

AGENDA
BOARD OF SELECTMEN
June 14, 2011
7:00 p.m.
Town Building

Public Input

Chairman's Comments

Town Administrator's Report

Meeting Minutes

Visitors

- 7:10 p.m. Appointment of Registrar of Voters
- 7:15 p.m. Appointment to Recreation Commission
- 7:25 p.m. Gift of bench to Lower Village Common

Discussion/Action

- Bike for the Woods permit
- Recognition of Chief of Police (Retired) Mark Trefry
- Annual appointments of all July 1 terms
- Selectmen's FY 2012 committee and liaison assignments
- Discussion of upcoming capital items: Pompo, library, and fire station
- School building project update
- Letter of support for Assabet River Rail Trail funding to Boston MPO
- Stow Historical Commission posting revision
- Employees Local 1156 contract approval
- Selectmen's priorities for Master Plan implementation

Liaison Reports

Correspondence

Future Agenda Topics

Adjournment

Posted 6/10/11

Correspondence

Town:

- Recreation Commission email on appreciation for Community Park work, rec'd 5/23
- Notice from Alcoholic Beverages Control Comm re Stow license quotas for 2010, rec'd 5/24
- FEMA request for input to Concord River Watershed study, rec'd 5/25
- Planning Board notice to Coler & Colantonio re Lower Village engineering contract, rec'd 5/25
- Conservation Comm notice of applic for Town Building parking lot extension, rec'd 5/25
- Two letters of interest re Recreation Commission vacancy, rec'd 5/25
- One letter of interest re Transportation Advisory Committee vacancy, rec'd 5/25
- Planning Board notice of applic for Town Building parking lot extension, rec'd 6/1
- Planning Board request for Special Town Meeting for walkway easement acceptance, rec'd 6/1
- MART request for Advisory Board member, rec'd 6/1
- US Census Bureau notice of online 2010 population and housing profile, rec'd 6/1
- Building permits report for May, rec'd 6/1
- MassPIRG request to reconsider supporting updated bottle bill, rec'd 6/1
- Resident letter on noise of Collings Foundation activities, rec'd 6/2, and Building Commissioner's reply, rec'd 6/3
- Resident letter on donating a bench for Lower Village Common, rec'd 6/2
- DHCD letter on Stow Housing Production Plan approval, rec'd 6/8

Pedestrian Walkways req for determination of Wetlands Protection Act applicability, rec'd 6/9
Election Districts Review Commission notice of 6/10/11 redistricting review, rec'd 6/9
Resident email update on Assabet River issues, rec'd 6/10

General:

Comcast notice of service changes, rec'd 5/24
Liberty Fund D.C. email request for Stow resolution to honor local African-American
Revolutionary War soldiers, rec'd 5/24
MAPC Greater Boston Cycling and Walking Map, rec'd 6/10



Town of Stow
BOARD OF SELECTMEN

Stow Town Building
380 Great Road

Stow, Massachusetts 01775

(978) 897-4515 selectmen@stow-ma.gov Fax (978) 897-4631

NOTICE OF VACANCY

REGISTRAR OF VOTERS

One Democratic or Republican Party member

Duties: Registrars are responsible for the entire voter registration process, maintaining registration records, and for sending certain records to the Secretary of the Commonwealth. Registrars prepare the street list, annual register of voters, and the voting lists.

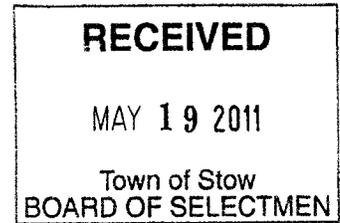
Qualifications: Registered voter in Stow. Member of the either the Democratic or Republican party for at least the previous two years. Must hold no other public office by public election or by appointment of the Selectmen.

Term: Three-year appointment by the Board of Selectmen, ending on June 30, 2014.

Application: Letters of application will be accepted by the Selectmen's Office until 5 p.m., Friday, May 20, 2011.

Posted April 22, 2011

May 18, 2011



Town of Stow
Board of Selectmen
Town Building
380 Great Road
Stow, MA 01775-2127

Dear Board Members:

The Stow Democrat Committee voted this evening to recommend reappointment of Robert E. Walrath as Registrar of Voters.

Sincerely,

A handwritten signature in cursive script, appearing to read "Steven Dungan".

Steven Dungan
Secretary



Town of Stow
BOARD OF SELECTMEN

Stow Town Building
380 Great Road
Stow, Massachusetts 01775
(978) 897-4515 selectmen@stow-ma.gov Fax (978) 897-4631

NOTICE OF VACANCY

RECREATION COMMISSION

One member

Duties: To provide and promote recreational services for residents of Stow. To administer current programs, such as town beach, skiing, basketball, etc.

Qualifications: Registered voter of Stow. Interest in recreation for townspeople of all ages. A commitment of time to attend monthly meetings as well as for special assignments.

Term: Appointment by Board of Selectmen to fill a one-year term, ending June 30, 2012.

Application: The Board of Selectmen will accept letters of application until 5:00 pm on Wednesday, May 4, 2011. Please send a letter of interest to the Selectmen's Office, Town Building, 380 Great Road, Stow or selectmen@stow-ma.gov.

Posted April 21, 2011

May 24, 2011

Town of Stow
Att: Board of Selectman
380 Great Road
Stow, MA 01775

Dear Board of Selectman,

I am writing to express my interest in being appointed as a full voting member of the Town of Stow Recreation Commission.

I have lived in Stow since 1997 with my wife Paula and two boys Egan and Eli. I have enjoyed and used the numerous passive and active recreation facilities the town has to offer. I am familiar with the responsibilities of the Recreation Commission and have been an associate member since June, 2007. I was also appointed by the Selectman to serve on a working group under Town Administrator William Wrigley that was responsible for the design, permitting and development of Stow Community Park.

In addition to participating in roles related to supporting recreation within the Town of Stow, I have coached youth football, soccer and baseball teams. This experience has provided me with working knowledge of the needs of local organized sports programs. My professional experience in business, operations and project management brings useful organizational skills to the Recreation Commission.

I am also familiar with the operating process of town boards and committees. I previously served as the chairman of the Stow Housing Partnership. I have also served as a member of working groups assigned to evaluate a number of Chapter-61 opportunities and other potential land acquisitions.

Thank you in advance for your consideration regarding my request to become a member of the Recreation Commission. I am available to meet with your board if you have any specific questions regarding my experience. I look forward to hearing from you soon.

Best Regards,



Eric Bachtell
4 Fieldstone Drive
(978) 461-2467
ericbachtell@comcast.net

Stow Selectmen's Office

From: Stow Selectmen's Office [selectmen@stow-ma.gov]
Sent: Wednesday, May 25, 2011 9:14 AM
To: Eric Bachtell - Home Office
Cc: Laura Greenough; Mike Busch
Subject: RE: Interest in being appointed to the Recreation Commission

Thank you, Eric. We already have your interest letter but I'll be happy to add this to it.
Best,
Susan

Susan McLaughlin
Phoebe Haberkorn
Selectmen's Office
Town of Stow
978-897-4515

-----Original Message-----

From: Eric Bachtell - Home Office [mailto:ericbachtell@comcast.net]
Sent: Tuesday, May 24, 2011 11:50 PM
To: selectmen@stow-ma.gov
Subject: Interest in being appointed to the Recreation Commission

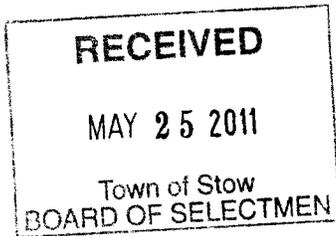
Dear Board of Selectman;

I am writing to express my interest in being appointed to the Stow Recreation Commission. It is my understanding that there are a number of appointments that expire on June 30, 2011. I would like to be considered to fill one of these positions. I have attached a letter stating my interest and qualifications.

