CITY OF MARLBOROUGH MEETING POSTING

Meeting Name: City Council Finance Committee

Date: February 10, 2015

Time: 7:00 PM

Location: City Council Chamber, 2nd Floor, City Hall, 140 Main Street

RECEIVED
CITY CLERK'S OFFICE
CITY OF MARLBOROUGH

2015 FEB -3 A 10:00

Agenda Items to be addressed:

1. **Order No. 14-1006054**: Mitigation Payment Acceptance from Atlantic Management in the amount of $150,000.00 which moves funds from Undesignated to Sewer Maintenance to fund needed sewer upgrades for redevelopment project at 200 Forest Street.

2. **Order No. 14-1006055**: Fire Department transfer request in the amount of $53,214.30 which moves funds from Fringe to Sick Leave Buy Back to fund the sick leave buy back for a retiring member of the Fire Department.

3. **Order No. 14-1005997**: Continued Review – Turf Bond Request in the amount of $3,855,059.00 to fund the City's first synthetic athletic field at the Whitcomb Middle School.

4. Non-Union Compensation
   a. **Order No. 14-1006005A**: Non-Union Compensation Proposal and Proposed Job Title Changes.
   b. **Order No. 14-1006005B**: Amendment to the City of Marlborough General Code Relative to Nonunion Employee Benefits and Updates to Department and Employee Titles, Order No. 14-1006005A.
   c. **Order No. 15-1006068**: Addition to the Proposed Salary Ordinance/Health Department.

THE LISTING OF TOPICS THAT THE CHAIR REASONABLY ANTICIPATES WILL BE DISCUSSED AT THE MEETING IS NOT INTENDED AS A GUARANTEE OF THE TOPICS THAT WILL HAVE BEEN DISCUSSED. NOT ALL TOPICS LISTED MAY IN FACT BE DISCUSSED, AND OTHER TOPICS NOT LISTED MAY ALSO BE BROUGHT UP FOR DISCUSSION TO THE EXTENT PERMITTED BY LAW.

The public should take due notice that the Marlborough City Council may have a quorum in attendance due to Standing Committees of the City Council consisting of both voting and non-voting members. However, members attending this duly posted meeting are participating and deliberating only in conjunction with the business of the Standing Committee.

Electronic devices, including laptops, cell phones, pagers, and PDAs must be turned off or put in silent mode upon entering the City Council Chamber, and any person violating this rule shall be asked to leave the chamber. Express authorization to utilize such devices may be granted by the President for recordkeeping purposes.

IN CITY COUNCIL

Marlborough, Mass., DECEMBER 15, 2014

ORDERED:

That the Mitigation Payment Acceptance from Atlantic Management in the amount of $150,000.00 which moves funds from Undesignated to Sewer Maintenance to fund needed sewer upgrades for redevelopment project at 200 Forest St, be and is herewith refer to **FINANCE COMMITTEE**.

FROM:	
Acct. # 10000-35900	$150,000.00
Undesignated Fund	
TO:	
Acct. # 19300006-55650	$150,000.00
Sewer Maintenance	

ADOPTED

ORDER NO. 14-1006054

5

RECEIVED
CITY CLERK'S OFFICE
CITY OF MARLBOROUGH
2014 DEC 11 A 11:40

City of Marlborough
Office of the Mayor

140 Main Street
Marlborough, Massachusetts 01752
Tel. (508) 460-3770 Facsimile (508) 460-3698 TDD (508) 460-3610
www.marlborough-ma.gov

Arthur G. Vigeant
MAYOR

Michael C. Berry
EXECUTIVE AIDE

Patricia Bernard
EXECUTIVE SECRETARY

December 11, 2014

FIN

City Council President Patricia Pope
Marlborough City Council
140 Main Street
Marlborough, MA 01752

Re: Mitigation Payment Acceptance and Related Transfer Request

Honorable President Pope and Councilors:

Enclosed for your acceptance is a check in the amount of $150,000.00 from Atlantic Management Corp., the entity responsible for the redevelopment project located at 200 Forest Street. The payment results from mutually agreed to mitigation payments to fund needed sewer upgrades in that area.

Once accepted, I would ask the Council to approve the following transfer request to allow the funds to be expended for the necessary sewer upgrades.

1) Transfer in the amount of $150,000.00 from 10000-35900 (Undesignated Fund) to 19300006-55650 (Sewer Maintenance)

Included in this correspondence are memos from City Solicitor Don Rider and City Engineer Evan Pilachowski with further information. In the meantime, please do not hesitate to let me know if you have any additional questions. Thank you in advance for your consideration.

Sincerely,

Arthur G. Vigeant
Mayor

The City of Marlborough does not discriminate on the basis of race, color, nation origin, sex, religion, age or disability in employment or the provisions of services.

12/10/2014

CITY OF MARLBOROUGH
BUDGET TRANSFERS --

DEPT: DPW

FISCAL YEAR: 2015

	FROM ACCOUNT:				TO ACCOUNT:			
Available Balance	Amount	Org Code	Object	Account Description:	Amount	Org Code	Object	Account Description:	Available Balance
$5,959,869.69	$150,000.00	10000	35900	Undesigated Fund Balance	$150,000.00	19300006	55650	Sewer Maintenance	$0.00
	Reason:					Sewer upgrades associated with Atlantic project			
	Reason:								
	Reason:								
	Reason:								
	Reason:								
	$150,000.00	Total			$150,000.00	Total			

Department Head signature:

Auditor signature:

Comptroller signature:

City of Marlborough
Legal Department
140 MAIN STREET
MARLBOROUGH, MASSACHUSETTS 01752
TEL. (508) 460-3771 FACSIMILE (508) 460-3698 TDD (508) 460-3610
LEGAL@MARLBOROUGH-MA.GOV

DONALD V. RIDER, JR.
CITY SOLICITOR

CYNTHIA M. PANAGORE GRIFFIN
ASSISTANT CITY SOLICITOR

ELLEN M. STAVROPOULOS
PARALEGAL

December 4, 2014

Evan Pilachowski, P.E.
City Engineer
Department of Public Works
135 Neil Street
Marlborough, MA 01752

RE: Atlantic Marlboro Realty LLC –
MEPA Sewer Mitigation Payment

Dear Evan:

Enclosed is a check I received today from Timothy Coskren of Atlantic Marlboro Realty LLC in the amount of $150,000.00, as a payment for sewer upgrades to mitigate the impacts of Atlantic's 200 Forest Street project. Per the Auditor's instructions, it is my understanding your office will be depositing this check as general fund revenue (Misc. Mitigation followed by a transfer request to an appropriate capital projects account.

Thank you for your attention to this matter.

