technology Enterprise Application Manager/ Specialists		NA	NA		NA	NA		NA	NA		NA	NA
Instructional Technology Service Desk Manager	6.96	\$28,271/hr	\$36,291/hr	6.96	\$28,841/hr	\$37,941/hr	6.96	\$30,971/hr	\$42,741/hr	4.58	\$33,391/hr	\$46,991/hr
Instructional Technology Technicians	13.64	\$18,411/hr	\$24,321/hr		NA	NA		NA	NA		NA	NA
School Office Assistants (Starting FY24 Shown Below)	1.00	\$22,621/hr	\$29,911/hr	1.00	\$24,701/hr	\$32,861/hr	1.00	\$25,201/hr	\$33,521/hr	1.00	\$25,831/hr	\$34,361/hr
Mail Carrier/Production Center Operator	40.25	\$22,621/hr	\$34,041/hr	54.27	\$20,101/hr	\$37,381/hr	54.91	\$20,511/hr	\$38,131/hr	50.23	\$21,021/hr	\$39,081/hr
Administrative Assistants/ Accounts Payable/ Bookkeepers/ Payroll Clerks/ Office Assistants **		NA	NA		NA	NA		NA	NA		NA	NA
Volunteer Coordinator **	3.97	\$66,726	\$113,368	3.97	\$68,728	\$116,768	3.97	\$70,790	\$120,271	4.54	\$70,790	\$120,271
Executive Assistants	8.17	\$21,001/hr	\$32,011/hr	8.17	\$21,631/hr	\$32,971/hr	8.17	\$22,281/hr	\$33,961/hr	8.66	\$22,281/hr	\$33,961/hr
Bus/Van Drivers	1.29	\$16,871/hr	\$16,871/hr	1.22	\$17,381/hr	\$17,381/hr	1.00	\$17,901/hr	\$17,901/hr	0.50	\$17,901/hr	\$17,901/hr
Bus/Van Monitors **		NA	NA		NA	NA		NA	NA		NA	NA
Community Ed Marketing & Registration Mgr/ Volunteer Coordinator **	0.36	\$62,949	\$80,871	0.09	\$72,852	\$83,298	0.09	\$75,038	\$85,796		\$80,290	\$91,802
Human Resources Specialist **	0.97	\$75,681	\$86,533	0.97	\$77,951	\$89,128	0.97	\$80,290	\$91,802	0.97	\$80,290	\$91,802
Payroll Supervisor/ Coordinator	0.97	\$88,243	\$100,896	0.97	\$90,891	\$103,923	0.97	\$93,618	\$107,041	0.97	\$93,618	\$107,041
Budget Analyst/ Data Analyst/ Reporting Specialist		NA	NA		NA	NA		NA	NA		NA	NA
Registrar/ Welcome Center Coordinator		NA	NA		NA	NA		NA	NA		NA	NA
Lead Accountant **	0.98	\$88,243	\$100,896	0.98	\$90,891	\$103,923	0.98	\$93,618	\$107,041	0.98	\$93,618	\$107,041
Business & Operations Coordinator	1.00	\$88,243	\$100,896	1.00	\$90,891	\$103,923	1.00	\$93,618	\$107,041	1.00	\$93,618	\$107,041
Asst. Director Finance & Human Resources	2.00	\$99,150	\$127,379	2.00	\$102,125	\$131,201	2.00	\$105,189	\$135,137	2.00	\$105,189	\$135,137
Total	842.12			856.44			865.39			853.46		

* All Salaries Expressed in Full-Time FTE terms; FY25 Salary Basis for All Positions Except Units C & D Where Settled Contracts Exist for FY26
 ** Partially Funded in Operating Budget. Starting FY24 includes Office Assistants.