Best Regards,



Eric Bachtell
4 Fieldstone Drive
Stow, MA 01775
978-461-2467



May 26, 2011

To Whom it May Concern:

I would like to express my interest in serving on the Stow Recreation Commission. With my broad background in recreation and service, I believe I have a lot to offer.

I have been a Stow resident for nearly 13 years. I have over 20 years experience as a high school teacher, and over 12 years of coaching experience (soccer, volleyball, and tennis).

As Secretary of the Lake Boon Association, I have organized activities including the annual LBA Boat Parade, Walkathon and Water Carnival. I have also volunteered as a "Friend of Pine Bluffs", helping with various projects at that site.

I have worked as a summer camp director, travel camp leader, and outdoor educator.

With my wife and two young girls, I am active in sports and recreation in all seasons, many of them in or on Lake Boon. I also play soccer with Sudbury United in the New England Over-the-Hill Soccer League as well as competitive league volleyball.

Recreation is important to me, and I am excited for the chance to serve on a commission that enhances the recreational opportunities in our town.

Thank you for considering me for the appointment. I look forward to hearing from you.

Sincerely,

A handwritten signature in black ink, appearing to read "Dan Nicholson".

Dan Nicholson

281 Sudbury Rd Stow, MA 01775

978 562 0237

Stow Selectmen's Office

From: dianedecker555@verizon.net
Sent: Thursday, June 02, 2011 10:29 AM
To: Selectmen@stow-ma.gov
Cc: planning@stow-ma.gov
Subject: Re: FW: Bench in Lower Village Common

Hi Ms. McLaughlin,

Per Karen Kelleher's suggestion I am emailing you about donating money for one of the benches that will be going in over at the Lower Village Common. I'm so excited that this is happening seeing as my mother has wanted a bench to sit on over there for as long as I can remember. She has been a Stow resident for 44 years and walks her little dog over there (with a poop bag!) several times a week. In any case, please let me know if there is a next step for me outside of writing a check and providing the wording for the plaque.

Regards,
Diane Decker

Jun 1, 2011 08:33:22 AM, planning@stow-ma.gov wrote:

Hi Diane,
Sorry it took so long to get back to you. The following is information on the bench that the Lower Village Committee (LVC) had in mind for the Common. LVC Member Phil Moseley did the research and came up with the information/recommendation, below. If you are still interested in making a donation, it needs to be accepted by the Board of Selectmen. You can contact Susan McLaughlin at selectmen@stow-ma.gov

Once again, thanks for your generous offer!

Karen Kelleher
Planning Coordinator
Town of Stow
380 Great Road
Stow, MA 01775
978-897-5098
978-897-2321 (Fax)
www.stow-ma.gov

<http://www.conversionproducts.com/products/repose.htm>

The "Garden Memorial Bench" is similar to what I'm looking at for the SLV Common area that we designed. They come with an engraved plaque as part of the price.

My specific look at the revitalized common area included the "Walden Bench" which has the same look.

In the past, I know that they were able to provide anchoring devices for their benches but I did not see them on the web site – and inquiry would be in order.

This company is owned by David Sparks, a former resident of Stow.

Hope this helps.

Phil

Stow Selectmen's Office

From: Chris Spear [Chris.Spear@synopsys.com]
Sent: Friday, May 27, 2011 7:55 AM
To: selectmen@stow-ma.gov
Cc: Jim Salvie; Laura Spear; kenethlevine@yahoo.com
Subject: RE: Bike for Woods



65 Mile
Map Landscap

Hi Susan,

I would like to get permission from the Board of Selectmen and the Stow Police for the Bike for the Woods, Sunday, August 21, 9am-1pm. Attached is a map of route from last year that shows the roads we are taking through Stow. We do not need the police to perform traffic control.

We start at 9am with about 30 cyclists starting by the First Parish Church, going by the Fire Station, then Rt. 117 W, and right onto Packard Road. We have tried to keep the riders off the main roads whenever possible. They will spread out over the back roads and will be instructed to ride single file.

I can not attend the 6/14 BoS meeting, but could make the evening of 6/28.

Thanks!
Chris

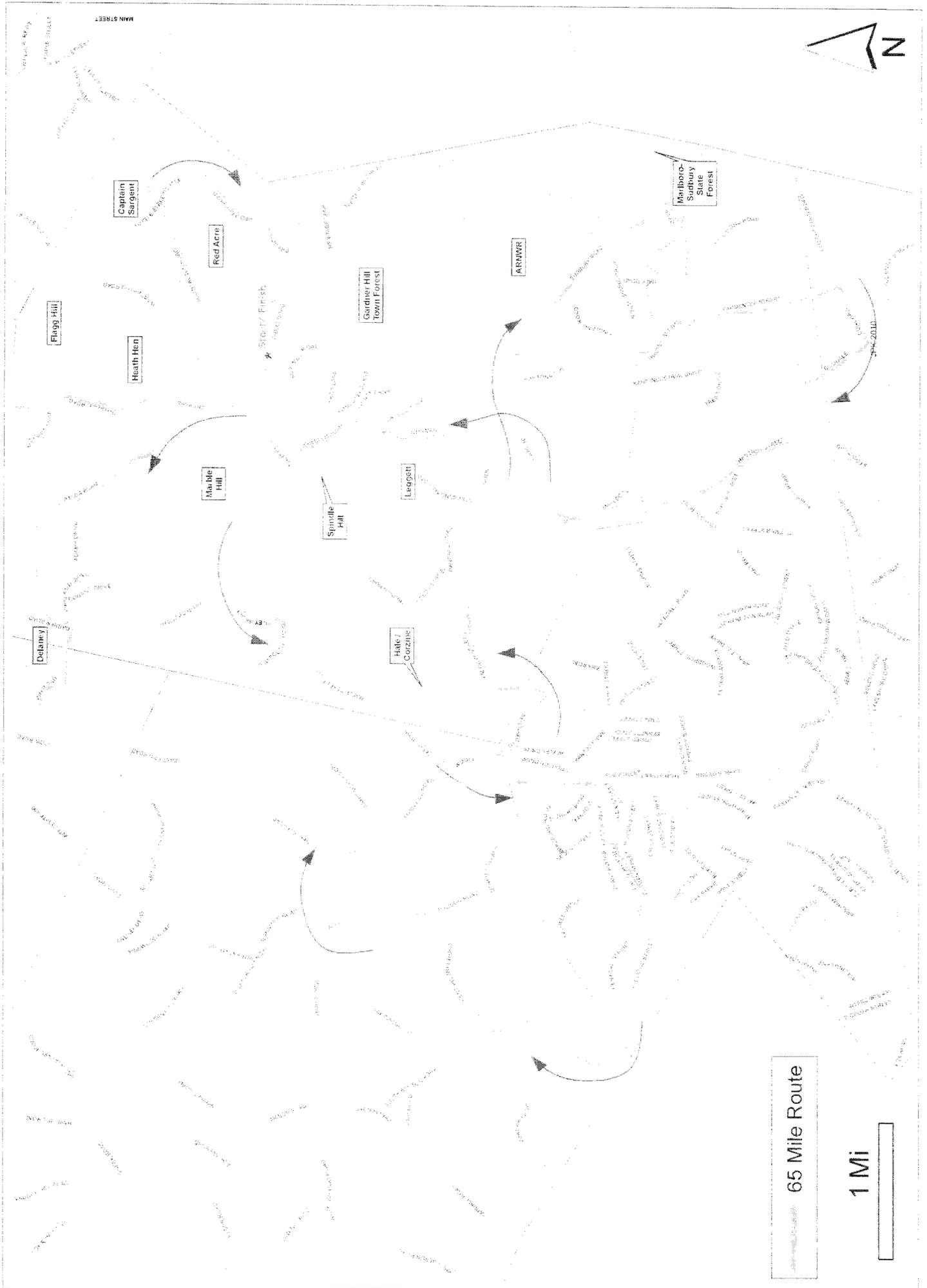
-----Original Message-----

From: Jim Salvie [mailto:jimsalvie@comcast.net]
Sent: Thursday, May 26, 2011 7:55 PM
To: Chris Spear
Subject: Bike for Woods

Hi -- By the way, Susan says that she pretty much takes care of contacting the police for you. So, you should contact her at selectmen@stow-ma.gov and she'll need the route for you. I will tell her I'd like it on an agenda soon.