Very truly yours,

Donald V. Rider, Jr.
City Solicitor

Enclosure
cc: Mayor's Office
Council Office
DPW Commissioner
Auditor
Conservation Officer

Atlantic Marlboro Realty LLC C189 City of Marlborough

DATE	INVOICE NO.	DESCRIPTION	ACCOUNT	INVOICE AMOUNT
10-10-14	12/13-1005	MEPA- Mitigation Pmt	080-000-1953	150000.00

CHECK DATE	12-03-14	CHECK NUMBER	1035	TOTAL >	150000.00

PLEASE DETACH AND RETAIN FOR YOUR RECORDS

ORIGINAL DOCUMENT PRINTED ON ALTERNATIVE PAPER WITH ULTRAVIOLET OPTICAL BACKGROUND

Atlantic Marlboro Realty LLC

Atlantic Marlboro Realty LLC
c/o Atlantic Management Corp
205 Newbury Street
Framingham, MA 01701
508-626-0025

Middlesex Savings Bank
6 Main Street
Natick, MA 01760

53-7122
2113

DATE	CHECK NO.	AMOUNT
December 3, 2014	1035	*$150,000.00

Pay:**********One hundred fifty thousand dollars and no cents

PAY TO THE ORDER OF
City of Marlborough
Attn: Trish Bernard
140 Main Street, 4th Flr
Marlborough, MA 01752-3898

Irene T. Gruber

Details on back

Security Features Included

SAFEGUARD SECURE

THIS DOCUMENT CONTAINS THE ABSENCE OF A WATERMARK IN THE BACKGROUND OF THE FRONT AND BACK WITH THE ABSENCE OF A WATERMARK

⑈000001035⑈ ⑆211371227⑆163549309⑈

CITY OF MARLBOROUGH
Department of Public Works
Engineering Division
135 Neil Street
Marlborough, Massachusetts 01752
(508) 624-6910 Ext. 7200
Facsimile (508) 624-7699 TDD (508) 460-3610

MEMORANDUM

TO: **DIANE SMITH, CITY AUDITOR**

FROM: **EVAN PILACHOWSKI, CITY ENGINEER**

CC: **JOHN L. GHILONI, DPW COMMISSIONER**

DATE: **DECEMBER 10, 2014**

RE: **ATLANTIC-MARLBORO REALTY SEWER MITIGATION**

We received a payment from Atlantic-Marlboro Realty, LLC for $150,000 for sewer mitigation made necessary by the full build out of their property at the intersection of Simarano Dr and Forest St. The payment was agreed to between the Department of Public Works and Atlantic-Marlboro during the summer of 2013 after investigating sewer capacities along Ames St and Glen St. I have reviewed the sewer modeling and projections (attached), and I concur that the proposed sewer mitigation payment will be adequate to correct the projected sewer restriction on Glen St.

The Engineering Division will be completing the design for the sewer system improvement this winter with the expectation of completing construction early in 2015. We respectfully request that these funds sent to the City of Marlborough by Atlantic-Marlboro Realty, LLC for sewer mitigation be transferred into a capital project fund to pay for the planned improvements.

July 11, 2013

Mr. Thomas E. Cullen, P.E.
City Engineer
City of Marlborough - Department of Public Works
135 Neil Street
Marlborough, MA 01752

Re: Forest Park
Sewer System Capacity *SMMA No. 11046.00*

Dear Mr. Cullen:

This letter summarizes an analysis performed by SMMA regarding the Ames Street / Glen Street sewer system capacity. The Forest Park project proposes a mixed-use development at the existing 200 Forest Street site that includes a proposed sewer connection at the intersection of Forest Street and Ames Street. As requested in our meeting of April 10, 2013, SMMA performed a system capacity analysis described below:

- Pipe lengths, slopes, sizes and materials as well as manhole identification numbers were taken from the City of Marlborough GIS
- City of Marlborough Assessors Online Database was used to determine square footage of development contributing to the sewer system. Residential loading is based on 3 bedrooms per house. Twenty employees were assumed for the industrial warehouse at 85 Ames and five doctors were assumed at the medical office building at 441 Lakeside
- MassDEP 314 CMR 7.00 Sewer System Extension and Connection Permit Program loading rates were applied to proposed Forest Park uses and existing uses contributing to sewer system
- Peak flow factors were applied to design flows to determine the design discharges

Information and mapping extracted from the City of Marlborough GIS was used to obtain contributing areas to the manhole along the main trunk line of the Ames Street / Glen Street sewer system. The contributing residential houses and commercial development was tabulated along with their corresponding loading rate and peak factor to determine the design flow. Manning's equation was used with the pipe information to determine the full flow pipe capacity of the main trunk line. The design flow (Qd) was compared to the full flow pipe capacity (Qf) to determined the percent of full flow capacity.

The analysis shows the sewer system capacity will not be exceeded with the additional flows from the proposed Forest Park project. As shown on Table 1 the system operates at less than 50% of design capacity for most of its length. The highest percent of full flow (88%) occurs in the 113 foot section of 8-inch asbestos cement pipe at 0.5% slope between SMH089-1122 and SMH089-1105. This is primarily from the contribution of flow from the residential neighborhood at SMH089-1122. Despite the increased flow from development to the north, the system capacity increases at the intersection of Glen Street and Ripley Avenue where an acute bend occurs as the sewer system flows

to the west and is increased to a 12-inch cast iron pipe at 1.84% slope. The percent of full flow in this section drops to 20%.

The acute bend at Glen Street and Ripley Avenue has been identified as a possible improvement project as part of the Forest Park MEPA EENF filing. Conceptually, an intermediate manhole will be installed along the 113-foot 8-inch asbestos cement pipe between SMH089-1122 and SMH089-1105 and connect perpendicularly to the 185-foot 12-inch cast iron pipe at another intermediate manhole installed between SMH089-1105 and SMH089-1106, thereby bypassing the existing acute angle at SMH089-1105. As part of the Sewer Improvement Project the City may want to consider replacement of the existing pipe exiting SMH089-1122 with a cast iron pipe with increased diameter and slope in order to increase the capacity.

From the results of this sewer system capacity analysis, it is the opinion of SMMA that the Ames Street / Glen Street sewer system has adequate capacity to accept the increased flow from the proposed Forest Park project. As part of the sewer realignment at Glen Street and Ripley Avenue, SMMA recommends that the City consider increasing the capacity of the pipe section referenced above.

Please contact me via email or phone at 617-520-9224 if you have any question or comments.

Very truly yours,

SMMA | Symmes Maini & McKee Associates

Brian Lawlor

Brian Lawlor, P.E.
Principal

cc: Mr. Ron LaFreniere, PE - Commissioner of Public Works; Joe Zink, John Sullivan - Atlantic Management, William Park, (MF)

enclosures: Sewer System Capacity Analysis – Table 1 & Figure 1

BWL/BWL /P:\2011\11046\20-CALCS\Civil\Sewer\I-Cullen.docx

July 18, 2013

The attached conceptual sketch shows the proposed sewer improvement project at the intersection of Glen Street and Ripley Avenue. The sketch shows the following:

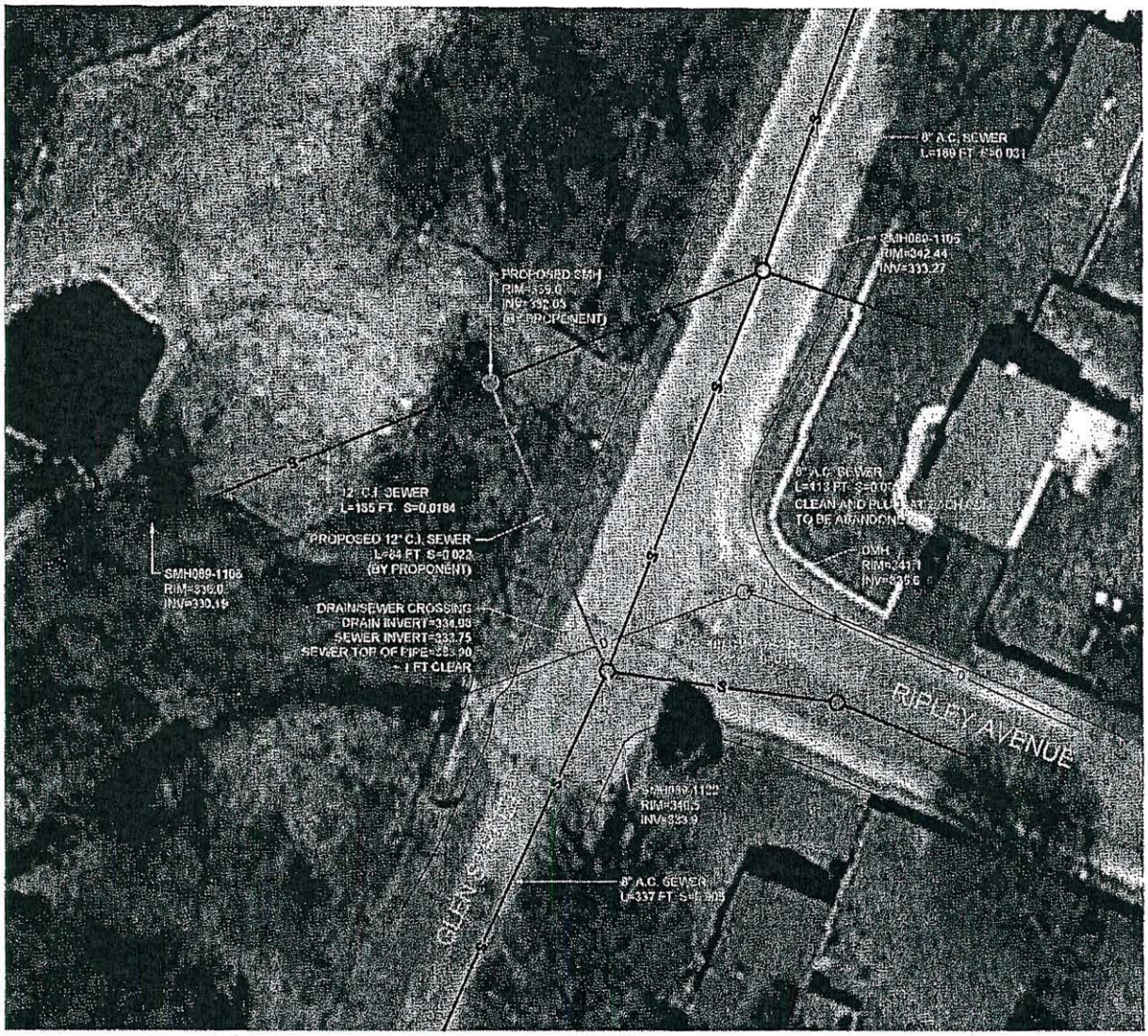
- The proposed 84-ft section of sewer is shown on the attached figure in green and is proposed as 12-inch cast iron. The proposed sewer pipe is shown cored into existing SMH089-1122. We will analyze the constructability of this connection to determine if a new manhole structure is required.

- This alignment abandons the pipe section between SMH089-1122 and SMH089-1105 which resolves the capacity issue identified in our letter report dated July 11, 2013.

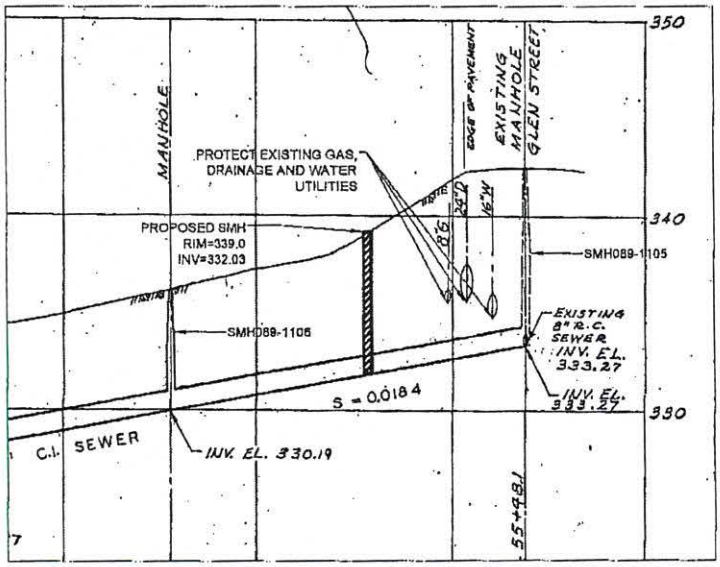
- We have shown on the plan the invert information for the drain crossing we previously discussed. This invert will need to be confirmed prior to detailed design. The additional utilities shown in the profile do not appear be an issue.

- William Park, PE
  Civil Engineer, SMMA

//P:\2011\11046\08-CODES\Sewer\m-sewer improvement project.doc



PLAN
SCALE: 1"=30'



PROFILE - MILLHAM BROOK SEWER
SCALE: HOR. 1"=60'
VERT. 1"=6'

NOTES:
1. NOT ALL UTILITIES AND FEATURES SHOWN.
2. EXISTING CONDITIONS COMPILED FROM RECORD PLAN PREPARED BY METCALF & EDDY, INC., ENTITLED "MILLHAM BROOK SEWER - PLAN AND PROFILE - STA. 44+00 TO STA. 55+38", DATED FEBRUARY, 1968, LAST REVISED JULY 30, 1973 (GIS REF. B-446); PLAN PREPARED BY EWALD & MASCHI, INC., ENTITLED "PLAN AND PROFILE OF GLEN STREET", DATED NOVEMBER 18, 1965 (GIS REF. G-93).
3. INFORMATION SUPPLEMENTED BY CITY OF MARLBOROUGH GIS
4. AERIAL PROVIDED BY MASSACHUSETTS GIS
5. UTILITY DISCREPANCIES EXIST BETWEEN VARIOUS RESOURCES. FIELD VERIFICATION IS REQUIRED PRIOR TO FINAL DESIGN

FIGURE 2

AMES STREET / GLEN STREET
SEWER IMPROVEMENT SKETCH

DATE:	7/17/2013
ISSUE:	
SCALE:	1"=300'
REF:	
DR BY:	WWP
CK BY:	BWL

FOREST PARK
MIXED-USE DEVELOPMENT

Forest Park
Forest Street / Simarano Drive
Marlborough, MA

JOB NO.: 11046.00

SMMA

SYMMES MAINI & McKEE ASSOCIATES
1000 Massachusetts Avenue
Cambridge, Massachusetts 02138
P 617.547.5400 F 617.547.4008

SYMMES, MAINI & McKEE ASSOCIATES, INC.
SEWER SYSTEM CAPACITY ANALYSIS
TABLE 1

Project: Forest Park - Atlantic Management
Proj. #: 11046.00
Date: 07/08/2013
By: WWP
Ckd by: BWL

Notes: n= 0.013 cast iron pipe
n= 0.010 HDPE
n= 0.014 vitrified sewer
n= 0.011 asbestos cement