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DEBT
APPENDIX
A

Town of Needham Schedule of Outstanding Long Term Debt Service

			DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE
Project	Amount Issued	Final Maturity	2025	2026	2027	2028	2029	2030	2031 - 2035	After 2035
Town Hall (Series III)			25,000.00	25,000.00	25,000.00					
Interest			1,906.26	1,156.26	390.63					
Town Hall (Series III)	\$385,000	01-Aug-26	26,906.26	26,156.26	25,390.63					
59 Lincoln Street & 89 School Street			3,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	6,000.00	
Interest			415.00	365.00	325.00	282.50	237.50	192.50	265.00	
59 Lincoln Street & 89 School Street	\$52,500	15-Jul-32	3,415.00	2,365.00	2,325.00	2,282.50	2,237.50	2,192.50	6,265.00	
Senior Center (Series I)			50,000.00	50,000.00	50,000.00	50,000.00	50,000.00	45,000.00	135,000.00	
Interest			13,756.26	12,256.26	10,756.26	9,193.76	7,537.51	5,906.26	7,846.88	
Senior Center (Series I)	\$1,000,000	01-Nov-32	63,756.26	62,256.26	60,756.26	59,193.76	57,537.51	50,906.26	142,846.88	
59 Lincoln Street & 89 School Street			50,000.00	50,000.00	50,000.00	50,000.00	50,000.00	50,000.00	150,000.00	
Interest			14,500.00	13,000.00	11,500.00	9,937.50	8,281.25	6,562.50	8,718.75	
59 Lincoln Street & 89 School Street	\$1,005,000	01-Nov-32	64,500.00	63,000.00	61,500.00	59,937.50	58,281.25	56,562.50	158,718.75	
37-39 Lincoln Street			30,000.00	30,000.00	30,000.00	30,000.00	30,000.00	30,000.00	90,000.00	
Interest			8,700.00	7,800.00	6,900.00	5,962.50	4,968.75	3,937.50	5,231.25	
37-39 Lincoln Street	\$605,000	01-Nov-32	38,700.00	37,800.00	36,900.00	35,962.50	34,968.75	33,937.50	95,231.25	
51 Lincoln Street			45,000.00	45,000.00	45,000.00	45,000.00	45,000.00	45,000.00	135,000.00	
Interest			13,050.00	11,700.00	10,350.00	8,943.75	7,453.13	5,906.26	7,846.88	
51 Lincoln Street	\$950,000	01-Nov-32	58,050.00	56,700.00	55,350.00	53,943.75	52,453.13	50,906.26	142,846.88	
Senior Center (Series II)			250,000.00	250,000.00	250,000.00	250,000.00	250,000.00	250,000.00	1,000,000.00	
Interest			85,000.00	77,500.00	69,687.50	61,406.25	52,812.50	43,906.25	79,687.50	
Senior Center (Series II)	\$5,050,000	15-Jul-33	335,000.00	327,500.00	319,687.50	311,406.25	302,812.50	293,906.25	1,079,687.50	
Senior Center (Series III)			50,000.00	50,000.00	50,000.00	50,000.00	50,000.00	50,000.00	200,000.00	
Interest			15,225.00	13,975.00	12,725.00	11,400.00	10,075.00	8,750.00	17,500.00	
Senior Center (Series III)	\$1,050,500	15-May-34	65,225.00	63,975.00	62,725.00	61,400.00	60,075.00	58,750.00	217,500.00	

Town of Needham Schedule of Outstanding Long Term Debt Service

			DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE
Project	Amount Issued	Final Maturity	2025	2026	2027	2028	2029	2030	2031 - 2035	After 2035
66 - 70 Chestnut Street			70,000.00	70,000.00	70,000.00	70,000.00	70,000.00	70,000.00	280,000.00	
Interest			21,350.00	18,550.00	15,750.00	13,475.00	11,550.00	9,450.00	16,800.00	
66 - 70 Chestnut Street	\$1,330,000	15-Nov-33	91,350.00	88,550.00	85,750.00	83,475.00	81,550.00	79,450.00	296,800.00	
Central Avenue/Elliott Street Bridge			50,000.00	50,000.00	50,000.00					
Interest			6,000.00	4,000.00	2,000.00					
Central Avenue/Elliott Street Bridge	\$500,000	15-Jan-27	56,000.00	54,000.00	52,000.00					
Rosemary Recreational Complex			150,000.00	150,000.00	150,000.00	150,000.00	150,000.00			
Interest			33,750.00	26,250.00	18,750.00	11,250.00	3,750.00			
Rosemary Recreational Complex	\$2,260,000	15-Jul-28	183,750.00	176,250.00	168,750.00	161,250.00	153,750.00			
Memorial Park Building			75,000.00	75,000.00	75,000.00	75,000.00	75,000.00	70,000.00		
Interest			20,375.00	16,625.00	12,875.00	9,125.00	5,375.00	1,750.00		
Memorial Park Building	\$970,000	01-Aug-29	95,375.00	91,625.00	87,875.00	84,125.00	80,375.00	71,750.00		
Public works Storage Facility			205,000.00							
Interest			10,250.00							
Public works Storage Facility	\$1,025,000	01-Feb-25	215,250.00							
Public Services Administration Building (Refunding Bond)			190,000.00	195,000.00	185,000.00					
Interest			24,700.00	15,200.00	7,400.00					
Public Services Administration Building (R	\$1,201,500	01-Feb-27	214,700.00	210,200.00	192,400.00					
Public Services Administration Building (Refunding Bond)			70,000.00							
Interest			1,750.00							
Public Services Administration Building (R	\$280,000	15-Jul-24	71,750.00							
High School Cafeteria Construction			150,000.00	150,000.00	150,000.00					
Interest			18,000.00	12,000.00	6,000.00					
High School Cafeteria Construction	\$1,500,000	15-Jan-27	168,000.00	162,000.00	156,000.00					
High School Expansion Construction			325,000.00	325,000.00	325,000.00	325,000.00	325,000.00	325,000.00	1,625,000.00	
Interest			131,625.00	115,375.00	99,125.00	82,875.00	66,625.00	53,625.00	121,875.00	
High School Expansion Construction	\$6,500,000	15-Jul-34	456,625.00	440,375.00	424,125.00	407,875.00	391,625.00	378,625.00	1,746,875.00	

