



Posted 9.9.2021 at 3:00pm by JAD

**SELECT BOARD
AGENDA
Tuesday, Sept 14, 2021
7:00pm**

The Select Board Regular Meeting is being held virtually in accordance with legislation S. 2475, an act relative to extending certain COVID-19 measures adopted during the Covid Pandemic state of emergency. Interested individuals can listen in and participate by phone and/or online by following the link and phone # below.

UpperTH ProWebinar is inviting you to a scheduled Zoom meeting.

Topic: Select Board

Time: Sep 14, 2021 07:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/86707703517?pwd=MGdaWDI3K1BaYmpmWHBZZFU0ZzJKZz09>

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Agenda Items

- 1) Council on Aging appointment – Margaret Murphy (7:00)
- 2) Discuss home rule petition to address traffic concerns related to speeding (7:05)
- 3) Request for letter of support for the Nashua, Squannacook, & Nissitissit (NSN) Wild & Scenic Rivers Forest Legacy Program (FLP) application (7:20)
- 4) Public Communication (7:30)
- 5) Discuss next steps in the Police Chief hiring process (7:35)
- 6) Staff Report/Updates (7:45)
- 7) Action/Discussion items: (8:00)
 - a) Discuss preparations for the All Boards meeting on September 21
 - b) Discuss fall planning amid Covid pandemic
 - c) Discuss firefighter grant for aerial truck
 - d) Discuss town meeting warrant ballot question
 - e) Discuss possible revision to the Town Charter to change term timeframe for elected town officials
- 8) Select Board Reports/Review of Goals
- 9) **Executive Session, per MGL Ch. 30A, s. 21(a)2:** To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel. The Select Board will reconvene into open session only to adjourn.

*Next Regular Select Board Meeting
Tuesday, September 21, 2021
6:00pm*

All times are approximate besides scheduled public hearings.

TOWN OF HARVARD

VOLUNTEER APPLICATION (12/02/2008)



Thank you for your interest in serving the town of Harvard. Please complete this application to be kept informed of volunteer opportunities and/or to apply for a specific position or fill a vacancy when one occurs. You may be also be contacted based on your stated areas of interest for other opportunities to volunteer. Your application will be kept on file for 3 years.

Date of Application: June 18, 2021

Applicant Information:

Name: Margaret M Murphy

Address: 15 Harris Lane

Home/Work Phone # [REDACTED] **Mobile Phone#** [REDACTED]

Email Address: [REDACTED]

Indicate below which Board(s) or Committee(s) are of interest to you:

Council on Aging

Have you previously been a member of a Board, Committee or Commission (either in Harvard or elsewhere)? If so, please list the Board name and your approximate dates of service:

Do you have any time restrictions? YES NO

Are you a registered voter? YES NO

Please list your present occupation and employer (you may also attach your résumé or CV)
retired

Do you, your spouse, or your employer have any current or potential business relationship with the Town of Harvard that could create a conflict of interest? (If YES, please describe the possible conflict) NO

Please outline any education, special training or other areas of interest you have that may be relevant to the appointment sought.
on resume sent separately

Received by Town of Harvard

Return to: Town Of Harvard, 13 Ayer Road, Harvard MA 01451 or email jdoucet@harvard.ma.us

MARGARET M MURPHY



EDUCATIONAL BACKGROUND: Primary field of study: Economics.

Earned degrees: BA(CNR) and Doctorate (Rutgers- honors)

Secondary studies: EdM and MAS (now MBA) Johns Hopkins(IT Management – highest honors)

Additional professional development:

**Federal Reserve Leadership Program – University of Chicago
Leadership for the Twenty First Century – Harvard**

PROFESSIONAL EXPERIENCE:

JOHNS HOPKINS UNIVERSITY: Recruited to endowed business faculty position to teach economics courses in MBA program and found Masters program in Economic Education. Faculty excellence awards from Johns Hopkins, Maryland Banker Association, Delta Sigma Pi, Kanzanjian Foundation. Taught part-time for MBA program while at the Federal Reserve. Returned full time to lead DHS program on TERRORISM EARLY WARNING SYSTEMS in the fifty largest US cities. Many publications.