Upstream Manhole	Downstream Manhole	Length (ft)	Residential* (houses)	Office** (sf)	Other (gpd)	Comments	Peak Design Flow Qd (gpd)	Cumulative Peak Design Flow Σ Qd (gpd)	Cumulative Peak Design Flow Qd (cfs)	Pipe (in)	Slope (ft/ft)	Flowfull Capacity Qf (cfs)	Flowfull Capacity Vf (fps)	Depth/Vel Qd/Vd (in)	Material	Qd/Qf
Forest Park	SMH100-1062	1000					273,125	273,125	0.423	8	0.020	1.71	4.89	3.4	CI	0.25
SMH100-1061	SMH100-1062	287	1				1,320	1,320	0.002	8	0.044	2.99	8.57	1.1	AC	0.00
SMH100-1063	SMH100-1062	182					0	0	0.000	8	0.004	0.90	2.58	0.0	AC	0.00
SMH100-1062	SMH100-1139	257	1				1,320	275,765	0.427	8	0.030	2.47	7.07	4.5	AC	0.17
SMH100-1139	SMH089-1140	234	2				2,640	278,405	0.431	8	0.039	2.82	8.07	4.9	AC	0.15
SMH089-1140	SMH089-1141	283		74,000			9,713	288,118	0.446	8	0.045	3.02	8.66	5.2	AC	0.15
SMH089-1141	SMH089-1142	123	21	157,000			48,326	336,444	0.521	8	0.028	2.39	6.83	4.6	AC	0.22
SMH089-1142	SMH089-3572	258					0	336,444	0.521	8	0.025	2.25	6.46	4.4	AC	0.23
SMH089-3572	SMH089-1143	112	7		300	Industrial warehouse	9,765	346,209	0.536	8	0.025	2.25	6.46	4.5	AC	0.24
SMH089-1143	SMH089-1124	350	1				1,320	347,529	0.538	8	0.025	2.25	6.46	4.5	AC	0.24
SMH089-1124	SMH089-1123	295	3				3,960	351,489	0.544	8	0.005	1.01	2.89	2.5	AC	0.54
SMH089-1123	SMH089-1122	337	3				3,960	355,449	0.550	8	0.005	1.01	2.89	2.5	AC	0.55
SMH089-1937	SMH089-1122	61	164				216,480	216,480	0.335	8	0.003	0.75	2.16	1.8	AC	0.44
SMH089-1122	SMH089-1105	113	3				3,960	575,889	0.891	8	0.005	1.01	2.89	2.9	AC	0.88
SMH089-1121	SMH089-1105	189	11	183,000	2,470	retail, gas stations, medical office	42,861	42,861	0.066	8	0.031	2.12	6.08	2.3	AC	0.03
SMH089-1105	SMH089-1106	185					0	618,750	0.957	12	0.018	4.83	6.15	4.0	CI	0.20

* assumes average 3 bdrm per house @ 110 gpd/bdrm
** 75 gpd/1000 sf for office
*** assumes peak factors of 4.0 for residential and 1.75 for commercial

length, diameter, slope, upper invert taken from City GIS

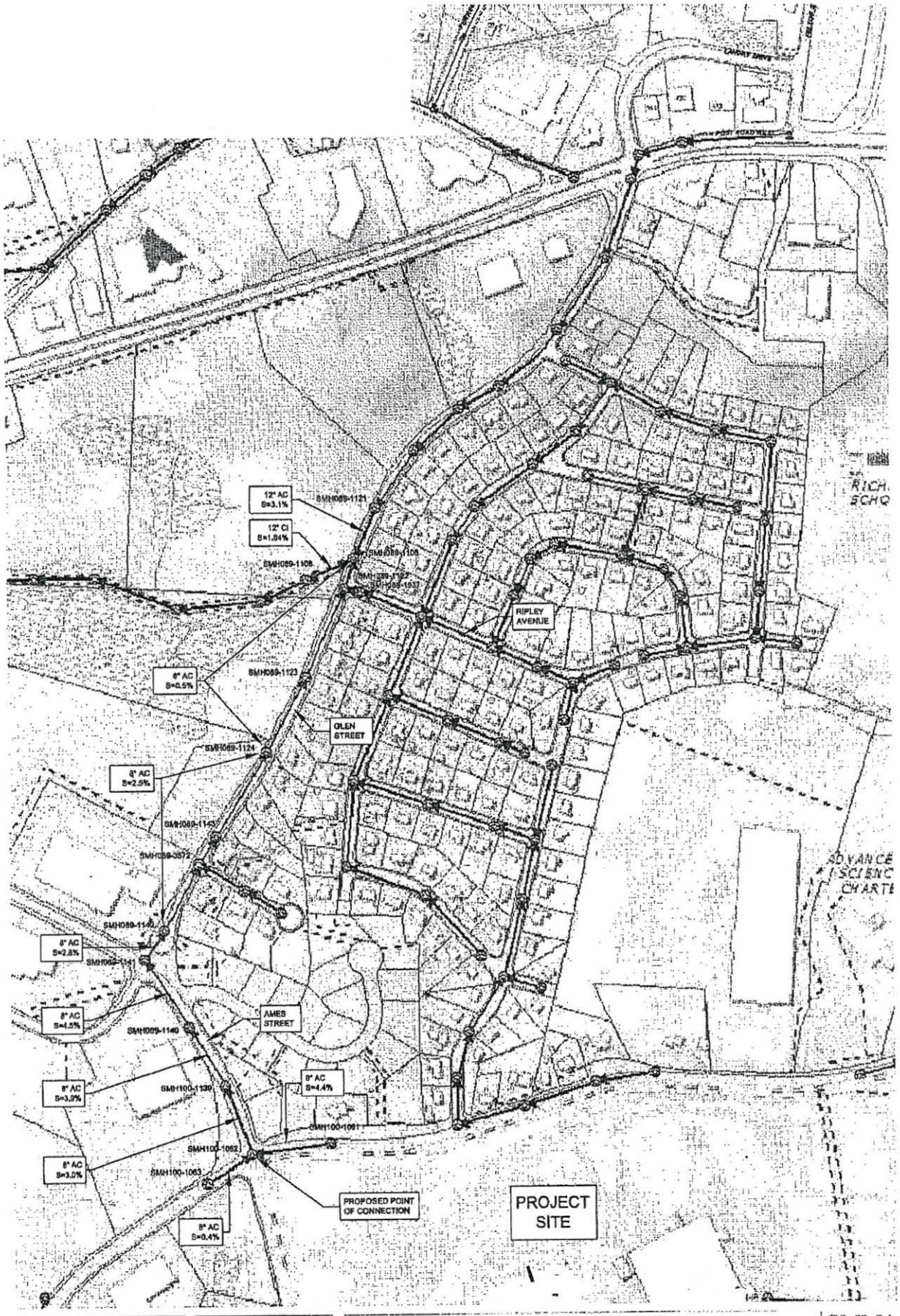


FIGURE 1

AMES STREET / GLEN STREET
SEWER CAPACITY ANALYSIS

DATE:	7/9/2013
ISSUE:	
SCALE:	1"=300'
REF:	
DR BY:	WWP
CK BY:	BWL

FOREST PARK
MIXED-USE DEVELOPMENT

Forest Park
Forest Street / Simarano Drive
Marlborough, MA

JOB NO.: 11046.00

SMMA

SYLVESTER MAGE & MORSE ASSOCIATES
1200 Massachusetts Avenue
Cambridge, Massachusetts 02138
P:617.547.5400 F:617.547.4525

IN CITY COUNCIL

Marlborough, Mass., DECEMBER 15, 2014

ORDERED:

That Fire Department transfer request in the amount of $53,214.30 which moves funds from Fringe to Sick Leave Buy Back to fund the sick leave buy back for a retiring member of the Fire Department, be and is herewith refer to **FINANCE COMMITTEE.**

FROM:	
Acct. # 11990006-51500	$53,214.30
Fringe	
TO:	
Acct. # 12200003-51920	$53,214.30
Sick Leave Buy Back	

ADOPTED

ORDER NO. 14-1006055

6

City of Marlborough
Office of the Mayor

140 Main Street
Marlborough, Massachusetts 01752
Tel. (508) 460-3770 Facsimile (508) 460-3698 TDD (508) 460-3610
www.marlborough-ma.gov

Arthur G. Vigeant
MAYOR

Michael C. Berry
EXECUTIVE AIDE

Patricia Bernard
EXECUTIVE SECRETARY

RECEIVED
CITY CLERK'S OFFICE
CITY OF MARLBOROUGH
2014 DEC 11 A 11:20

December 11, 2014

City Council President Patricia Pope
Marlborough City Council
140 Main Street
Marlborough, MA 01752

FIN

Re: Transfer Request – Fire Department

Honorable President Pope and Councilors:

Enclosed for your approval is a transfer request in the amount of $53,214.30 to fund the sick leave buy back for a retiring member of the Fire Department.