Jim

SCT Bike for the Woods



65 Mile Route

1 Mi

from Michael, 6/12/11

This is a brief Chronology of **Chief Mark H. Trefry's** long-standing service to the Town of Stow:

Mark Chief Trefry was 16 years old when he began working for the Town of Stow.

1974: Auxiliary Firefighter

1975: Firefighter

1976: Emergency Medical Technician

Chief Trefry has a total of 20 years of service on the Stow Fire Department.

In 1974 Chief Trefry was a Tree Worker on the Stow Highway Department.

Here is a brief chronology of Chief Trefry's service on the Stow Police Department:

- 1976: Auxiliary Police Officer
- 1977: Special Police Officer – age of 20.
- 1981: Patrolman
- 1984: Sergeant
- 2002: Lieutenant
- 2005 through 2011: Chief of Police

Chief Trefry retired on January 1st, 2011.

Here is a list of Chief Trefry's accomplishments as Chief of the Stow Police Department:

Spearheaded the acquisition of 21st century technology for the police department through various State Grants:

- Mobile Data Terminals for the Cruisers, and
- The Town-wide Notification System.

Instituted several "Green" and environmentally friendly processes and programs for the Stow Police Department including;

- The purchase of the first Hybrid Police Vehicle,
- The redesign and update of the Communications Center Console with new computers, radios, and security cameras, through the 911 Support and Incentive Grants;

Instituted several programs, which increased the visibility and enhanced the image of the Stow Police Department in the Community, such as;

- Participating in the Spring fest activities
- Seat Belt Safety Program
- Bicycle Helmet Program

**Selectmen's FY12 Committee Assignments and Liaisons/Contacts
DRAFT, May 31, 2011**

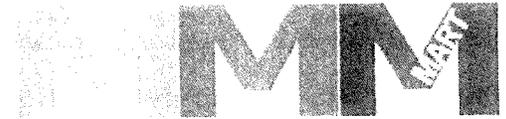
Committee Memberships

Capital Planning Committee	Charlie Kern, 2 yrs., ending 6/30/12
Elementary School Bldg. Comm.	Charlie Kern, indefinite term
Local Access Channel Advisory	Tom Ryan, 1 yr., ending 6/30/12
MAPC Selectmen's Alternate	Laura Spear, 1 yr., ending 6/30/12
MAGIC Selectmen's Rep.	Laura Spear, 1 yr., ending 6/30/12
Municipal Affordable Housing Trust	Laura Spear, 1 yr., ending 6/30/12
Pedestrian Walkways Planning Subcommittee	Jim Salvie, 1 yr., ending 6/30/12

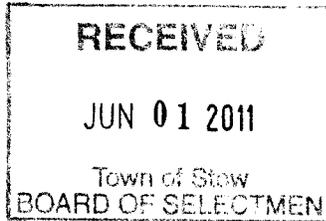
Liaisons/Contacts, Annual July 1 - June 30

Community Preservation	Gary Bernklow
Conservation and Open Space	Laura Spear
Council on Aging	Gary Bernklow
Finance Committee	Gary Bernklow
Fire/Highway/Police	Tom Ryan
Health, Board of	Tom Ryan
Historical Commission	Tom Ryan
Multi-Use Track Road Committee	Jim Salvie
Nashoba Regional School District	Jim Salvie
Planning Board	Laura Spear
Pompo Use Study Committee	Charlie Kern
Randall Library Trustees	<i>To be determined</i>
Recreation Commission	Tom Ryan
Transportation Advisory Committee	<i>To be determined</i>
Tri-Town (goes with NRSD)	Jim Salvie
Zoning Board of Appeals	Laura Spear

Note: Communications with other Town departments and committees will be as needed.



Administrator
Mohammed H. Khan



MONTACHUSETT REGIONAL TRANSIT AUTHORITY
1427R Water Street, Fitchburg, Massachusetts 01420
(978) 345-7711 - 1-800-922-5836 - FAX: (978) 345-9867

Member Communities
Fitchburg
Leominster
Gardner
Ashburnham
Shirley
Ayer
Lancaster
Sterling
Hubbardston
Royalston
Littleton
Winchendon
Ashby
Templeton
Westminster
Hardwick
Lunenburg
Harvard
Bolton
Boxborough
Stow

MEMO

TO: Mayor-Fitchburg, Leominster and Gardner
Chairman, Boards of Selectmen, Montachusett Region

FROM: Mohammed H. Khan, Administrator

DATE: May 27, 2011

RE: Appointment to the MART Advisory Board 2011-2012

According to the state laws and the Montachusett Regional Transit Authority's bylaws, voting members of the MART Advisory Board shall be composed of the chief elected official of each of the member communities of MART, or a representative of the chief elected official who has been appointed as a designee. Enclosed is a copy of Article II of the bylaws which was written in accordance with Chapter 161B of the MA General Laws for your information.

Please fill out the attached form to nominate your representative. The representative's term will run for one year from July 1, 2011 to June 30, 2012. If you do not return the form your current representative will remain on board.

Thank you for your attention in this matter.

Enclosure

ARTICLE II. ADVISORY BOARD

Section 1. Membership. Voting members of the MART Advisory Board shall be composed of the chief elected official of each of the member communities of MART, or a representative of the chief elected official who has been appointed as a designee.

Section 2. Vote. Each member city or town shall have one vote on the Advisory Board plus additional votes and fractions thereof determined by multiplying one and one half times the total number of members in the Authority by a fraction of which the numerator shall be the total amount of all assessments made by the state treasurer to such members under this chapter and the denominator shall be the total amount of all such assessments made by the state treasurer to such members, in accordance with Chapter 161B of Mass. General Laws.

The total vote of each member shall each year be determined by the Authority thirty days after the state treasurer has sent assessments to the members of the Authority. The determination of votes shall be based upon the most recent annual assessment. In the event a member community does not have an assessment, that community will have one vote.

Section 3. Ex-officio Members. The Authority shall have the power to elect ex-officio members without the right to vote.