FEDERAL RESERVE BANK OF RICHMOND

Vice President and Second in Command at Baltimore with COO responsibilities. Member of the Beige Book team. Primary speaker on the economy and monetary policy. Founder of college level Fed Challenge. Designed and implemented customer service for banking products, which received silver award from the Senate Productivity and Quality Excellence award (based on Baldrige awards). Oriented and guided members of the Board of Directors. Initiated programs in mentoring, internships, supervisory training and leadership

development. Designed and implemented programs for visiting foreign banking executives.

APPOINTMENTS/ AWARDS/ BOARD ACTIVITIES

Appointed by Paul Volcker to Consumer Advisory Council of the Board of Governors of the Federal Reserve. Chaired group in last year.

Appointed by Governor of Maryland to the Maryland Banking Board.

Appointed three times to the Howard County Spending Affordability Committee

Winner, National Partners in Quality program

Baltimore Economic Society (NABE) Board member, program chair, And President.

Academy of Finance, Association of Private Enterprise Economics, Council on economic Education, Educating Latin American Adolescents, and Southern Economic Education - Board member

National Council on Economic Education – Board member, officer, and program chair.

VOLUNTEER ACTIVITIES:

Howard County Conservancy- developed strategic plan.

Fund-raising: Cystic Fibrosis (award), PTA, Girl Scouts

Hospital Chaplain after completing two year certification program

Massachusetts activities, since 2007:

Johns Hopkins – Developed and taught online masters program part-time. Served as mentor for highly talented students in MBA program.

CASA: Court appointed Special Advocate for minor children under the supervision of DCF (formerly DSS)

United Way: Program review team member for Helping People Most in Need funding decisions

Pernet: Assisted in implementation of Social Solutions Efforts to Outcomes in Worcester.

Founding board member and chair of Ignatian Volunteer Program in New England.

Certified Tax preparer through AARP Tax Aide program for eligible needy clients.

Jericho Road: Executive consultant for non-profits.

Volunteer hospital chaplain

Board member, Treasurer, Plant Sale Chair, Vice President and currently President of the Garden Club of Harvard

Math Club team member for math enrichment for 2nd and 3rd graders at Hildreth Elementary

PERSONAL: Married for 50 years to Ed Murphy, with whom we raised five children. Followed three of them to Massachusetts, where we

relish time with our 9 grandchildren. Love baking bread, classical piano, tennis, and walking the beautiful town of Harvard.

SPEED LIMITS

(*Note the following is a working document which may be amended or changed from time to time. The following are recommendations and background material related to said recommendations for traffic mitigation efforts in Town)

- Options:
1. Adopt a Town Wide Speed Limit
 2. Adopt a Special Regulation (speed or otherwise)
 3. Safety Zones
 4. Other traffic mitigation/pedestrian/bike safety measures

1. Town Wide Speed Limit – Mass. General Laws gives the SB the authority to adopt a town wide speed limit per MGL ch. 90 section 17C (see attached).

It appears SB has the authority to do this without the need for a hearing or town meeting.

Ayer and other towns have adopted a town wide limit.

Limitations:

a. The adopted speed limit can only be 25 mph. The statute's language does not permit another limit. [already statutorily posted limits are *not changed* by this from what we understand after meeting with Sgt. Babu]

b. "Town Wide" is not as broad a term as it implies, as the statute only allows the limit to apply to roadways "inside a thickly settled or business district" and to roadways which are NOT "state highways."

i. Thickly settled is defined in MGL ch. 90 Section 1 as follows:

Thickly settled or business district", the territory contiguous to any way which is built up with structures devoted to business, or the territory contiguous to any way where the dwelling houses are situated at such distances as will average less than two hundred feet between them for a distance of a quarter of a mile or over.

a. Can determine using GIS; firepond doesn't count in distance calculation per DOT; if it is thickly settled then should be 30 but if we adopt town wide it's 25mph- if it is state road and already posted then cannot change to 25 but 30 per ch90 sec 17 (default is 30if not posted)

ii. State Highway is defined in MGL ch 81 sec 13 as follows:

the term "state highways" includes such public roads in state forests, parks and reservations outside of the metropolitan parks district, and such public roads within the limits of any property under the control of any department, board or commission of the commonwealth, as may from time to time be designated by the department as roads for general public use and approved for such use by the executive head of the department, board or commission controlling such property

We still believe it makes sense to adopt a town wide limit as it is easy to do so & will be helpful where it does apply. It streamlines the default speed limit making it easier for drivers and for HPD to enforce.