Town of Needham Schedule of Outstanding Long Term Debt Service

			DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE
Project	Amount Issued	Final Maturity	2025	2026	2027	2028	2029	2030	2031 - 2035	After 2035
High School Expansion Construction			255,000.00	255,000.00	255,000.00	255,000.00	255,000.00	255,000.00	1,255,000.00	
Interest			113,450.00	100,700.00	87,950.00	75,200.00	62,450.00	49,700.00	97,600.00	
High School Expansion Construction	\$4,004,000	01-Aug-34	368,450.00	355,700.00	342,950.00	330,200.00	317,450.00	304,700.00	1,352,600.00	
Total General Fund Debt Service Within the Levy Limit			2,576,802.52	2,218,452.52	2,134,484.39	1,651,051.26	1,593,115.64	1,381,686.27	5,239,371.26	
Newman School Extraordinary Repairs (Series IV)			452,000.00	448,000.00	448,000.00	448,000.00	448,000.00	448,000.00	1,334,000.00	
Interest			90,460.00	81,460.00	72,500.00	62,980.00	52,900.00	42,820.00	58,760.00	
Newman School Extraordinary Repairs (Series IV)	\$9,000,000	15-Jul-32	542,460.00	529,460.00	520,500.00	510,980.00	500,900.00	490,820.00	1,392,760.00	
Newman School Extraordinary Repairs (Series V)			110,000.00	110,000.00	110,000.00	110,000.00	110,000.00	110,000.00	330,000.00	
Interest			31,900.00	28,600.00	25,300.00	21,862.50	18,218.75	14,437.50	19,181.25	
Newman School Extraordinary Repairs (Series V)	\$2,200,000	01-Nov-32	141,900.00	138,600.00	135,300.00	131,862.50	128,218.75	124,437.50	349,181.25	
Eliot School (Refunding Bond)			245,000.00							
Interest			4,900.00							
Eliot School (Refunding Bond)	\$2,562,000	15-Nov-24	249,900.00							
High School Series 1 (Refunding Bond)			455,000.00	450,000.00						
Interest			27,100.00	9,000.00						
High School Series 1 (Refunding Bond)	\$4,775,000	15-Nov-25	482,100.00	459,000.00						
High Rock School Design (Refunding Bond)			20,000.00	20,000.00	18,500.00					
Interest			1,940.00	1,140.00	370.00					
High Rock School Design (Refunding Bond)	\$187,770	01-Aug-26	21,940.00	21,140.00	18,870.00					
High Rock & Pollard School Projects (Refunding Bond)			50,000.00	50,000.00	46,500.00					
Interest			4,860.00	2,860.00	930.00					
High Rock & Pollard School Projects (Refunding Bond)	\$429,470	01-Aug-26	54,860.00	52,860.00	47,430.00					
High School (Series IIA) (Refunding Bond)			485,000.00							
Interest			9,700.00							
High School (Series IIA) (Refunding Bond)	\$2,991,900	01-Aug-24	494,700.00							