Section 4. Powers, Duties and Responsibilities. The Advisory Board shall have further powers, duties and responsibilities necessary to effectuate the goals and purposes of the Authority and which are not inconsistent with Chapter 161B of the General Laws. These may include, but are not limited to, the following:

- A. From time to time to make and change orders and resolutions, not inconsistent with law or these bylaws, for the proper operation of the affairs of the Advisory Board.
- B. To create standing or special committees and delegate such power, duty and responsibility thereto as is deemed necessary and proper for the performance of functions and obligations.
- C. To approve, or to subject to such itemized reductions as deemed appropriate, an annual budget for the ensuing fiscal year, where such a budget is to provide a reasonable estimate of the net cost of service for the Authority for the period under consideration, as determined by the Act.
- D. To approve any substantial change in mass transportation service in the region constituting the Authority, where notice for change shall have been issued to the Advisory Board at least 30 days prior to date of such change, and affected communities approval is given through the Advisory Board's deliberation.
- E. To approve change in fares for mass transportation service in the region constituting the Authority.
- F. To approve awards of any concessions in or lease of property for the term of more than one year and which may be related to mass transportation in the region constituting the Authority.

- G. To receive notice of sale of real estate, where such notice shall be given to the Advisory Board at least thirty days prior to the date of such sale.
- H. To review and adopt, or amend and adopt, a report of the operations of the Authority on or before October first of each year for the preceding fiscal year period.
- I. To approve any construction, extension, modification or improvement of mass transportation facilities and equipment that is to be provided by the Authority in the area constituting the Authority, unless otherwise specified and authorized by legislation.

Section 5. Administrator. The affairs of the Authority shall be managed by an Administrator who shall be the chief executive officer of the Authority. The Administrator shall be appointed by and serve at the pleasure of the Advisory Board and shall receive such annual salary as shall be determined by the Advisory Board.



Town of Stow
BOARD OF SELECTMEN

Stow Town Building
380 Great Road
Stow, Massachusetts 01775
(978) 897-4515 selectmen@stow-ma.gov Fax (978) 897-4631

DRAFT: June 5, 2011

June ___, 2011

David Mohler, Chairman
Transportation Planning & Programming Committee
Boston Region Metropolitan Planning Organization
10 Park Plaza, Suite 2150
Boston, MA 02116

Re: Assabet River Rail Trail -- Long Range Transportation Plan: *Paths to a Sustainable Region*

Dear Mr. Mohler:

I am writing on behalf of the Stow Board of Selectmen, which voted at its June 14, 2011 meeting to support the continued inclusion of the Assabet River Rail Trail (ARRT) in the Boston Region Metropolitan Planning Organization's Long Range Transportation Plan (LRTP): *Paths to a Sustainable Region*. Indeed, the Board of Selectmen also voted to urge that funding for this project be included in the 2011-15 timeframe of the LRTP, rather than the 2016-20 timeframe, and that the ARRT (project 650431) be included in the Transportation Improvement Plan (TIP) for 2012 – 2015 with Stow added to the municipalities with Acton and Maynard as originally listed.

As you know, the Assabet River Rail Trail (ARRT) has High Priority Project (HPP) classification with earmarked federal funding. The Town of Stow has acquired a two-mile right of way for the ARRT and would like to connect to the Acton-Maynard segment presently under design. There is sufficient HPP money in the earmark to provide the 80% of design funds necessary for the two-mile section in Stow. Our Town Meeting voters appropriated the Town's 20% share last year, and we have a town committee actively engaged in design functions. With the Stow section designed, we will then have a five-mile, continuous section of trail ready for construction in FY2014. Thus, we applaud your inclusion of the project in the LRTP. Given the Town's already-existing level of commitment, we also urge you to include the ARRT, and the Stow section of the ARRT, in the LRTP for 2011-15 and in the TIP for 2012-15.

The ARRT Steering Committee continues to work collaboratively to bring about the next phase of the trail. Moreover, this trail has been supported as a priority project by the MAGIC subregion, per its letter to you of April 26, 2010.

Thank you for your attention to this matter.

James H. Salvie
Chair, Board of Selectmen

STOW HISTORICAL COMMISSION NOTICE OF VACANCY

The Stow Historical Commission is a five-member commission appointed by the Board of Selectmen. As defined by Massachusetts General Law Chapter 40, Section 8D, its mission is to preserve, protect, and develop the historical or archeological assets of Stow.

The Board of Selectmen is accepting applications for one member for terms as defined below.

Responsibilities include:

- Updating and maintaining a community-wide inventory of Stow's historic buildings and landscapes
- Overseeing an archeological reconnaissance survey of the Town and cooperating with state archeologists who may conduct similar research and surveys
- Defining and sponsoring historical projects for Community Preservation funding
- Applying for state and federal grants for appropriate historical preservation projects
- Maintaining the Old West School building
- In coordination with the Cemetery Superintendent, furthering ongoing efforts to restore cemetery headstones
- Acquiring and maintaining other historical properties and artifacts as appropriate
- Managing an historic plaque program for eligible houses
- With the approval of the Board of Selectmen, making recommendations to the Massachusetts Historical Commission that specific places be certified as historical or archeological landmarks
- In cooperation with property owners, nominating buildings, sites, structures, objects, and districts worthy of National Register of Historic Places designation, based on local and state surveys
- Sponsoring Town bylaws to promote the preservation and maintenance of historic buildings and places
- Protecting sensitive historical sites from degradation
- Conducting educational events and producing educational materials relating to the history of Stow and the Commission's activities
- Responding to requests for information about historic areas in Stow
- Making appropriate suggestions to the Board of Selectmen and other Town Boards about protecting and preserving historic sites and areas of Stow
- Working in cooperation with other municipal agencies to insure that the goals of historic preservation are considered in planning for future development
- Coordinating activities with other historical organizations in Town
- Administrating annual budget approved by Town Meeting

Priorities for FY2011:

- Oversee the execution and completion of the historic inventory project-- funded by Community Preservation funds-- according to the latest Massachusetts Historical Commission (MHC) standards
- Finalize an official location for displaying the "Stow musket" and its case
- Develop a plan for an archeological reconnaissance study
- Investigate a demolition delay bylaw to bring to the 2011 Annual Town Meeting

Qualifications:

- A sincere interest in the history of Stow
- A willingness to define, accept, and carry out assignments against priorities
- A commitment of time and attendance at regular meetings
- Excellent communication and organizational skills
- Team player with discipline and decisiveness
- A registered voter of Stow
- Experience as an historian, attorney, architect, business or project manager, or builder and knowledge of preservation are desired but not required

Term:

One position for a three-year term, expiring June 30, 2013

Application:

The Board of Selectmen will accept applications until the position is filled. Interested individuals should submit a letter of interest and a resume to the Board of Selectmen, 380 Great Road, Stow, MA 01775 or email the office at selectmen@stow-ma.gov.

Posted 12/1/10

**MEMORANDUM OF AGREEMENT
BETWEEN
TOWN OF STOW AND PUBLIC EMPLOYEE LOCAL 1156
MASSACHUSETTS LABORERS' DISTRICT COUNCIL
OF THE
LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO**

For good and valuable consideration, each to the other given, the Town of Stow and Public Employee Local 1156, Massachusetts Laborers' District Council of the Laborers' International Union of North America, AFL-CIO, hereby agree to the following amendment to their existing collective bargaining agreement effective July 1, 2011 through June 30, 2012 in the following respects only.

The parties do hereby agree to the following revisions/amendments/modifications to the Collective Bargaining Agreement, which expires on June 30, 2012.

ARTICLE X SALARY SCHEDULE

Effective July 1, 2011 there shall be a one (1%) percent across the board wage increase for all employees for the period July 1, 2011 through June 30, 2012. Revised Appendix "A" attached reflects the new wage schedule.

ARTICLE XV MISCELLANEOUS

Effective July 1, 2011 amend Article XV, Miscellaneous, Wage Steps & Longevity Schedule, to read as follows:

Effective July 1, 2011 all wage scales in Appendix "A" will be increased by one (1%) percent.