The issue is determining where it would apply.

i. Thickly Settled: Does the data exist at DPW or otherwise showing thickly settled areas or the distances between dwellings? The town planner has access to GIS to determine thickly settled areas and it has been determined that GIS is an accepted method to determine if an area is thickly settled.

ii. State Highway: Tim B. had asked town counsel for some clarification on this.

2. Special Regulation (Speed or Otherwise) per MGL ch 90 sec 18

This is the method which had been used by previous SBs as evidenced in the materials Kara provided at a prior meeting in July, 2021. In the past, SBs had amended the limits on particular roadways in town using a special regulation.

We could consider using this regulation to amend speed limits on select roads where 25 mph is not desired or is not covered by a town wide limit (b/c not thickly settled).

Consider using this to limit/prohibit truck traffic or non-resident access for troublesome roads like South Shaker near Ayer line/golf course which has steep drop-offs, limited sight lines on curves and failing guardrails.

Side Note re: Ayer Road - We had wondered about limits on Ayer Road and Sgt Babu looked into it and concluded the following: The issue is that there is a currently posted speed limit on that roadway. If a special speed regulation exists, the posted speed limit will always supersede a statutory speed limit within a thickly settled or business district. Therefore the special speed regulation would not change the speed limit on Ayer Road. The only way would be through a speed study, which we all know could go either way..

Limitations:

a. Any special regulation adopted by SB must be approved by the RMV (see MGL ch. 90 sec 18)

b. Any speed limit (or other regulation like, say limiting large truck traffic) must be in the public interest (as it clearly would be in historic Shaker Village)

c. Regulations not related to speed must also be published in a local newspaper

d. The regulation is not effective until signs setting forth the regulation are in place & the placement of the signs must be agreed upon with the RMV as well

e. Sgt. Babu believes this requires a speed study

3. Establish Safety zones

A survey with detailed data is needed to justify safety zones which would take more time and money than other options.

4. Other Measures:

School Zones in Still River at 20 mph - private schools.

Increased solar powered flashing lights re: speed – Sgt Babu stated CARES funding could be used for these. The new units can monitor periods where there is a higher frequency of speeders which can help HPD target specific times for monitoring and enforcement.

Drone – MEMA grant has been applied for by Sgt Babu

Suggested next steps (for Fall ATM and onward)

1. Town wide fall ATM adopt town wide speed limit – handout copy Brookline’s explanation & bullet points – Amesbury graph on death
2. create list of thickly settled & where things are already posted w/Tim Kilhard & Sgt. Babu & Chris Ryan
3. Establish school zone for Still River School – don’t need ATM from what Sgt Babu had found
4. After passage at ATM continue work on determining what is thickly settled & install new signs. Still River Road and Still River Depot Road have been determined to be thickly settled.
5. Work on special speed regulation – potentially limiting certain roads to non-residential/local & large truck traffic & special speed zones for certain roads

Should get input from Tim Kilhart re:

-Cost of replacement signs and other traffic calming measures such as road sharrows

- input on his opinion/experience re: roads in town which have are in poor condition and whether we should consider limiting traffic to residents and/or smaller trucks on said roads

- check on thickly settled - if he has data & existing posted limits

The following is a very thorough explanation of town wide speed limits & safety zones from the 2017 Brookline MA town meeting warrant (they have a separate publication from their warrant explaining the articles)

Town wide speed limits:

Motor vehicle crashes have become the leading cause of unintentional injury deaths in the United States, killing over 30,000 people in 2010 alone. Many public health professionals have recently studied the correlation between motor vehicle speeds and death rates in order to highlight the danger this poses to the public.

Several studies have demonstrated that the risk of death to a pedestrian struck by an automobile traveling at 20 mph is 6%. This increases to 19% at 30 mph (3 times greater than the risk at 20 mph) and further jumps to 65% (11 times the greater than the risk at 20 mph) for motor vehicles traveling at 45 mph.

These studies have shown that multiple factors contribute to the problem of unsafe traffic speed including roadway designs that encourage higher speeds, speed limits that are set too high, and speeding (people driving faster than the speed limit or too fast for road conditions) and have concluded *that small traffic speed reductions can lead to fewer motor vehicle crashes, injuries, and deaths*. In fact in 2014, a study by the Metropolitan Area Planning Council and the Massachusetts Department of Public Health predicted that lowering the default speed limit on local roads from 30 to 25 miles per hour could prevent about 18 fatalities and 1,200 serious injuries each year in Massachusetts, as well as save about \$62 million annually.