Town of Needham Schedule of Outstanding Long Term Debt Service

			DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE
Project	Amount Issued	Final Maturity	2025	2026	2027	2028	2029	2030	2031 - 2035	After 2035
High School (Series IIB) (Refunding Bond)			95,000.00	95,000.00	93,500.00					
Interest			9,440.00	5,640.00	1,870.00					
High School (Series IIB) (Refunding Bond)	\$782,850	01-Aug-26	104,440.00	100,640.00	95,370.00					
High Rock & Pollard School Projects (Series III) (Refunding Bond)			240,000.00	235,000.00	231,500.00	230,000.00				
Interest			32,660.00	23,160.00	13,830.00	4,600.00				
High Rock & Pollard School Projects (Series III) (Refunding Bond)	\$2,253,010	01-Aug-27	272,660.00	258,160.00	245,330.00	234,600.00				
Owens Farm Land Purchase			280,000.00	280,000.00	280,000.00	280,000.00	280,000.00	280,000.00	1,400,000.00	1,820,000.00
Interest			180,900.00	169,700.00	158,500.00	147,300.00	136,100.00	124,900.00	481,350.00	272,150.00
Owens Farm Land Purchase	\$7,000,000	15-Jan-42	460,900.00	449,700.00	438,500.00	427,300.00	416,100.00	404,900.00	1,881,350.00	2,092,150.00
609 Central Land Purchase			25,000.00	25,000.00	25,000.00	25,000.00	25,000.00	25,000.00	125,000.00	100,000.00
Interest			13,750.00	12,750.00	11,750.00	10,750.00	9,750.00	8,750.00	30,968.78	9,375.00
609 Central Land Purchase	\$730,000	15-Jan-39	38,750.00	37,750.00	36,750.00	35,750.00	34,750.00	33,750.00	155,968.78	109,375.00
William School Construction Project			720,000.00	720,000.00	720,000.00	720,000.00	720,000.00	720,000.00	3,600,000.00	6,480,000.00
Interest			505,800.00	469,800.00	433,800.00	397,800.00	361,800.00	333,000.00	1,341,000.00	992,700.00
William School Construction Project	\$18,000,000	15-Jul-43	1,225,800.00	1,189,800.00	1,153,800.00	1,117,800.00	1,081,800.00	1,053,000.00	4,941,000.00	7,472,700.00
William School Construction Project			295,000.00	295,000.00	295,000.00	295,000.00	295,000.00	295,000.00	1,475,000.00	2,060,000.00
Interest			191,231.26	176,481.26	161,731.26	146,981.26	132,231.26	117,481.26	411,143.79	210,503.16
William School Construction Project	\$7,400,000	01-Aug-41	486,231.26	471,481.26	456,731.26	441,981.26	427,231.26	412,481.26	1,886,143.79	2,270,503.16
Public Safety Buildings Construction			465,000.00	465,000.00	465,000.00	460,000.00	460,000.00	460,000.00	2,300,000.00	4,600,000.00
Interest			340,450.00	317,200.00	293,950.00	270,825.00	247,825.00	224,825.00	849,275.00	681,662.50
Public Safety Buildings Construction	\$11,565,000	01-Aug-44	805,450.00	782,200.00	758,950.00	730,825.00	707,825.00	684,825.00	3,149,275.00	5,281,662.50
High Rock & Pollard School Projects (Refunding Bond)			475,000.00	480,000.00	480,000.00	475,000.00	470,000.00			
Interest			99,950.00	76,200.00	57,000.00	37,800.00	18,800.00			
High Rock & Pollard School Projects (Refunding Bond)	\$3,788,500	01-Feb-29	574,950.00	556,200.00	537,000.00	512,800.00	488,800.00			