IN WITNESS WHEREOF, this Agreement has been executed this _____ day of _____, 2011.

TOWN OF STOW
BOARD OF SELECTMEN

MASSACHUSETTS LABORERS' DISTRICT COUNCIL
OF THE LABORERS' INTERNATIONAL UNION OF
NORTH AMERICA, AFL-CIO

Public Employee Local Union 1156

LOCAL 1156
WAGE & SALARY SCHEDULES
Effective July 1, 2011

SCHEDULE A

ANNUAL RATE POSITIONS

<u>Position Title</u>	<u>Minimum</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Maximum</u>
Planning Board Coordinator	\$51,956	\$55,205	\$58,451	\$61,702	\$64,950
Principal Assessor	51,069	54,293	57,484	60,684	63,852
Conservation Commission Coordinator	48,569	51,483	54,571	57,432	60,177
Council on Aging Executive Director	43,537	46,124	48,840	51,549	54,262
Conservation Commission Admin. Asst.	39,217	41,548	43,993	46,433	48,883
Librarian	38,537	40,826	43,227	45,627	48,029
Planning Board Administrative Asst.	38,537	40,826	43,227	45,627	48,029
Board of Health Administrative Asst.	38,537	40,826	43,227	45,627	48,029
Recreation Director	38,537	40,826	43,227	45,627	48,029
Assistant Treasurer-Collector	38,537	40,826	43,227	45,627	48,029
Assistant Assessor	38,537	40,826	43,227	45,627	48,029
Board of Selectmen Administrative Asst.	38,537	40,826	43,227	45,627	48,029

SCHEDULE B

HOURLY RATE POSITIONS

GROUP A

<u>Position Title</u>	<u>Minimum</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Maximum</u>
Library Page	\$11.46	\$12.09	\$13.12	\$14.09	\$15.05
Council on Aging Driver	11.46	12.09	13.12	14.09	15.05

GROUP B

<u>Position Title</u>	<u>Minimum</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Maximum</u>
Financial Clerk I	\$12.66	\$13.59	\$14.62	\$15.86	\$17.03
Town Clerk Clerical Assistant	12.66	13.59	14.62	15.86	17.03
Library Aide	12.66	13.59	14.62	15.86	17.03
Council on Aging Driver/Dispatcher	12.66	13.59	14.62	15.86	17.03
Recreation Commission Secretary	12.66	13.59	14.62	15.86	17.03
Building Department Secretary	13.68	14.72	15.83	17.13	18.42
Fire Department Secretary	12.66	13.59	14.62	15.86	17.03

GROUP C

<u>Position Title</u>	<u>Minimum</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Maximum</u>
Accountant's Clerk	\$13.59	\$14.84	\$16.00	\$17.23	\$18.42
Financial Clerk II	13.59	14.84	16.00	17.23	18.42
Planning Board/Conservation Commission Secretary	13.59	14.84	16.00	17.23	18.42
Board of Health Secretary	13.59	14.84	16.00	17.23	18.42
Finance Committee Secretary	13.59	14.84	16.00	17.23	18.42
Assistant Librarian	13.59	14.84	16.00	17.23	18.42
ITAC Committee Secretary	13.59	14.84	16.00	17.23	18.42
Assessors' Clerk	13.59	14.84	16.00	17.23	18.42
Highway Department Secretary	16.33	17.79	19.20	20.66	22.08
Community Preservation Committee Secretary	13.59	14.84	16.00	17.23	18.42
Council on Aging Outreach Coordinator	15.17	16.52	17.83	19.20	20.51
Office Assistant	13.59	14.84	16.00	17.23	18.42
Council on Aging Outreach Worker	15.17	16.52	17.83	19.20	20.51

GROUP D

<u>Position Title</u>	<u>Minimum</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Maximum</u>
Financial Assistant	\$16.86	\$17.93	\$18.98	\$20.01	\$21.04
Police Chief Secretary	16.86	17.93	18.98	20.01	21.04
Fire Dept. Administrative Assistant	16.86	17.93	18.98	20.01	21.04
Planning Department Adm. Assistant	16.86	17.93	18.98	20.01	21.04
Building Department Adm. Assistant	16.86	17.93	18.98	20.01	21.04

GROUP G

<u>Position Title</u>	<u>Minimum</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Maximum</u>
Children's Librarian	\$20.63	\$21.94	\$23.21	\$24.48	\$25.78
IT Director	20.63	21.94	23.21	24.48	25.78

STEP ADVANCEMENT SCHEDULE

Minimum to Step 1	One Year at Minimum
Step 1 to Step 2	Two Years at Step 1
Step 2 to Step 3	Two Years at Step 2
Step 3 to Maximum	Three Years at Step 3

Elizabeth River Ties Chart, Rev. 6/7/11

Priority	Responsible	March 2, 2010	April 6, 2010	May 18, 2010	June 15, 2010	July 20, 2010
LV Water	Town Administrator	Negotiations with state continue.	Negotiations with state continue. Steve pursuing "plan B" mentioned at last exec. Mtg.	Negotiations continue. A meeting is scheduled for May 28.	Negotiations continue.	Maynard is looking into a White Pond mitigation plan that may benefit Stow. DEP meeting on 7/22.
Affordable Housing	SMAHT	Grant program materials drafted and submitted for legal review. Warrant article for allowing SMAHT to loan money drafted and submitted for legal review.	Grant program launched. Final revision of Housing Prod. Plan in process.	SMAHT is meeting with the Planning Board 5/18 to review the Housing Prod. Plan. TM approved SMAHT to loan funds. Two grant apps approved (\$20K each). Permit approvals: PB, Cons Comm, ZBA Project went out to bid 5/44. Subcontractor bids due 5/24 (extended to 7/2). 6/4 contractor bids awarded. Building Inspector authorized for change orders up to \$75K. MBSA will grandfather fund raising: .5-1% of project? 100% drawings available.	A draft grant agreement created by SMAHT is in legal review. The BOS submitted two letters of support for preliminary approval by DHCD for the SEHC and SCHC projects. Sub bids came in. A GC was selected. Bids are running lower than estimated, and the project is now about \$29m. The final design left off the green roof due to the need for expansion. The schools are on pace to meet the 10-year enrollment within 5 years.	Pilot Grove 2 site plan eligibility approved by DHCD under LIHTC. Plantation 2 site plan eligibility approved by DHCD under HOME/HSTF. Comprehensive Permit public hearing for Plantation2 begins 8/2/10. SMAHT draft loan agreement under way. HPP almost done. exec summary remaining. Construction for Phase 1 has begun. OPM submitted a revised budget to MSBA for approval (5% decrease). ESBC proposing a wetlands mitigation plan to ConComm on 7/20.
School Project	ESBC	Pre-qualification notices sent. Working through hearings (PB, Cons Comm, ZBA).	Pre-qualification bids being evaluated. Hearings completed.	Belmont voted not to support, revisiting Arlington only other town to vote (expected to be favorable.)	Belmont is the only hold out. One option is invoking MGL. If a community does not defeat a request, presume acceptance.	Belmont finally approved the feasibility study, which will now move forward.
Minuteman	BOS	Will put feasibility cost on warrant or add to op. budget.	Article for feasibility funding on May 2010 ATM warrant.	Car dealership operating.	No action.	No action. Big dependency on water in the Lower Village.
Economic Development	BOS	New restaurant planned for Shaw's plaza.	License granted for used car dealership.	Completed interviews of applicants on 5/18 (total of 7 applicants). To be appointed on June 1.	Appointed committee at June 1 meeting.	The committee began meeting. They plan to contact non-municipal town organizations (Boy Scouts, Food Pantry, etc.) regarding potential use; created a survey. Would like to revise dates of original charge – for future BOS meeting.
Pompo Use	Study Team/BOS*	Three applicants for Study Team; notice of remaining vacancies to be in Stow Ind.	Six applications received; will interview and appoint on 4/20.	(See above)	(See above)	(See above)
Senior/Community Center	Study Team/BOS*	Three applicants for Study Team; notice of remaining vacancies to be in Stow Ind.	Six applications received; will interview and appoint on 4/20.	I. Clark participated in an interview with DEP for the Assabet River.	A final DEP report on the Assabet River was issued on June 15. Town Counsel submitted a letter supporting OAR's position regarding DEP's refusal to withdraw its permit.	Second final report issued on 7/12. Value of the report questioned. No representation from Marlborough. OAR testing results of March 2010 showed < 0.01 mg/liter of Phosphorus in Elizabeth Brook with one exception. The 2004 spike appears to be an anomaly. Phosphorus from non-source contributions appears to be improving.
Assabet River	BOS	EPA appeal successful. Need to resolve high P in Eliz. Brook.	Education program to be developed (I. Clark/D. Sipler). Eliz. Brook retesting to be done to verify P spike from last test.			

