

<i>Precincts</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>Total</i>
<i>Ballot Questions</i>						
<i>Question 1 – Remove State Sales Tax on Alcoholic Beverages</i>						
Blanks	36	63	54	45	50	248
Yes	478	743	689	672	638	3,220
No	<u>811</u>	<u>1,129</u>	<u>1,127</u>	<u>1,052</u>	<u>1,178</u>	<u>5,297</u>
<i>Totals</i>	1,325	1,935	1,870	1,769	1,866	8,765
<i>Question 2 – Repeal State Law Chapter 40B--Low/Moderate Income Housing</i>						
Blanks	92	110	156	100	121	579
Yes	449	742	673	629	631	3,124
No	<u>784</u>	<u>1,083</u>	<u>1,041</u>	<u>1,040</u>	<u>1,114</u>	<u>5,062</u>
<i>Totals</i>	1,325	1,935	1,870	1,769	1,866	8,765
<i>Question 3 – Reduce State Sales Tax to 3%</i>						
Blanks	31	46	48	36	33	194
Yes	411	620	585	595	549	2,760
No	<u>883</u>	<u>1,269</u>	<u>1,237</u>	<u>1,138</u>	<u>1,284</u>	<u>5,811</u>
<i>Totals</i>	1,325	1,935	1,870	1,769	1,866	8,765
<i>Question 4 – Non Binding – Establish Health Care as Human Right in Massachusetts</i>						
Blanks	162	226	223	165	180	956
Yes	720	1097	980	1013	1043	4,853
No	<u>443</u>	<u>612</u>	<u>667</u>	<u>591</u>	<u>643</u>	<u>2,956</u>
<i>Totals</i>	1,325	1,935	1,870	1,769	1,866	8,765

RECORDS AND ARCHIVES COMMITTEE

D. Michael Ryan, Chair
Donald Blackmer
Victor Bowen
Win Wilbur

The Town’s Records and Archives Committee is responsible for working with the Town Clerk to gather, preserve and organize the records of all Town government entities under the guidelines of State law. The Committee was formed in 1956, following a Town Meeting vote authorizing the Selectmen to appoint a “committee of five to study problems relating to the storage and preservation of Town documents and records.”

The Committee’s meetings generally consist of working sessions, where the group sorts and organizes various Town records that are either newly acquired (via donations to the Town from residents or former residents), or those records that have been stored by the Town without organization for a number of years. During the year, the Committee continued such work on the following projects, in preparation for placement in the Town Archives at the Concord Free Public Library:

- Cleaned and organized vital records from early 20th century
- Cleaned and organized subdivision approval files 1940-1990
- Organized and bound committee & board minutes
- Organized, shelved and inventoried various late 20th century records at new storage facility at Court Lane

In conjunction with the Town’s GIS Coordinator Matt Barrett, the Town’s street acceptance plans and street layouts (currently stored at the Town Archives facility at the Library) are being scanned, with the long-term goal of having these available online. This ongoing project was about one-third completed by the end of 2010.

At the suggestion of the Committee, a collection of 50 large-scale aerial photographs of the Town taken in 1956 were sold to residents at an advertised “Tag Sale” held in March in the Lobby of the Town House. These maps had already been electronically scanned by the Town and were no longer needed in hard copy. This turned out to be a hugely popular event, and generated \$1,250 for the Town’s General Fund.

In the early fall, the Committee revised its Records Management Policy and distributed revised State Disposition Schedules to all Town Departments. The Committee continues to encourage Town Departments and

Committees and Boards to turn over non-current permanent records to the Records & Archives Committee, for cataloguing and transfer to the Town Archives.

TOWN COUNSEL

William L. Lahey
Anderson & Kreiger, LLP

What follows is a description of the lawsuits by or against the Town filed or pending during 2010 handled by Town Counsel.

Scarano v. Town of Concord, et al.

Complaint against the Town and individual police officers in U.S. District Court alleging misconduct. Counsel appointed by the Town's insurance company is handling the defense, who reports that the Federal District Court dismissed all the claims against the Town during 2009 and that the plaintiff has appealed.

Fitch v. Board of Appeals

Appeal by abutter from grant of special permit for additional dwelling unit. Judgment entered in favor of board. Appeal pending.

Lawrence v. Planning Board

Appeal from approval of private way under subdivision control. Summary judgment denied plaintiff. Trial pending.

Concord Wold LLC v. Planning Board

Appeal from denial of subdivision. Voluntarily withdrawn by plaintiff.

D&D Enterprises, Inc. v. Town of Concord

Claim against Town by general contractor for the Warners Pond dam rehabilitation. Settlement agreement reached. Dismissal pending.

Marabello v. Natural Resources Commission, et al.

Challenge to wetlands enforcement order. Injunctive relief denied. Settlement reached to secure compliance. Dismissal pending.

Payne, et al. v. Board of Assessors of Concord

Appeal from action on abatement application. Discovery and hearing pending.

PERSONNEL BOARD

Judy Walpole, Chair
Judy Terry
James Reynolds
Nancy Beeuwkes
Susan Bates

The five-member Personnel Board has responsibility for the administration of the Personnel Bylaw (Wage and Salary Classification Plan) of the Town and is supported by the staff of the Human Resources Department. The Town's Personnel Bylaw applies to approximately 200 regular-status employees and a few hundred temporary and limited-status employees. The Personnel Bylaw does not cover elected officers, employees with personal contracts, employees covered by collective bargaining agreements, and employees of the school department.

Classification and Compensation

The Town maintains a formal Classification and Compensation Plan that provides a uniform system for grouping positions based on job requirements and establishes salary ranges based on market conditions; the Personnel Board is responsible for recommending Plan amendments to Town Meeting. Structural adjustments and salary increases are intended to uphold Concord's tradition of maintaining pay ranges and rates that are above average, but not top, among comparable municipal employers in order to keep the Town competitive in attracting and retaining competent employees.

Fiscal Year 2011 Plan Structure Adjustments

Town Meeting approved a 2.0% across-the-board increase in all but one of the salary ranges for non-union regular positions, effective July 1, 2010 (FY2011); the Swim & Fitness range was not increased because it remained current for that industry.

Fiscal Year 2011 Salary Increase Policies

Funding for all salary increases is contained in the "Salary Reserve" line item of the Town Manager's annual budget. This line funds structural and performance-based increases for non-union employees, and negotiated increases under collective bargaining contracts. Each fiscal year, the Town Manager and Personnel Board determine the actual salary increases to be received by non-union employees based upon the amount of money appropriated to the Salary Reserve.