In recognition of the danger speeding vehicles pose to all roadway users, and in support of the Board's goal to create a multi-modal transportation network that encourages safe alternatives including walking and cycling for commuting and recreational purposes, the Transportation Board has implemented a Traffic Calming Policy and overseen several neighborhood traffic calming projects to increase safety and reduce motor vehicle speed. Since 1999 this has resulted in the installation of traffic calming devices including roadway narrowing, raised crosswalks, raised intersections, speed humps, neighborhood traffic circles, curb extensions, chicanes, enhanced crosswalk signage, and pavement markings throughout the Town.

However, localized roadway modifications are only one of the needed solutions to address the dangers presented by speeding motor vehicles. In order to achieve a safer roadway network for all users throughout the Town we must also have the ability to reduce and enforce speed limits in our residential neighborhoods and business districts. Currently Chapter 90, Section 17 establishes the statutory speed limit of 30 mph on roadways within thickly settled or business districts and in order for the Town of Brookline to establish a posted speed limit different from this it must comply with Chapter 90, Section 18 which requires town staff to conduct a multi step speed study in accordance with the "MassDOT Procedures for Speed Zoning on State and Municipal Roadways" 2012 manual to determine to appropriate and allowable speed limit, receive a positive vote from the Transportation Board for a petition seeking approval from MassDOT to post the speed limit, and then submit the request to the Massachusetts Department

of Transportation for permission to post. This is a time consuming process which restricts the Transportation Board and Town staff's ability to respond to the needs of our residents by taking time sensitive action to increase the safety of motor vehicle drivers, cyclists, and pedestrians in these areas.

Because current state law makes a reduction in the speed limit difficult to achieve, for the past several legislative sessions, the Transportation Board has joined with other local authorities and advocacy groups throughout the state to lobby in favor of various proposals to amend Chapter 90, Section 17 and reduce the statutory speed limit in these areas to 25 mph. On August 9, 2016, the Governor signed House No. 4565, inserting into Chapter 90 of the Massachusetts General Laws the above-quoted local option law as a new Section 17C. While the statutory speed limit would remain 30 mph, the new provision provides the ability to local authorities to either establish and post a speed limit of 25 miles per hour on specified roadways within thickly settled residential areas or business districts OR establish and post a speed limit of 25 miles per hour Town-wide on all thickly settled residential areas or business districts without having to comply with the provisions of Chapter 90, Section 18. The second option would require signage being posted at the Town boundaries.

The adoption of this local option law by Town Meeting would authorize this step, but not require it. By adopting this local option the Transportation Board, following at least one public meeting at which testimony from the public would be taken, could consider resident or other requests to install a speed limit sign of 25 mph Town wide or on specific roadway types as part of their authority to "adopt, alter or repeal rules and regulations, not inconsistent with general law as modified by this act, relative to pedestrian movement, vehicular and bicycle traffic in the streets and in the town-controlled public off-street parking areas in the town, and to the movement, stopping, standing or parking of vehicles and bicycles on, and their exclusion from, all or any streets, ways, highways, roads, parkways and public off-street parking areas under the control of the town" as part of their enabling legislation.

Special safety zones (20 mph)

Currently Chapter 90, Section 17 establishes the statutory speed limit of 20 mph on roadways within a school district only. Furthermore, the Massachusetts amended Manual on Uniform Traffic Control Devices restricts the 20 mph school zone speed limit to K through 8 schools and does not include High Schools or schools without a crosswalk leading to their property. In order for the Town of Brookline to establish a 20mph speed limit in any other area it must comply with Chapter 90, Section 18 which requires town staff to conduct a multi-step speed study in accordance with the "MassDOT Procedures for Speed Zoning on State and Municipal Roadways" 2012 manual to determine to appropriate and allowable speed limit, receive a positive vote from the Transportation Board for a petition seeking approval from MassDOT to post the speed limit, and then submit the request to the Massachusetts Department of Transportation for permission to post.