* Will be Study Team only once formed.

Priority	Responsible	August 17, 2010	September 28, 2010	October 26, 2010
LV Water	Town Administrator	Planning Board and Conservation Commission investigating Deerfield Lane parcel. The solution could extend into Maynard for ownership and operation.	Warrant article for Deerfield Lane parcel as a potential public water supply. No update from Maynard.	ConComm approved modifying the CR on 10/19. BOS voted to assume responsibility for the parcel on 10/26. On warrant for 11/8 Special Town Meeting.
Affordable Housing	SMAHT	40B public hearings open. Comprehensive permits are dependent upon water.	Public Hearing for Plantation I/II closed. Need to resolve discrepancy re: leasing part of the property vs. approved CPC article. Pilot Grove II public hearing continued to October 14. SMAHT drafted loan agreements. Finding more ledge than expected. Subcontractor may have bid too low. Project still on schedule. School in session during construction.	Loan documents approved by Town Counsel. HPP finished, and public outreach has begun. Joint Boards requested to review HPP.
School Project	ESBC	On schedule. Everything on track for before the start of school. ConComm approved wetlands mitigation proposal. Population for Fall 2010 near 10-year estimate, reviewing enrollment projections. Blacksmith Shop moved off site.		Project remains pretty much on schedule.
Minuteman	BOS	No news.	Alice DeLuca updated Board at 9/28 meeting. Pat Walrath on regional taskforce to update regional agreement (meet monthly). Recommendations for modifying the agreement are due in November.	No update.
Economic Development	BOS	Fall opening planned for new Chinese restaurant.	Attended MEDC meeting in September on fostering effective small business and entrepreneurship. Spoke with Bolton planner on its economic development activities.	Arranging to meet with Bolton Town Planner regarding Bolton's Economic Development Committee and activities. Attended ribbon-cutting and Open House for Stow Decorating Center.
Pompo Use	Study Team/BOS*	Committee asking for ideas on reuse, using a variety of ways to reach the public.	Survey and community meetings end 9/30. Committee toured building. Next step is assessment of the facility.	Committee provided an update at the 10/26 meeting. Four primary uses have been identified: senior/community center, library, recreation commission (and related youth organizations), and Food Pantry.
Senior/Community Center	Study Team/BOS*	(see above)	(see above)	One of the four main uses identified by the Pompo Use Study Committee.
Assabet River	BOS	New news. Permits for Phase 2 unknown.	Final report of Army Corps of Engineers not issued yet: sediment and dam removal. EPA and MassDEP could issue draft 2 of Phase 2 permits for public comment at any time.	Final report was issued.

Priority	Responsible	November 9, 2010	January 11, 2011	April 12, 2011
L V Water	Town Administrator	Special Town Meeting (11/8/10) approved further investigation of Deerfield Lane open space parcel as a potential water source.	Revised CR proposal to go to EOEa after 1/18 ConComm meeting. A placeholder to be sent to Representative Hogan on 1/21 for legislative action. Steve is a member of the Maynard White's Pond Study. Citizen's Review water group.	On 3/1, ConComm accepted the CR amendment and sent the docs to EEOA for approval. Placeholder submitted for legislative action. Potential water developer contacted the Town Administrator in March.
Affordable Housing	SMAHT	Joint Boards meeting included as part of 11/23 BOS meeting.	The Housing Production Plan was approved by the BOS on 12/28 and the PB on 12/14. It was sent to DHCD on 12/30. The BOS agreed on 1/11 to review the Comprehensive Permit Policy adopted in 2002.	SCHC presented an update at the 3/8 BOS meeting. May sponsor warrant articles at a future Town Meeting; to lease Pilot Grove parcel back to Town and to modify approved Plantation CPA article to sell off existing house. SMAHT loan to SCHC has stalled. Comprehensive Permit Policy taskforce formed. HPP still under state review.
School Project	ESBC	Project ~15% done. Structural steel a couple of weeks late. Better status updates requested of OPM.	The project is about at the same place as 11/9 at ~17% done. The structural steel arrived 1/10/11. \$6.4m has been spent and \$3.2m reimbursed by MSBA. Major work will be done in the next 90 days – delay in steel delivery should not affect the completion date. Concern about final cost and what MSBA will pay – to be determined.	The ESBC presented an update at the 3/8 BOS meeting. Revised budget is awaiting final approval. MSBA is reimbursing at agreed rate of 51%. Over 90% of structural steel in place. Roof in progress. Project is behind schedule, perhaps as much as 4-5 weeks. The builder should be able to make up some of the time.
Minuteman	BOS	Tri-Town meeting on 11/10 will feature an informal review of the regional agreement. Invitation to lunch for a superintendent's update. Request to invite the superintendent and school committee representative to a future BOS meeting. Official update scheduled for the February Tri-Town meeting.	1/18/11 Budget meeting for member towns: Steve attending. Included on January Tri-Town agenda. 2/22 BOS budget review will include Minuteman assessment. The BOS will leverage this meeting for an update on the member agreement changes. (This has been postponed.)	Feasibility study postponed per Minuteman. Minuteman presented an update at the 2/22 BOS meeting. Superintendent Bouillon explained the rationale for the 22.57% increase in assessment.
Economic Development	BOS	Met with Bolton Town Planner about Bolton's economic development activities. Will include an update on a future BOS meeting.	An update was provided at the 11/23 BOS meeting. For now, the BOS will focus on town support for infrastructure to support businesses, particularly in the Lower Village. Plan for a working session on economic development after the Master Plan is presented to the BOS on 1/25.	Planning Board met with Lower Village owners at its 3/8 meeting. The biggest requirement is a water supply. Increased hours for liquor licenses on Sundays and holidays.
Pompo Use	Study Team/BOS*	Combined with Senior/Community Center, one of four identified primary uses.	Public Forum on 12/15. Consulted with architects in Town (free) on what it would take to repropose the building: estimated \$3-6m. Possible \$40K study to be requested at Town Meeting 2011. Scope would include replacing heating/electricity, adding sprinklers and possibly moving the library.	Presented an update at the 1/25 BOS meeting. Committee has done two tough layouts, one with the library, one without. Members reviewed proposed layouts with Randall Library Trustees. Committee to update Town Meeting with progress and announce public hearing. Sponsoring a Town Meeting article to allow the BOS to reuse Pompositticut School. [Library Trustees to conduct Library Needs hearing in late April. (date TBD).]
Assabet River	BOS	Appendix K of the final report includes all comments and responses. No notification as to the NPDES Phase 2 permits.	No update.	On 4/2, Steve Dungan and Allan Fierce distributed updates on Army Corps Feasibility report.
Town Building Parking	BOS	If proposal to move wellhead if approved by DEP, plan would go to Town Meeting.	BOS approved further investigation of water connectivity from the fire house to the new school well. Building Inspector to follow up. ConComm supportive of moving the well. The Building Inspector will include a dropped well as a proposed capital project.	On 3/22, ConComm held a public hearing on a Request for Determination of Applicability with the Building Inspector presenting. ConComm voted to issue a Negative 3 Determination in support. DEP approved the variance for a Zone I radius – no need to relocate existing well. ConComm will closely monitor well-related activities.
Other potential priorities		Need to map to Master Plan. Investigate Green Communities Act. Investigate long-term capital debt service.	Master Plan to be presented to the BOS on 1/25. Hudson L&P stance will not allow Slow to become a Green Community per the act. May have opportunity to adopt some of the requirements regardless. Long-term capital debt to be discussed at 1/25 BOS meeting.	Master Plan moving forward on implementation. Discussed long-term capital debt at 1/25 BOS meeting. Add Transportation as a new priority? Add Randall Library as a new priority?