Included in this correspondence is a detailed letter from Chief James Fortin providing further information regarding this request. In the meantime, please do not hesitate to let me know if you have any additional questions.

Sincerely,

Arthur G. Vigeant
Mayor

The City of Marlborough does not discriminate on the basis of race, color, nation origin, sex, religion, age or disability in employment or the provisions of services.

City of Marlborough
FIRE DEPARTMENT
215 MAPLE STREET
MARLBOROUGH, MASSACHUSETTS 01752

December 1, 2014

Arthur G. Vigeant, Mayor
City Hall
140 Main Street
Marlborough, Ma. 01752

Re: Transfer Request

Dear Mayor Vigeant,

I am submitting for your approval a transfer request to fund sick leave buy back for an upcoming retirement. This retirement will occur shortly after the department sick leave buy back is paid in January at which time, our sick leave account will not have funding. Retirements are not figured into our sick leave buy back line item.

$53,214.30 from 11990006-51500 (Fringe) to 12200003-51920 (Sick Leave)

Please feel free to contact me if you have any questions.

Sincerely,

James M. Fortin
Fire Chief

12/1/14

CITY OF MARLBOROUGH
BUDGET TRANSFERS --

DEPT: FIRE

FISCAL YEAR: 15

	FROM ACCOUNT:					TO ACCOUNT:			
Available Balance	Amount	Org Code	Object	Account Description:	Amount	Org Code	Object	Account Description:	Available Balance
$400,000.00	$53,214.30	11990006	51500	Fringe	$53,214.30	12200003	51920	Sick Leave Buy Back	$185,350.00
	Reason:	Retirement payout of sick leave							
	Reason:								
	Reason:								
	Reason:								
	Reason:								
	$53,214.30	Total			$53,214.30	Total			

Department Head signature:

Auditor signature:

Comptroller signature:

IN CITY COUNCIL

Marlborough, Mass., NOVEMBER 3, 2014

ORDERED:

That the That the sum of $3,855,059.00 (three million eight-hundred fifty-five thousand and fifty-nine) dollars be and is hereby appropriated for the construction of a synthetic turf athletic field, new track and concession stand at the Whitcomb Middle School Field and that to meet said appropriations, the Comptroller-Treasurer, with the approval of the Mayor, is hereby authorized to issue bonds or notes of the City of Marlborough in the amount of $3,855,059.00.

Pursuant to the provisions of Chapter 44, Section 7 (3) of the Massachusetts General Laws as amended, each issue of such bonds or notes shall be payable in not more than fifteen (15) years from its date of issue, , be and is herewith accepted refer to **FINANCE COMMITTEE.**

Councilor Elder recused.

ADOPTED

ORDER NO. 14-1005997

3

City of Marlborough
Office of the Mayor

140 Main Street
Marlborough, Massachusetts 01752
Tel. (508) 460-3770 Facsimile (508) 460-3698 TDD (508) 460-3610
www.marlborough-ma.gov

Arthur G. Vigeant
MAYOR

Michael C. Berry
EXECUTIVE AIDE

Patricia Bernard
EXECUTIVE SECRETARY

RECEIVED
CITY CLERK'S OFFICE
CITY OF MARLBOROUGH
2014 OCT 30 A 11:

Elder
referred
fin

October 30, 2014

City Council President Patricia Pope
Marlborough City Council
140 Main Street
Marlborough, MA 01752

Re: Turf Field Bond Request

Honorable President Pope and Councilors:

It is with great pleasure that I submit to you a bond request in the amount of $3,855,059.00 to fund the city's first synthetic turf athletic field at the Whitcomb Middle School. This is an exciting moment for our community and is made possible through the local option meals tax that we dedicate to our parks and recreation facilities.

Since the early part of this year, we have had a small committee working together with a design team to assess our fields and help guide us in identifying the best possible field to renovate as our first turf field. After thorough deliberations, the Middle School Field was ultimately identified by both our design team as well as our committee as being the best place to begin in terms of maximum utilization by the community, high school and youth athletic groups.

Enclosed for your benefit is a report and field analysis from our design team, Activitas, a fifteen year bond projection, and a bond request order.

It is my expectation that we can go out to bid early in 2015 to ensure that full construction will be able to begin late spring and throughout the summer months. I look forward to discussing this proposal with you and our design team in greater detail. In the meantime, please do not hesitate to contact me should you have any questions.

Sincerely,

Arthur G. Vigeant
Mayor

The City of Marlborough does not discriminate on the basis of race, color, nation origin, sex, religion, age or disability in employment or the provisions of services.

ORDERED:

That the sum of $3,855,059.00 (three million eight-hundred fifty-five thousand and fifty-nine) dollars be and is hereby appropriated for the construction of a synthetic turf athletic field, new track and concession stand at the Whitcomb Middle School Field and that to meet said appropriations, the Comptroller-Treasurer, with the approval of the Mayor, is hereby authorized to issue bonds or notes of the City of Marlborough in the amount of $3,855,059.00.

Pursuant to the provisions of Chapter 44, Section 7 (3) of the Massachusetts General Laws as amended, each issue of such bonds or notes shall be payable in not more than fifteen (15) years from its date of issue.

ADOPTED
In City Council
Order No. 14-

Adopted

Approved by Mayor
Arthur G. Vigeant
Date:

A TRUE COPY
ATTEST:

activitas

Planning | Landscape | Athletic Facilities

NARRATIVE

Delivery: *via email (mberry@marlborough-ma.gov)*

Date: 30 October 2014

To: **Mr. Arthur Vigeant, Mayor**
City of Marlborough

By: Jonathan Charwick
Sr. Project Manager

cc: (via email)
Mark Novak, Activitas
Patrick Maguire, Activitas
Marlborough Turf Study Committee

Project: **City of Marlborough Synthetic Turf Study**
#14014.00

re: Synthetic Turf Study and Project Recommendation

The City of Marlborough authorized an athletic turf study to be conducted to determine the best location for the installation of the City's first synthetic turf field. Activitas, Inc. was engaged to work with a Turf Study Committee comprised of various City representatives including agents from the City Engineer's Office, Department of Public Works, High School Athletic Department, City's Recreation Department, Youth Soccer Program, and Mayor's Office. The Turf Study Committee selected three sites to be considered; Marlborough High School's baseball and track facility, Whitcomb Middle School's softball field and track facility, and Ghiloni Park's athletic fields.

The goal of this study was to assess the existing conditions of the three facilities, identify the opportunities and constraints of each site, and to determine the feasibility of building a synthetic turf field that will best meet the needs of the City's students, athletes, youth groups, and greater Marlborough community. The results of this study will inform the project scope that will be recommended to the Marlborough City Council for design, public bidding, and construction in 2015.