Municipalities in other states have had success in increasing safety by creating zones where the speed limit is reduced to 20 mph in a defined area with high pedestrian demand. Examples include New York City's Neighborhood Slow Zone Program which is a community-based

program that reduces the speed limit from 25 mph to 20 mph and adds safety measures within a select area in order to change driver behavior and enhance quality of life by reducing cut-through traffic and traffic noise in residential neighborhoods. Similarly the City of Chicago instituted the Children's Safety Zone Program which seeks to protect children and other pedestrians by creating 20 mph safety zones, 1/8th of a mile boundary, around any Chicago park or school.

While the adoption of the Warrant Article will allow the Transportation Board and Town staff to increase the safety of all roadway users with the ability to post a 25 mph speed limit on designated streets or a statutory 25 mph speed limit townwide, there are certain areas within the Town where a further reduction in speed to 20 mph is more appropriate. These may include areas around Brookline High School, the Brookline Senior Center, the Brookline Teen Center, areas around private schools which do not meet the requirements for a school zone, around large senior housing complexes, and areas of high pedestrian activity including neighborhood parks and playgrounds.

On August 9, 2016, the Governor signed House No. 4565, inserting into Chapter 90 of the Massachusetts General Laws the above-quoted local option law as a new Section 18B. While the statutory speed limit would remain 30 mph, the new provision provides the ability to local authorities to establish designated safety zones and post a speed limit of 20 mph on specified roadways within that zone without having to comply with the other provisions of Chapter 90, Section 18.

The adoption of this local option law by Town Meeting would authorize this step, but not require it. By adopting this local option the Transportation Board, following at least one public meeting at which testimony from the public would be taken, could consider resident or other requests to create a designated safety zone and install a speed limit sign of 20 mph on roadways within this zone as part of their authority to "adopt, alter or repeal rules and regulations, not inconsistent with general law as modified by this act, relative to pedestrian movement, vehicular and bicycle traffic in the streets and in the town-controlled public off-street parking areas in the town, and to the movement, stopping, standing or parking of vehicles and bicycles on, and their exclusion from, all or any streets, ways, highways, roads, parkways and public off-street parking areas under the control of the town" as part of their enabling legislation.

STATUTES

MGL Ch 90 Sec 17 Section 17. No person operating a motor vehicle on any way shall run it at a rate of speed greater than is reasonable and proper, having regard to traffic and the use of the way and the safety of the public. Unless a way is otherwise posted in accordance with the provisions of section eighteen, it shall be prima facie evidence of a rate of speed greater than is reasonable and proper as aforesaid (1) if a motor vehicle is operated on a divided highway outside a thickly settled or business district at a rate of speed exceeding fifty miles per hour for a distance of a quarter of a mile, or (2) on any other way outside a thickly settled or business district at a rate of speed exceeding forty miles per hour for a distance of a quarter of a mile, or (3) inside a thickly settled or business district at a rate of speed exceeding thirty miles per hour for a distance of one-eighth of a mile, or (4) within a school zone which may be established by a city or town as provided in section two of chapter eighty-five at a rate of speed exceeding twenty miles per hour. Operation of a motor vehicle at a speed in excess of fifteen miles per

hour within one-tenth of a mile of a vehicle used in hawking or peddling merchandise and which displays flashing amber lights shall likewise be prima facie evidence of a rate of speed greater than is reasonable and proper. If a speed limit has been duly established upon any way, in accordance with the provisions of said section, operation of a motor vehicle at a rate of speed in excess of such limit shall be prima facie evidence that such speed is greater than is reasonable and proper; but, notwithstanding such establishment of a speed limit, every person operating a motor vehicle shall decrease the speed of the same when a special hazard exists with respect to pedestrians or other traffic, or by reason of weather or highway conditions. Any person in violation of this section, while operating a motor vehicle through the parameters of a marked construction zone or construction area, at a speed which exceeds the posted limit, or at a speed that is greater than is reasonable and proper, shall be subject to a fine of 2 times the amount currently in effect for the violation issued. Except on a limited access highway, no person shall operate a school bus at a rate of speed exceeding forty miles per hour, while actually engaged in carrying school children.

MGL Ch 90 Section 17C. (a) Notwithstanding section 17 or any other general or special law to the contrary, the city council, the transportation commissioner of the city of Boston, the board of selectmen, park commissioners, a traffic commission or traffic director of a city or town that accepts this section in the manner provided in section 4 of chapter 4 may, in the interests of public safety and without further authority, establish a speed limit of 25 miles per hour on any roadway inside a thickly settled or business district in the city or town on any way that is not a state highway.