Town of Needham Schedule of Outstanding Long Term Debt Service

			DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE
			2025	2026	2027	2028	2029	2030	2031 - 2035	After 2035
Project	Amount Issued	Final Maturity								
Public Safety Buildings Construction			895,000.00	895,000.00	895,000.00	895,000.00	895,000.00	895,000.00	4,475,000.00	4,470,000.00
Interest			447,400.00	402,650.00	366,850.00	331,050.00	295,250.00	259,450.00	796,050.00	268,000.00
Public Safety Buildings Construction	\$18,540,000	01-Feb-40	1,342,400.00	1,297,650.00	1,261,850.00	1,226,050.00	1,190,250.00	1,154,450.00	5,271,050.00	4,738,000.00
Public Safety Buildings Construction			830,000.00	830,000.00	830,000.00	830,000.00	830,000.00	830,000.00	4,150,000.00	4,970,000.00
Interest			427,250.00	385,750.00	344,250.00	302,750.00	261,250.00	219,750.00	721,100.00	297,800.00
Public Safety Buildings Construction	\$19,160,000	15-Jul-40	1,257,250.00	1,215,750.00	1,174,250.00	1,132,750.00	1,091,250.00	1,049,750.00	4,871,100.00	5,267,800.00
Public Safety Buildings Construction			485,000.00	485,000.00	485,000.00	485,000.00	485,000.00	485,000.00	2,415,000.00	960,000.00
Interest			258,825.00	239,425.00	220,025.00	195,775.00	171,525.00	147,275.00	385,125.00	28,800.00
Public Safety Buildings Construction	\$9,970,000	15-Aug-36	743,825.00	724,425.00	705,025.00	680,775.00	656,525.00	632,275.00	2,800,125.00	988,800.00
High School (Refunding Bond)			175,000.00	180,000.00	180,000.00	85,000.00				
Interest			26,625.00	17,750.00	8,750.00	2,125.00				
High School (Refunding Bond)	\$1,149,000	15-Jul-27	201,625.00	197,750.00	188,750.00	87,125.00				
Newman School Extraordinary Repairs (Refunding Bond)			240,000.00	240,000.00	245,000.00	245,000.00	205,000.00			
Interest			52,750.00	40,750.00	28,625.00	16,375.00	5,125.00			
Newman School Extraordinary Repairs (R)	\$1,894,000	15-Jul-28	292,750.00	280,750.00	273,625.00	261,375.00	210,125.00			
Total General Fund Debt Service Excluded from the Levy Limit			9,794,891.26	8,763,316.26	8,048,031.26	7,531,973.76	6,933,775.01	6,040,688.76	\$26,697,953.82	\$28,220,990.66

Town of Needham Schedule of Outstanding Long Term Debt Service

			DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE
Project	Amount Issued	Final Maturity	2025	2026	2027	2028	2029	2030	2031 - 2035	After 2035
Town Hall (Series III)			80,000.00	80,000.00	80,000.00					
Interest			6,100.00	3,700.00	1,250.00					
Town Hall (Series III)	\$1,225,000	01-Aug-26	86,100.00	83,700.00	81,250.00					
Town Hall (Series IV)			55,000.00	55,000.00	55,000.00	50,000.00	50,000.00	50,000.00	50,000.00	
Interest			7,375.00	6,275.00	5,175.00	4,062.50	2,937.50	1,812.50	625.00	
Town Hall (Series IV)	\$970,000	15-Jul-30	62,375.00	61,275.00	60,175.00	54,062.50	52,937.50	51,812.50	50,625.00	
Rosemary Recreational Complex			200,000.00	200,000.00	200,000.00	200,000.00	200,000.00	200,000.00	1,000,000.00	800,000.00
Interest			106,000.00	96,000.00	86,000.00	76,000.00	66,000.00	58,000.00	200,000.00	50,750.00
Rosemary Recreational Complex	\$4,000,000	15-Jul-37	306,000.00	296,000.00	286,000.00	276,000.00	266,000.00	258,000.00	1,200,000.00	850,750.00
Rosemary Recreational Complex			165,000.00	165,000.00	165,000.00	160,000.00	160,000.00	160,000.00	800,000.00	475,000.00
Interest			85,481.26	77,231.26	68,981.26	60,856.26	52,856.26	44,856.26	128,681.30	19,940.65
Rosemary Recreational Complex	\$3,221,000	01-Aug-37	250,481.26	242,231.26	233,981.26	220,856.26	212,856.26	204,856.26	928,681.30	494,940.65
Town Hall (Refunding Bond)			165,000.00	170,000.00	170,000.00	175,000.00	165,000.00			
Interest			38,125.00	29,750.00	21,250.00	12,625.00	4,125.00			
Town Hall (Refunding Bond)	\$1,345,000	15-Jul-28	203,125.00	199,750.00	191,250.00	187,625.00	169,125.00			
Total CPA Debt Service			908,081.26	882,956.26	852,656.26	738,543.76	700,918.76	514,668.76	2,179,306.30	1,345,690.65