The study began on June 19, 2014 with a Kick-Off meeting led by Activitas with the Turf Study Committee. During this meeting, programming for each potential site was developed. The program items that were identified for discussion were existing and proposed access points to the facilities, dimensional requirements for the fields, spectator seating and game management requirements, support building needs, electrical/communication/data requirements, desired fencing and protective netting, potential parking lot expansion and/or improvements, and utility and infrastructure required in developing the sites.

After receiving input from the Turf Study Committee, Activitas reviewed all available existing conditions documents provided by the City, GIS Mapping information available on the City's website, and performed multiple site visits to become familiar with each sites unique characteristics. The information was compiled and site analysis boards were developed to illustrate each site's opportunities and constraints, which include existing circulation patterns, access points, steep slopes, vegetated areas, solar orientations and adjacent resources areas (bordering vegetated wetlands). The information identified areas of each site that are ideal for development, areas that may present construction challenges, and portions of the site that should be left undeveloped.

The Site Analysis Boards were presented to the Turf Study Committee on August 13, 2014 in conjunction with initial conceptual layouts for each site that respected the results of the site analysis boards and incorporated the programmatic needs identified during the Kick-Off meeting. Each site's layout proposed two (2) synthetic turf fields with athletic lighting, formalized spectator seating, and other recommended site improvements that address the stated program for each site. After reviewing each option with the Committee, Activitas was asked to make a few revisions to each of the layouts and to proceed with preparing Opinions of Probable Project Costs for each potential development.

The Opinions of Probable Project Costs were presented to the Turf Study Committee on October 3, 2014. Three Opinions of Cost were presented, one for each site, and itemized to provide detailed pricing information for the proposed athletic facility amenities, such as athletic fields (and track as applicable), support buildings, general site improvements, synthetic turf field installation, sports lighting and electrical upgrades, spectator seating and press box, and landscape improvements. The Opinions of Cost ranged between $5.9 to $6.9 million dollars to fully develop the stated scope for each site. Costs associated with installation of one synthetic turf field with athletic field lighting and spectator seating ranged between $1.7 to $3.4 million. The Opinions of Probable Project Costs also include contingencies (10% construction and 5% design), Contractors General Conditions, an estimated percentage for contractor overhead and profit, and soft costs for design, permitting and community outreach.

The Turf Study Committee and Activitas reconvened on October 9, 2014 to discuss the Opinions of Probable Project Costs and to start prioritizing programmatic elements in an effort to determine which site and individual fields provide the most utility and benefit to the City's organized athletic programs and residents that will utilize these facilities for passive recreation and fitness. The Turf Study Committee prioritized each of the six (6) proposed synthetic turf fields to determine which field(s) and associated amenities would best serve the City of Marlborough. Resulting from this process, the consensus of the Turf Study Committee was to recommend to the City Council that the initial synthetic turf project for the City be the

renovation of the Whitcomb Middle School track and field and the High School baseball field and to convert both fields from natural grass to synthetic turf.

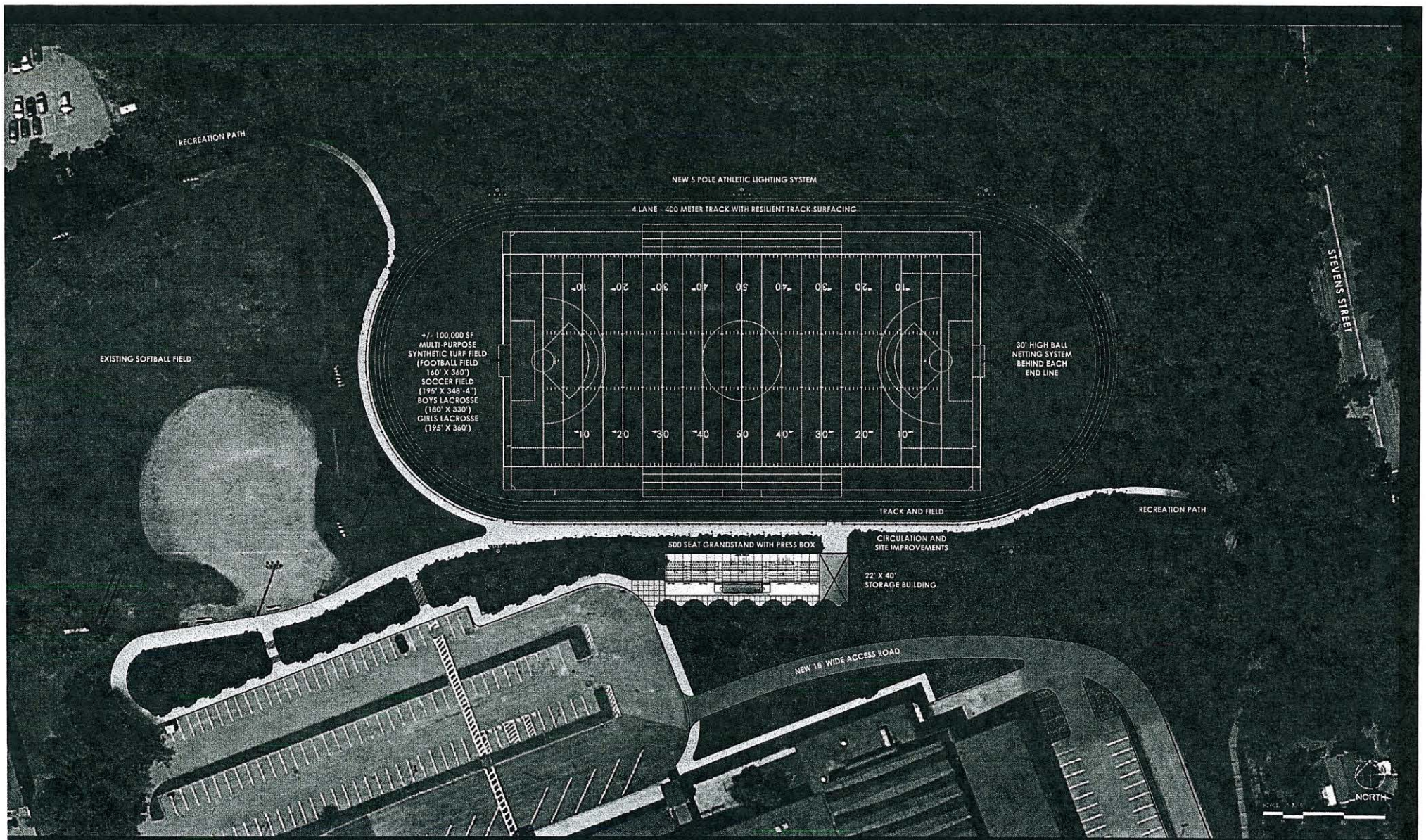
The Whitcomb Middle School track and field renovations provide the most utility to organized athletics due to the size of the proposed synthetic turf field. The field is appropriately sized to allow for football, soccer, and field hockey to be played in the fall and boys and girls lacrosse to be played in the spring. The 4-lane track around the synthetic turf field will support the Middle School's physical education programs and will provide additional means for passive recreation for the community's walkers that would otherwise use the high school track. Renovating the Middle School track will decrease the demand that the high school track receives and may extend the useful life of the existing high school track surface. A recreation path connecting the Bolton Street Senior Housing to Stevens Street through the Middle School athletic fields will also provide access and additional means for passive recreational experiences. Fitness stations, focused on stretching and flexibility exercises, are another programmatic element for the Middle School renovations. A proposed support building for concessions, restrooms, maintenance and storage will allow this facility to serve as a competition venue and will help ease the demand on the City's other natural grass fields. An 18' wide paved vehicular drive is proposed northeast of the middle school connecting the parking lots and providing loop access for buses around the school.