(b) Upon establishing a speed limit under this section, the city or town shall notify the department. The operation of a motor vehicle at a speed in excess of a speed limit established under this section shall be a violation of section 17.

MGL Ch 90 Section 18. The city council, the transportation commission of the city of Boston, the board of selectmen, park commissioners, a traffic commission or traffic director, or the department, on ways within their control, may make special regulations as to the speed of motor vehicles and may prohibit the use of such vehicles altogether on such ways; provided, however, that except in the case of a speed regulation no such special regulation shall be effective unless it shall have been published in one or more newspapers, if there be any, published in the town in which the way is situated, otherwise in one or more newspapers published in the county in which the town is situated; nor until after the department, and in the case of a speed regulation the department and the registrar, acting jointly, shall have certified in writing that such regulation is consistent with the public interests; provided, however, that nothing herein contained shall be construed as affecting the right of the metropolitan district commission or of the department of environmental management to make rules and regulations governing the use and operation of motor vehicles on lands, roadways and parkways under its care and control. No such rule or regulation shall prohibit the use of passenger or station wagon type motor vehicles whose gross weight is less than five thousand pounds and which are registered for commercial use on ways where noncommercial passenger type motor vehicles are permitted to operate. No such regulation shall be effective until there shall have been erected, upon the ways affected thereby and at such points as the department and the registrar, acting jointly, may designate, signs, conforming to standards adopted by the department, setting forth the speed or other restrictions established by the regulation, and then only during the time such signs are in place. Any sign, purporting to

establish a speed limit, which has not been erected in accordance with the foregoing provisions may be removed by or under the direction of the department.

Any person, corporation, firm or trust owning a private parking area or owning land on or abutting a private way, or any person, corporation, firm or trust controlling such land or parking area, with the written consent of the owner, may apply in writing to the city council, the traffic commission of a city or town having a traffic commission, the transportation commission of the city of Boston or the board of selectmen in any town in which the private way or parking area lies, to make special regulations as to the speed of motor vehicles and as to the use of such vehicles upon the particular private way or parking area, and the city council with the approval of the mayor, the traffic commission of a city or town, the transportation commission of the city of Boston or the board of selectmen, as the case may be, may make such special regulations with respect to said private way or parking area to the same extent as to ways within their control and such special regulations shall not be subject to approval by the department or the registrar; provided, however, that any traffic signs, signals, markings or devices used to implement such special regulations shall conform in size, shape and color to the most current manual on uniform traffic control devices.

To see if the Town will accept the provisions of General Laws Chapter 90, Section 17C which states:

17C “(a) Notwithstanding section 17 or any other general or special law to the contrary, the city council, the transportation commissioner of the city of Boston, the Select Board, park commissioners, a traffic commission or traffic director of a city or town that accepts this section in the manner provided in section 4 of chapter 4 may, in the interests of public safety and without further authority, establish a speed limit of 25 miles per hour on any roadway inside a thickly settled or business district in the city or town on any way that is not a state highway.”

Or act on anything relative thereto.

Language suggested by Tim Bragan at earlier SB meeting

Chapter _____

An act authorizing the Town of Harvard to Establish and Enforce a Speed Limit of 25 M.P.H. on Two of its Public Ways

Be it enacted by the Senate and House of Representatives in General court assembled, and by the authority of the same as follows;

Section 1. Notwithstanding any general or special law to the contrary, the Town of Harvard is authorized to establish and enforce a speed limit of 25 miles per hour for motor vehicles travelling on Still River Depot Road and the portion of Still River Road, also known as Route 110, lying between Prospect Hill Road and West Bare Hill Road in said Town of Harvard.

Section 2. This act shall take effect upon passage.

(Alphabetical Listing of department, board, committee, and commission submissions)

Bare Hill Pond:

1. Manage the invasive species and non-point source pollution in Bare Hill Pond and its watershed
2. Evaluate, develop, conduct and monitor remediation activities as necessary
3. Educate the community about watershed protection, best practices and the activities of the Committee in the watershed

BOH:

1. Increase Board of Health Administrative Assistant hours. The BoH workload has increased significantly over the past 5 years even when excluding the COVID-19 pandemic. Not all required work is getting done. More hours are needed immediately
2. Increase outreach to the Town. Last year we managed to send out two mailings but held no information fora. We need to increase our education and outreach; the communication mechanism might need to change based on the COVID-19 pandemic.
3. Increase awareness in Town of all topics the BoH addresses.