Town of Needham Schedule of Outstanding Long Term Debt Service

Project			DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE
Amount Issued	Final Maturity		2025	2026	2027	2028	2029	2030	2031 - 2035	After 2035
Sewer Pump Station Reservoir B - MWPA			309,222.00	315,942.00	322,809.00	329,825.00	336,993.00	344,317.00	1,078,504.00	
Interest			65,308.66	58,660.39	51,867.63	44,927.24	37,836.00	30,590.65	46,708.03	
Sewer Pump Station Reservoir B - MWPA	\$6,034,290	15-Jan-33	374,530.66	374,602.39	374,676.63	374,752.24	374,829.00	374,907.65	1,125,212.03	
MWRA Sewer System Rehab - I/I Work			88,000.00							
Interest										
MWRA Sewer System Rehab - I/I Work	\$440,000	15-Nov-24	88,000.00							
Sewer Rehabilitation - Rte 128 Area (Refunding Bond)			5,000.00	5,000.00	5,000.00	5,000.00				
Interest			850.00	600.00	400.00	200.00				
Sewer Rehabilitation - Rte 128 Area (Refu)	\$36,000	01-Feb-28	5,850.00	5,600.00	5,400.00	5,200.00				
Sewer Main Replacement			25,000.00	25,000.00	25,000.00	20,000.00				
Interest			3,625.00	2,625.00	1,625.00	500.00				
Sewer Main Replacement	\$145,000	15-Aug-27	28,625.00	27,625.00	26,625.00	20,500.00				
Total Sewer Fund Debt Service			497,005.66	407,827.39	406,701.63	400,452.24	374,829.00	374,907.65	1,125,212.03	

Town of Needham Schedule of Outstanding Long Term Debt Service

Project			DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE	DEBT SERVICE
Amount Issued	Final Maturity		2025	2026	2027	2028	2029	2030	2031 - 2035	After 2035
MWPAT Water DWS-08-24			42,506.17	43,361.11	44,232.73	45,121.02	46,028.95	46,953.49	47,897.61	
			6,339.24	5,416.15	4,474.53	3,513.98	2,534.11	1,534.55	514.90	
MWPAT Water DWS-08-24	\$765,335	15-Jul-30	48,845.41	48,777.26	48,707.26	48,635.00	48,563.06	48,488.04	48,412.51	
St Mary's Pump Station Interest			100,000.00	100,000.00	100,000.00	100,000.00	100,000.00	100,000.00	395,000.00	
			30,275.00	27,775.00	25,275.00	22,625.00	19,975.00	17,325.00	34,300.00	
St Mary's Pump Station	\$1,995,000	15-May-34	130,275.00	127,775.00	125,275.00	122,625.00	119,975.00	117,325.00	429,300.00	
Water Main Improvements Interest			40,000.00							
			800.00							
Water Main Improvements	\$400,000	15-Nov-20	40,800.00							
St Mary's Pump Station Interest			90,000.00	90,000.00	90,000.00	90,000.00	90,000.00	90,000.00	350,000.00	
			27,150.00	23,550.00	19,950.00	17,025.00	14,550.00	11,850.00	20,700.00	
St Mary's Pump Station	\$1,700,000	15-Nov-33	117,150.00	113,550.00	109,950.00	107,025.00	104,550.00	101,850.00	370,700.00	
Water Service Connection Replacement (MWRA) Interest			100,000.00	100,000.00	100,000.00	100,000.00				
Water Service Connection Replacement (MWRA)	\$1,000,000	15-May-28	100,000.00	100,000.00	100,000.00	100,000.00				
Water System Rehabilitation (MWRA) Interest			113,126.50	113,126.50	113,126.50	113,126.50				
Water System Rehabilitation (MWRA)	\$1,131,265	15-May-28	113,126.50	113,126.50	113,126.50	113,126.50				
Total Water Fund Debt Service			550,196.91	503,228.76	497,058.76	491,411.50	273,088.06	267,663.04	848,412.51	
Total Debt Service			14,326,977.61	12,775,781.19	11,938,932.30	10,813,432.52	9,875,726.47	8,579,614.48	36,090,255.92	29,566,681.31