It was determined that the proposed high school baseball field development provides the second most utility to the City's organized athletic programs. Due to the size of a baseball outfield, football, soccer and field hockey can be played in the outfield during the fall season. Baseball games and boys and girls lacrosse practices will utilize this field in the spring. Due to New England's climate, the spring athletic season and schedule is largely contingent on the length of the winter season and amount of snow cover and rainfall that is received in the spring. A synthetic turf surface will allow scheduled games and practices to get on the fields much sooner than they currently do playing on natural grass. In addition to synthetic turf and athletic field lighting, the plan for the baseball field renovation includes full outfield fencing and backstop netting, home and away bullpens, a batting tunnel, dugouts, spectator seating and associated site improvements.

The Opinion of Probable Project Costs for the proposed Whitcomb Middle School track and field facility is $4.4 million and the Marlborough High School Baseball Facility is $3.0 million. It is the consensus of the Turf Study Committee that the Whitcomb Middle School renovations are the highest priority followed by the Marlborough High School renovations, and in order to achieve this, the City Council will need to consider a bonding measure for $7.4 million.

If a bonding measure is approved at the November 3 City Council meeting, and a design firm is engaged immediately, the next few months will be critical in preparing bidding documents to

be available to prospective bidders in early March of 2015. This would include surveying and geotechnical investigation in the month of November, initial design meeting(s) and presentation(s) to the City in December, development of bidding documents and a project manual in January and February to publicly bid the project(s) in March. This is an aggressive design schedule and does not take into consideration regulatory permitting the City may require. The construction of both renovation projects could begin in late spring of 2015 when the sites are available. Construction of one of the facilities (high school baseball) could also be deferred until 2016.



Whitcomb Middle School

City of Marlborough, Massachusetts

activitas
Planning | Landscape | Athletic Facilities
16 School Street
Dedham, Massachusetts 02026-4310
www.activitas.com

City of Marlborough, Massachusetts

$3,855,059 General Obligation Bonds Dated March 1, 2015
Turf Field, Assumes 15 years, Level Debt
interest estimated, subject to change

Debt Service Schedule

Date	Principal	Coupon	Interest	Total P+I	Fiscal Total
03/01/2015	-	-	-	-	-
09/01/2015	-	-	77,101.18	77,101.18	-
03/01/2016	190,059.00	4.000%	77,101.18	267,160.18	-
06/30/2016	-	-	-	-	344,261.36
09/01/2016	-	-	73,300.00	73,300.00	-
03/01/2017	200,000.00	4.000%	73,300.00	273,300.00	-
06/30/2017	-	-	-	-	346,600.00
09/01/2017	-	-	69,300.00	69,300.00	-
03/01/2018	205,000.00	4.000%	69,300.00	274,300.00	-
06/30/2018	-	-	-	-	343,600.00
09/01/2018	-	-	65,200.00	65,200.00	-
03/01/2019	215,000.00	4.000%	65,200.00	280,200.00	-
06/30/2019	-	-	-	-	345,400.00
09/01/2019	-	-	60,900.00	60,900.00	-
03/01/2020	225,000.00	4.000%	60,900.00	285,900.00	-
06/30/2020	-	-	-	-	346,800.00
09/01/2020	-	-	56,400.00	56,400.00	-
03/01/2021	235,000.00	4.000%	56,400.00	291,400.00	-
06/30/2021	-	-	-	-	347,800.00
09/01/2021	-	-	51,700.00	51,700.00	-
03/01/2022	245,000.00	4.000%	51,700.00	296,700.00	-
06/30/2022	-	-	-	-	348,400.00
09/01/2022	-	-	46,800.00	46,800.00	-
03/01/2023	255,000.00	4.000%	46,800.00	301,800.00	-
06/30/2023	-	-	-	-	348,600.00
09/01/2023	-	-	41,700.00	41,700.00	-
03/01/2024	265,000.00	4.000%	41,700.00	306,700.00	-
06/30/2024	-	-	-	-	348,400.00
09/01/2024	-	-	36,400.00	36,400.00	-
03/01/2025	275,000.00	4.000%	36,400.00	311,400.00	-
06/30/2025	-	-	-	-	347,800.00
09/01/2025	-	-	30,900.00	30,900.00	-
03/01/2026	285,000.00	4.000%	30,900.00	315,900.00	-
06/30/2026	-	-	-	-	346,800.00
09/01/2026	-	-	25,200.00	25,200.00	-
03/01/2027	295,000.00	4.000%	25,200.00	320,200.00	-
06/30/2027	-	-	-	-	345,400.00
09/01/2027	-	-	19,300.00	19,300.00	-
03/01/2028	310,000.00	4.000%	19,300.00	329,300.00	-
06/30/2028	-	-	-	-	348,600.00
09/01/2028	-	-	13,100.00	13,100.00	-
03/01/2029	320,000.00	4.000%	13,100.00	333,100.00	-
06/30/2029	-	-	-	-	346,200.00
09/01/2029	-	-	6,700.00	6,700.00	-
03/01/2030	335,000.00	4.000%	6,700.00	341,700.00	-
06/30/2030	-	-	-	-	348,400.00
Total	$3,855,059.00	-	$1,348,002.36	$5,203,061.36	-

Yield Statistics

Bond Year Dollars	$33,700.06
Average Life	8.742 Years
Average Coupon	4.0000000%
Net Interest Cost (NIC)	4.0000000%
True Interest Cost (TIC)	4.0000000%
Bond Yield for Arbitrage Purposes	4.0000000%
All Inclusive Cost (AIC)	4.0000000%

IRS Form 8038

Net Interest Cost	4.0000000%
Weighted Average Maturity	8.742 Years

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MEMORANDUM

Delivery: *via email (epilachowski@marlborough-ma.gov)*

Date: December 4, 2014

To: **Mr. Evan Pilachowski, P.E.**
City Engineer
Department of Public Works
City of Marlborough

By: Jonathan Charwick
Sr. Project Manager

cc: (via email)
Michael Berry, City of Marlborough
John Ghiloni, City of Marlborough
Mark Novak, Activitas
Patrick Maguire, Activitas

Project: **Marlborough Turf Study**
#14014.00

re: Requested City Council Follow-up Information

Evan,

Per our conversation on November 25, please see the following information below requested by the City Council during the Finance Committee Meeting on November 24, 2014.

SBR Rubber Concerns:

The recent concern regarding the use of SBR (recycled) rubber in synthetic turf fields is based upon a story that ran last month on NBC regarding an unusual subsection of soccer players - specifically goalkeepers - with cancer.

We certainly feel for anyone who has contracted this terrible disease as cancer has almost certainly touched all of our families at some point. However, the NBC story was based solely on emotion, anecdotal information and speculation, not on actual science. If there were truly scientific evidence that supported the claims made in the report we might feel differently, but the data simply isn't there.

There are numerous peer review studies done by colleges, universities and government agencies in the US and abroad that find no link between crumb rubber and cancer. As far as we know there are no similarly vetted scientifically based studies that make the link between crumb rubber and cancer. Until there is a credible one we don't think the City should eschew the installation of a new turf field and should not dismiss the use of SBR rubber out of hand.