Priority Rank	Ch.	Action item	Average Priority Rank	MP Committee Priority	Step/Goal	Dept or Board	BOS priority
		A. WATER RESOURCES					2 votes
		<i>1. Assabet River and tributaries</i>					
1	5	Identify sources and develop strategies to mitigate excess of phosphorus in Elizabeth Brook during high-water, wet weather conditions	2.8333	High	S	BOS/BOH/ConCom	2 votes
3	5	Stay engaged in ongoing discussions and studies such as the Assabet River Study Coordination Team and maintain an active role in any future studies initiated	2.666	High	S	BOS/BOH/ConCom	1 vote
5	5	Encourage the DEP to fund follow-up studies of non-growing season phosphorus discharge and its role in the overall nutrient budget of the river	2.5	High	S	BOS/BOH/ConCom	1 vote
		<i>2. Lake Boon</i>					
1	5	Actively pursue improvements to Lake Boon problems by educating residents about key environmental issues especially use of fertilizers and products containing phosphorus, proper septic maintenance, well water quality, etc.	2.833	High	S	BOS/BOH/Lake Boon Com	2 votes
1	6	Protect and preserve the health of Lake Boon.	2.833	High	G	BOS/BOH/Lake Boon Comm	2 votes
2	5	Pursue zoning and bylaw changes to limit development on the lake	2.8	High	S	PB/ZBA	
5	7	Undertake outreach program to educate residents in the Lake Boon neighborhood to decrease phosphorus contamination by reduce fertilization of lawns and gardens and to reduce the use of phosphorus-laden detergents (in laundry and dishwashing) and other contaminants that enter the lake and groundwater through run-off and/or infiltration from septic systems.	2.5	High	S	BOS/BOH/Lake Boon Comm	1 vote
7	7	Further evaluate septic system policy in Lake Boon neighborhood, with special consideration to the following: building limitations or moratoriums on new homes; public water or sewer system; zoning changes; etc.	2.333	Medium	S	BOH/Lake Boon Comm/PB	
		B. LAND USE					2 votes
		<i>1. Affordable Housing</i>					
1	3	Monitor and maintain affordability of the Subsidized Housing Inventory to avoid loss of individual units as they come up for resale.	2.833	High	S	SMAHT/PB	4 votes

3	3	<p>Capitalize the Stow Municipal Affordable Housing Trust through a number of resources, including payments through the fees in-lieu of actual units, private donations of land and funding, and negotiated fees from developers. In addition, the Community Preservation Committee could be asked to make a recommendation at Annual Town Meeting to allocate the 10% required funding for affordable housing to the Affordable Housing Trust Fund for a specific project purpose. A better capitalized trust will allow the Stow Affordable Housing Trust to respond quickly to new affordable housing opportunities without having to wait for the next Town Meeting for fund allocation approval.</p>	2.666	High	S	SMAHT/ CPC	
5	3	<p>Create an inventory of land parcels that are potentially suitable for some amount of affordable/work force housing, mixed income, or mixed use development. This action also includes integrating affordable housing into the Open Space and Recreation Plan. (Part of this task has already been completed by the Land Use Task Force. Refer to their 2009 report for the details.)</p>	2.5	High	S	Open Space/ SMAHT/ PB	1 vote
7	3	<p>Provide gap financing to leverage project financing. Typically CPA money in the case of small towns, often provides the last "gap filler" to make projects feasible and the key leverage to secure necessary financing from state and federal agencies as well as private lenders. Offer predevelopment funding through CPA funds to ensure that the development will be feasible, particularly given site conditions.</p>	2.333	Medium	S	SMAHT/ CPC	
7	3	<p>Help qualifying residents access housing assistance including a wide range of programs and services for counseling, support with housing-related expenses, and home improvements.</p>	2.333	Medium	S	Housing Authority	
9	3	<p>Continue to pursue the Affordable Housing Deed Restriction Program that has been funded with \$250,000 in CPA funds to purchase deed restrictions from lower income property owners, converting these units to long-term affordability upon resale. A priority should be the purchase of permanent deed restrictions on the Elm Ridge homes and Plantation Apartments.</p>	2.16666	Medium	S	SMAHT/ CPC	

10	3	Modify the Comprehensive Permit Policy (December 2002) to provide more explicit architectural design guidelines, emphasize acceptable density ranges, be consistent with new state guidelines and better reflect housing strategies and production goals. Also, the Comprehensive Permit Policy should be revisited to determine if the conclusion that the most "acute" need is rental housing for all income levels and to determine if this is still what the Town wants.	2.166	Medium	S	SMAHT/ PB/ ZBA	
11	3	Conduct ongoing community outreach to continue to inform local leaders and residents on the importance of affordable and work force housing and to present information on local housing initiatives.	2	Low	S	SMAHT	
11	3	Consider obtaining resources to help with implementation of the Housing Production Plan 2010" document by hiring, sharing or using consultants.	2	Low	S	SMAHT	
11	3	Support permitting as appropriate, to expedite approvals and lend local support during the permitting process on affordable housing developments.	2	Low	S	SMAHT/ZB A/PB	
12	3	Provide suitable public property for development as the contribution or "bargain sale" of land owned by the Town or other public entities but not essential for government purposes.	1.8333	Low	S	BOS/SMAH T	
<i>2. Development</i>							
1	6	Implement a Golf Course Study with a goal to protect existing scenic vistas and evaluate the preferred method of future development on those parcels.	2.833	High	S	PB/Open Space	2 votes
6	4	Identify the appropriate smart growth principles that are applicable to Southwest Stow and methods to achieve those principles.	2.4	Medium	S	PB	
8	4	Implement Smart Growth Principles in Northwest Stow including compact development, preservation of the environment, and conservation of natural resources;	2.2	Medium	S	PB	
10	4	Work with Planning Board to consider developing peer review guidelines and having peer review consultants at-the-ready or "on-call" to assist when large projects come up. Establish a reasonable fee to the Town for peer review services from applicants of comprehensive permits per requirements set forth in 760 CMR 56.05 and 56.06.	2.166	Medium	S	PB/ZBA	
12	5	Restrict total number of new building permits	1.833	Low	S	PB	
12	5	Limit square footage of new development to protect against overbuilding	1.833	Low	S	PB	