Town of Needham

Issued Long Term Debt

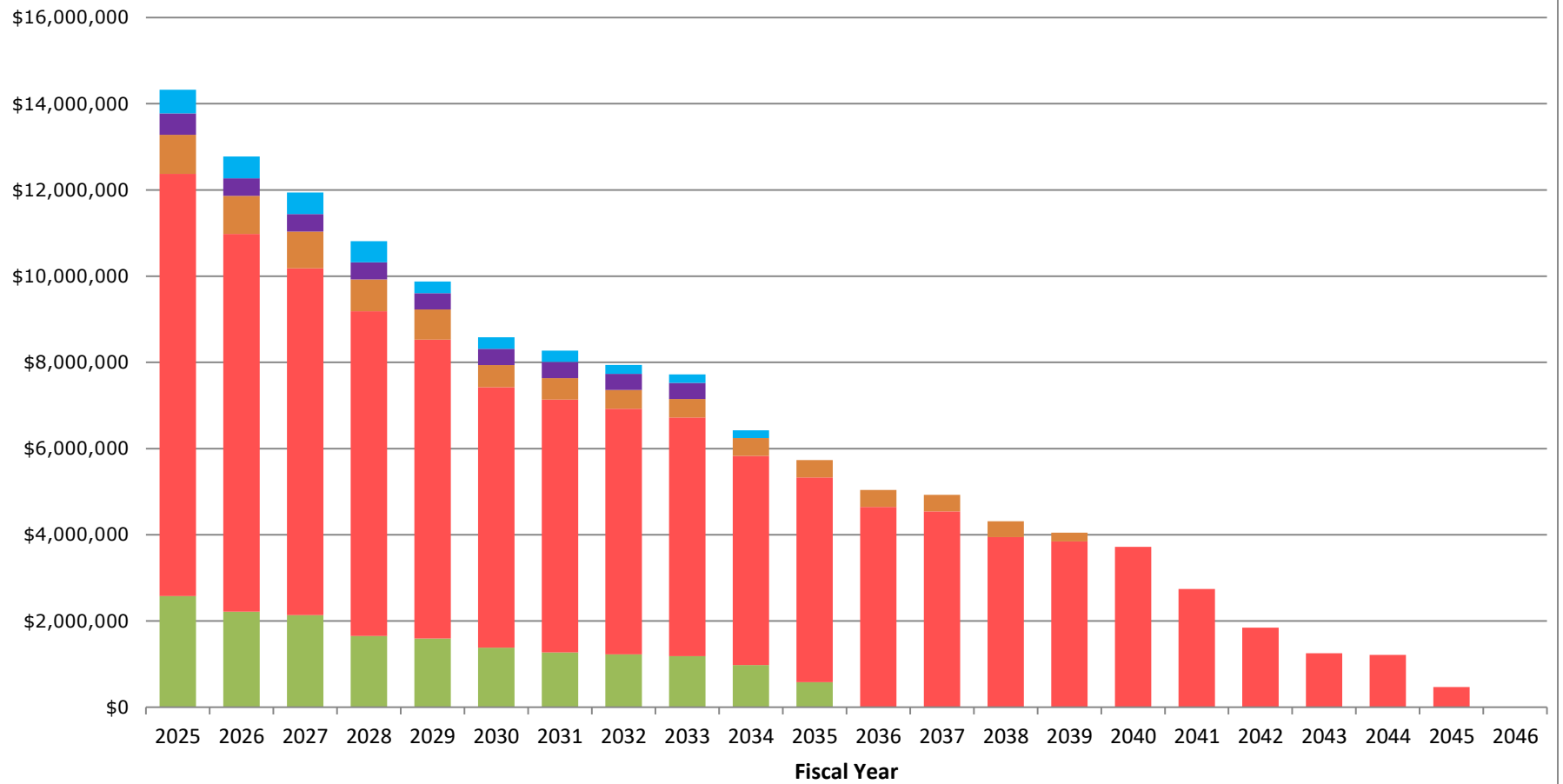
Fiscal Year	General	Excluded	CPA	Sewer	Water	Total
2025	\$2,576,802.52	\$9,794,891.26	\$908,081.26	\$497,005.66	\$550,196.91	\$14,326,978
2026	\$2,218,452.52	\$8,763,316.26	\$882,956.26	\$407,827.39	\$503,228.76	\$12,775,781
2027	\$2,134,484.39	\$8,048,031.26	\$852,656.26	\$406,701.63	\$497,058.76	\$11,938,932
2028	\$1,651,051.26	\$7,531,973.76	\$738,543.76	\$400,452.24	\$491,411.50	\$10,813,433
2029	\$1,593,115.64	\$6,933,775.01	\$700,918.76	\$374,829.00	\$273,088.06	\$9,875,726
2030	\$1,381,686.27	\$6,040,688.76	\$514,668.76	\$374,907.65	\$267,663.04	\$8,579,614
2031	\$1,269,538.76	\$5,865,105.01	\$500,281.26	\$374,987.84	\$261,387.51	\$8,271,300
2032	\$1,224,827.50	\$5,697,903.76	\$437,256.26	\$375,070.14	\$206,775.00	\$7,941,833
2033	\$1,184,580.00	\$5,538,220.02	\$424,856.26	\$375,154.05	\$195,650.00	\$7,718,460
2034	\$977,268.75	\$4,849,678.14	\$413,556.26		\$184,600.00	\$6,425,103
2035	\$583,156.25	\$4,747,046.89	\$403,356.26			\$5,733,559
2036		\$4,645,962.51	\$393,056.26			\$5,039,019
2037		\$4,543,575.01	\$382,531.26			\$4,926,106
2038		\$3,945,940.63	\$366,853.13			\$4,312,794
2039		\$3,845,384.38	\$203,250.00			\$4,048,634
2040		\$3,720,753.13				\$3,720,753
2041		\$2,741,225.00				\$2,741,225
2042		\$1,845,650.00				\$1,845,650
2043		\$1,252,300.00				\$1,252,300