COA:

1. The COA board will work to support the purchase and renovation of the property at 16 Lancaster County Rd. as the site of the new COA offices and Senior Community Center. The board will work closely with the PBC and DAI Architects so the new center will properly serve the senior population as well as the community.
2. The COA Director will work with the FY2023 budget to develop a job description for the position of COA Assistant Director to take over running the COA in the absence of the director. Over the course of the last couple of years, it has become clear that to continue the support of this community there needs to be a position with ample hours and appropriate training to cover the duties of the director when needed.

ConCom:

1. Approval of the proposed Land Use Boards organizational chart for FY 2023 that creates a full-time Director of Conservation responsible for the Conservation Commission, Open Space Committee and Bare Hill Pond Watershed Management Committee, and supervision of Board of Health staff.
2. Developing a mechanism or procedure to address cross-committee or commission coordination for topics relevant to conservation that are currently beyond the Commission's capacity to address (e.g., issues that overlap Conservation and Parks and Recreation Commission)
3. Address need for additional capacity within the Commission to participate in planning and proactive activities on issues related to mission that are otherwise overshadowed by necessary focus on administration of the Wetland Protection Act/Harvard Wetland Protection Bylaw.

P&R

1. Rectangular Field Shortage as identified in the 2016 Open Space & Recreation Plan, the 2016 Master Plan & 2018 Update, and the 2019 Athletic Field Subcommittee Interim Report.
 - Negotiate Harvard's use of Devens recreation facilities, especially playing fields, in order to meet local demand. COMPLETE
 - Manage the planning, land acquisition and requests for funding from CPC and CPIC to create new rectangular fields.
2. Field maintenance.
 - Submit a Spring TM warrant to ask taxpayers to increase the Omnibus "Parks and Commons" budget. COMPLETE
 - Develop basic annual maintenance plans, obtain DPW groundskeeping commitments and ensure this minimal service is funded.
 - Execute the recently created maintenance plan for ball fields, school property and the commons - 2 existing DPW landscape employees.
 - Add to the plan other minimal maintenance needs for Track, P&R trails and the Beach - requires 3rd DPW landscape employee being hired.
 - FAILED
 - NEW: Develop a new approach for field maintenance and go to the taxpayers for funding.
3. Ensure the annual beach revenue covers the cost of planned programs & maintenance. COMPLETE

Planning Board:

1. Support all Planning Board related initiatives by enhancing staff support and organizational structure, including:
 - Consider a restructuring of the Land Use Board to provide more support for both Conservation Commission and Board of Health.
 - b. Support continued development of CRWG with clearly identified staff assistance and budget.
2. Support Ayer Road Vision Planning Phase I: Market Study and Fiscal Impact.
3. Continue housing diversification through open space residential design and senior friendly housing development.

School Committee:

1. Develop a 2 year budget that allows the school district to add back service and program cuts incurred with the recent level-funded budget; maximizes the use of one-time COVID-related grants/funding sources; and identifies appropriate permanent funding sources to keep critical items added through the use of those one-time funds.
2. Seek capital funding for maintenance and renovations at Bromfield necessary to keep that building operating efficiently, safely and functional for the foreseeable future and identify future needs at HES to include in our 5 year capital plan.
3. Ensure the funding of budget priorities as identified by the School Committee and the Administration while assessing the deficit spending of the Devens Fund by reviewing the increased reliance on that fund for operating expenses, athletic, food and transportation expenses, capital projects, technology and salaries. So far the priorities discussed have included: increasing mental health and wellness programs and services; hiring a curriculum coordinator; adding a custodian for building cleaning and grounds maintenance; reducing or eliminating user fees for full day kindergarten, athletic fees, and/or bus fees; adding computer programming courses at Bromfield; completing a district Title IX review; and adding back drama and/or music personnel.

Select Board Office: *(This submission ties to SB goal, ‘utilize and investigate additional technology to improve communication’)*

1. Increase of technology budget to cover
 - Additional (annual) licenses for Adobe DC software (Land Use, Police);
 - Expansion of Viewpoint to facilitate Department permitting/licensing
 - Issue-tracking software (e.g., See Click Fix),
 - Zoom subscription(s) (post 12/2021).

2. Provision of funds for training users on maximizing use of available technology (i.e., training that isn't limited to job content but training on tools)