		<i>3. Zoning</i>					
6	4	Establish Gleasondale Mill and Lower Village Mixed-Use Overlay Districts	2.4	Medium	S	PB	
4	4	Evaluate Zoning and consider modifications for parcels in the Industrial District in and around Minute Man Air Field to promote lower-intensity uses such as support facilities for cleaning or landscaping services/ businesses, or small light industrial facilities, incubator businesses and commercial recreation	2.6	High	S	PB	1 vote
7	3	Modify zoning to allow residential development under more conditions that would increase the diversity of housing types and choice, integrating affordable housing into more areas as well. For example, the Town could consider allowing free-standing multi-family housing, creating an overlay district with incentives for the development of "cottage housing", etc.	2.333	Medium	S	PB/SMAHT	
7	3	Modify or replace existing regulations for Planned Conservation Development to include incentives for affordable housing (PCDs are subject to inclusion of affordable housing) and several other provisions to strengthen the bylaw and make it more responsive to more current needs and priorities, and to require that the open space be designated prior to determining where the homes will be sited. For example, density incentives could be added to the PCD bylaw. Also, the Town should look at the provisions in the model bylaws developed by the Metropolitan Area Planning Council and other organizations.	2.333	Medium	S	PB	
10	6	Implement a new bylaw requiring sewage package treatment plants for parcels in the Water Resource Protection District.	2.166	Medium	S	PB/BOH	
11	3	Modify the inclusion of affordable housing zoning bylaw (2003 Annual Town Meeting) to allow more housing types in such developments, including a more reasonable restriction on multi-family housing; insert more specific density provisions to permit a specified amount of units beyond what would be allowed in a conventional plan and sufficient to fully offset the costs of the affordable units; provide for a percentage of homes affordable to "below-market" households, i.e., households with incomes 81-110% of area median income. Also, modify the fee in-lieu-of provision to more accurately reflect the Town's cost to provide affordable housing units.	2	Low	S	PB/SMAHT	
11	6	Limit the alteration of trees and stonewalls along Stow's scenic roadways by adopting the Scenic Roads Preservation Bylaw.	2	Low	S	PB	

11	5	Explore protection of historic homes and buildings through possibilities such as a historic inventory; zoning/bylaw changes to discourage teardowns; restrict rebuilds. Find ways to preserve existing structures.	1.833	Medium	S	Historic Comm/PB	
12	5	Explore protection of the Town Center through possibilities such as a historic district, conservancy overlay district, demolition delay bylaw, Mass historic inventory. Formulate a Demolition Delay Bylaw for other areas in town as appropriate.	1.833	Low	S	Historic Comm/PB	
C. LOWER VILLAGE							4 votes
3	7	Explore arrangements with private water suppliers and work collaboratively with appropriate private entities to expand water supply to schools, municipal facilities and private users.	2.666	High	S	BOS/Town Administrator	5 votes
3	8	Pursue funding for further steps that would follow up on the recent Lower Village traffic study, such as a feasibility study and preliminary design, through either grant opportunities or other municipal appropriations.	2.666	High	S	PB	2 votes
3	4	Work with owners of commercial properties that do not meet DEP compliance standards and monitor those that might be on the verge of noncompliance to see how they can be assisted in securing DEP approval.	2.6666	High	S	BOH	2 votes
12	5	Explore improvements to the Lower Village including a village-friendly bylaw; inclusion in the National Register	1.833	Low	S	PB/ Historic Comm	
D. TRAILS/WALKWAYS							2 votes
3	6	Foster pedestrian mobility through the implementation of sidewalks and other planning strategies.	2.666	High	S	PB/ Walkways	2 votes
3	8	Improve connectivity of and access to Rail Trails. For example: pursue means to connect the northern end of the Stow Assabet River Rail Trail with the Rail Trail in Maynard and the southern end with the Hudson Rail Trail while state and federal funding are still available to do so; Complete the Rail Trail by linking existing trails; Continue procuring parcels and working with property owners to establish contiguous access as a right of way to the Rail Trail.	2.666	High	S	BOS/Multi-Use Rec	3 votes
10	5	Continue efforts to procure funds and work collaboratively with SCT and other groups to complete the Emerald Necklace trail	2.166	Medium		Cons Comm/ Rec	
E. OPEN SPACE/RECREATION							

3	6	Protect Open Space in Southwest Stow.	2.666	High	G	BOS/PB/ Open Space	
4	6	Protect lands that will preserve Stow's "rural character".	2.6	High	G	BOS/PB/ Open Space	
7	6	Expand recreation/conservation district zoning to establish Wildlife Habitat corridors which will ensure the continued movement of wildlife as lands are developed. These important parcels should be protected with conservation restrictions.	2.333	Medium	S	PB/Open Space/ Cons Comm	
10	6	Acquire and preserve land for future active and passive recreation needs.	2.166	Medium	S	BOS/Open Space/Rec	
11	6	Identify issues and opportunities for recreation on, and additional conservation of Crow Island.	2	Low	S	BOS/Open Space/Rec	
11	6	Obtain prior Town Meeting approval to purchase key open space parcels when they become available.	2	Low	S	BOS/Open Space/Rec	
15	6	Educate the public on the benefits of open space.	1.5	Low	S	Open Space	
		F. MUNICIPAL FINANCE/PROPERTIES/PERSONNEL					
5	7	Increase stabilization fund balance to approximately \$1 million to cover for unexpected events and to minimize disruption to services during economic downturns	2.5	High	S	BOS/Town Admin/ Fincom	2 votes
5	7	Undertake a limited personnel study that would include evaluation of existing Town Hall administrative and planning positions, analyze job descriptions, compare duties to towns of similar size and wealth and interview boards about capacity issues	2.5	High	S	BOS/Town Admin	
5	7	Set money aside in the near future for a feasibility study to evaluate the re-use options for the Pompositticut School facility.	2.5	High	S	BOS/ Pompo Re- use	3 votes
10	6	Appoint a committee to explore building a multigenerational community center.	2.166	Medium	S	BOS/ Pompo Re- use	
		G. TRANSPORTATION					
6	8	Monitor and participate in decision making on opportunities for expanded transit service through MART or MBTA	2.4	Medium	S	TRIP	
6	8	Explore opportunities for funding of roadway projects through the Boston MPO including designating a staff person to act as the municipality's TIP Coordinator.	2.4	Medium	S	TRIP	

7	8	Participate actively in the efforts of the MAGIC study to evaluate whether or not bus rapid transit (BRT) could be developed in conjunction with the proposed rail trail slated to be built on the MassCentral Branch Railroad and follow closely the possibilities and recommendations that could come out of this study.	2.333	Medium	S	TRIP	
11	8	Pursue participation in the state's Safe Routes to School program	2	Low	S	Sch Comm	
11	8	Pursue the development of a town-wide Traffic Calming policy and include in it the preferred construction form of crosswalk treatments appropriate for various types of roadway crossings	2	Low	S	PB/ Highway	
H. ECONOMIC DEVELOPMENT							
10	4	Engage those with diverse perspectives to participate in dialog about appropriate ways to improve economic development.	2.166	Medium	S	BOS	
14	4	Facilitate creation of a town committee, perhaps working in cooperation with the Agricultural Commission, to develop a bureau of tourism and actively market what Stow has to offer, including the promotion of local products and recreation.	1.5	Low	S	BOS/ Agriculture Comm	
I. LIBRARY (NEW ADDITION)							
		Monitor and address need for new library facilities				Library Trustees /BOS	1 vote