Town of Needham

Issued Long Term Debt

Fiscal Year	General	Excluded	CPA	Sewer	Water	Total
2044		\$1,213,300.00				\$1,213,300
2045		\$466,900.00				\$466,900
2046						

Current Total Annual Long Term Debt Service By Category FY2025 - FY2046



■ General
 ■ Excluded
 ■ CPA
 ■ Sewer
 ■ Water

DEBT
APPENDIX
B

Town of Needham - Open Authorizations Appendix B
 Open and Authorized Projects and Proposed Projects Financed by Debt

Project	T M Vote	Article	Approved	Open or Requested Authorization
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Open General Fund Projects - as of March 10, 2025

Recycling and Transfer Station Property Improvements	May-18	37	\$645,000	\$55,000
Public Works Storage Facility	May-18	35	\$3,503,000	\$35,000
Rooftop Unit Replacements (Broadmeadow & Eliot Schools)	May-23	27	\$9,000,000	\$6,970,000
Public Safety Buildings Construction	Jun-20	23	\$1,400,000	\$1,340,000
Emery Grover Renovation Construction	May-22	21	\$10,150,000	\$4,384,000
Emery Grover Renovation Supplement	Oct-22	10	\$1,295,000	\$1,295,000
Claxton Field Renovation Project	May-24	27	\$3,600,000	\$3,600,000

TOTAL				\$17,679,000
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Proposed General Fund Projects for the 2025 ATM

Library Renovation (Young Adult Area)	Pending			\$2,386,000
Newman School Theatrical Lighting, Sound & Rigging Repairs	Pending			\$1,812,820
Public Works Facilities Improvement (Cogswell Building)	Pending			\$19,600,000
Quiet Zone	Pending			\$3,500,000

TOTAL				\$27,298,820
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Open CPA Fund Projects - as of March 10, 2025

Emery Grover Renovation Construction	May-22	21	\$4,000,000	\$3,435,585
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TOTAL				\$3,435,585
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Town of Needham - Open Authorizations Appendix B
 Open and Authorized Projects and Proposed Projects Financed by Debt

Project	T M Vote	Article	Approved	Open or Requested Authorization
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Proposed CPA Fund Projects for the 2025 ATM

NONE				
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TOTAL				\$0
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Open Sewer Enterprise Fund Projects - as of March 10, 2025

Sewer Main Replacement	May-21	39	\$363,000	\$204,500
Sewer Main Replacement	May-24	33	\$13,000,000	\$13,000,000

TOTAL				\$13,204,500
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Proposed Sewer Enterprise Fund Projects for the 2025 ATM

NONE				
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TOTAL				\$0
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Open Water Enterprise Fund Projects - as of March 10, 2025

Water Distribution System Improvements	May-19	41	\$4,500,000	\$2,800,000
Water Service Connections	May-21	41	\$1,000,000	\$196,550
Water System Distribution Improvements (South Street)	May-23	32	\$4,000,000	\$4,000,000

TOTAL				\$6,996,550
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Town of Needham - Open Authorizations Appendix B
Open and Authorized Projects and Proposed Projects Financed by Debt

Project	T M Vote	Article	Approved	Open or Requested Authorization
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Proposed Water Enterprise Fund Projects for the 2025 ATM

NONE				
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TOTAL				\$0
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Open General Fund Projects Funded by Debt Exclusion - as of March 10, 2025

NONE				
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SUB TOTAL				\$0
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Proposed General Fund Projects for the 2025 ATM to be Funded by Debt Exclusion

NONE				
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TOTAL				\$0
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