There is a link on the Synthetic Turf Council's web page that is a repository for these studies mentioned above. Although the STC is clearly an industry group dealing in the business of synthetic turf, the information is entirely independent. We direct you there simply because all of the studies are in one place. They can be found at this link - http://www.syntheticturfcouncil.org/news/197235/STC-Response-to-NBC-National-News-Story-on-Health-Effects-of-Crumb-Rubber-in-Synthetic-Turf.htm

Prompted by this story, a school in Montreal, Canada recently decided to have crumb rubber from their existing field tested against the very stringent European standards for children's toys. The sophisticated battery of tests simulated ingestion of the rubber and the findings indicate that toxic

compounds found in the rubber are negligible compared to the rigorous standard. The results of this study can be found at this link http://www.power-eng.com/marketwired/2014/11/25/new-independent-lab-testing-of-synthetic-turf-crumb-rubber-infill-re-confirms-health-and-safety.html

Clearly we take this issue seriously and if there are residents in Marlborough who are aware of peer reviewed scientific research that links crumb rubber and/or synthetic turf fields to cancer and/or other environmental and human health issues we certainly want to be made aware.

Alternative infills to SBR Rubber:

Despite the science, data and numerous studies that validate the safety of SBR rubber in synthetic turf infills, we certainly would have no objection if the City were to decide to pursue alternative infills. We have designed fields in the past that utilized alternative infills and they can be great. There are however some cost and performance shortcomings that need to be understood. They are briefly assessed as follows:

1. Encapsulated SBR Rubber: This product utilizes the same SBR rubber utilized in conventional synthetic turf fields but it receives a UV resistant color coating.

   Pros:
   a. The product can be colored and is considered to create a more attractive field than one that utilizes conventional black SBR.
   b. Assuming the coating stays in tact, the manufacturer claims a reduction in VOC and heavy metal leaching.

   Cons:
   a. The premium for a 102,000 SF turf field is estimated to be approximately $114,500, refer to chart below. See also attached CushionFall Sport Specification for reference.
   b. This type of product is used in the market but it does not have a long enough history to indicate that the coatings will remain in tact for the life of the field.

2. Thermoplastic Elastomer (TPE): This product is made from virgin plastics as opposed to rubber.

   Pros:
   a. The product can be colored and is considered to create a more attractive field than one that utilizes conventional black SBR.
   b. The product can be manufactured in shapes that reduce long term compaction and can enhance product performance for sports like soccer.
   c. It is very easily recyclable since, like the carpet fibers and primary carpet backing, it is made from PE based materials.

   Cons:
   a. The premium for a 102,000 SF turf field is estimated to be approximately $229,000, refer to chart below. The per pound costs for this material are significantly higher than SBR or Encapsulated SBR.
   b. Less expensive and lower quality TPE has found its way into the market and can cause significant issues because it has a very low melting point. Many TPE fields installed around the world over the past few years have had to be replaced because the TPE has melted and the particles form a gum-like substance that sticks to cleats and sticks the fibers together.
   c. Although TPE can be recycled it does break down more quickly than SBR and cannot typically be reused in a future field like SBR.

3. Organic Infill: This product mixes recycled coconut fiber and (in some systems) cork and rice husks with silica sand to create an infill that very closely replicates natural soil.

   Pros:

   a. Because the product so closely replicates natural soil it has excellent performance characteristics (when properly maintained – see cons below). Specifically this is an excellent product for the sport of soccer due to its natural ball bounce and ball roll characteristics.
   b. Because the natural infill can hold water longer than conventional infills it is significantly cooler than conventional SBR and TPE infill fields.
   c. Organic infills do not have the unpleasant rubber odor often associated with SBR fields.
   d. At the end of life it is very easily recycled.

   Cons:

   a. The premium for a 102,000 SF turf field is estimated to be $451,000, refer to chart below. This cost includes adding a resilient underlayment (pad) below the turf carpet. (At lease one of the organic infill suppliers does not believe a pad is absolutely necessary in their system, but we highly recommend its inclusion, particularly in a public field situation. – See item b. below regarding maintenance.), geotextile fabric below the resilient underlayment, and an irrigation system consisting at a minimum of a traveler system such as a Rain Kannon. Additional costs for irrigation may be required depending on the existing site's water source and pressure.
   b. If it is not frequently and properly maintained the infill will compact and become hard which will affect field performance and safety.
   c. Organic infill requires more attention, time and expertise to maintain than conventional infill fields.
   d. Organic infill fields require topdressing of the infill every few years. This is not included in the base costs.

The following table summarizes the anticipated cost of the various synthetic turf field projects at the Middle School and High School using SBR rubber/sand infill, Encapsulated SBR rubber/sand, TPE/sand and organic infill/sand. Itemized opinions of probable costs for each project are attached to this document.

	Project with SBR Rubber/Sand Infill	Encapsulated SRB Rubber/Sand Infill (add $1.00/SF, plus GC and Contractor OH&P)**	TPE/Sand Infill (add $2.00/SF, plus GC and Contractor OH&P)**	Organic/Sand Infill (add $4.00/SF, plus GC and Contractor OH&P)**
Middle School with Track Project (102,287 SF of Turf)	$3,059,970.39*	Add $114,561.44	Add $229,122.88	Add $451,365.00
Middle School without Track (87,400 SF of Turf)	$2,527,405.88*	Add $97,888.00	Add $197,776.00	Add $393,008.00
Vital Field (HS Track & Field) (78,005 SF of Turf)	$1,265,831.52*	$87,365.60	Add $174,731.20	Add $356,179.60
High School Baseball Field (142,915 SF of Turf)	$2,365,316.61*	$160,064.80	Add $320,129.60	Add $610,626.80

* Includes Construction Subtotal, General Conditions, Contractor OH&P, Contingencies and Soft Costs
**Assumes GC (General Conditions) at 4% and Contractor OH&P (Overhead and Profit) at 8%

Turf "Cooling" System:

The cost to tap into the existing water service at the site and utilize a traveler system to cool the field is anticipated to be between $30k - $50k. This cost may increase depending on the existing water pressure. At this time we do not have any information on the existing pressure.

It should be noted that syringing a synthetic turf field with conventional infill does cool the field, however, the impact is very short lived. We do not typically recommend this added cost for conventional infill systems. Organic infill fields do however greatly benefit from the ability to wet them with irrigation water. The cooling impacts are much more significant and long-lived. Water also helps the performance and longevity of the organic infill systems. Unlike conventional systems where we do not feel irrigation is helpful or cost effective, we highly recommend installing irrigation if organic infill is to be used.

One thing that was not noted during the City Council meeting on November 24 is that the newer synthetic turf system fibers utilize heat reduction technology. It is widely known that temperatures can become elevated on synthetic turf surfaces on warm, sunny days. TenCate Grass set out to improve the comfort level of synthetic turf users by reducing the amount of heat that can be absorbed by the turf blades. In laboratory tests, TenCate XP Blade™ with HR technology has shown temperature reduction of 17.5° F. TenCate is the first to offer heat-reducing products without any additional costs.

Whitcomb Middle School Bond Request:

Per the City Council's request, please see attached pdf with itemized list of what is included in the $3.8 million dollar bond request. Please note that each subtotal also includes General Conditions, Contractor Overhead and Profit, Construction and Design Contingencies, and Soft Costs. Further detail can be provided upon request.

Synthetic Turf Field Only Opinions of Cost for Marlborough High School and Whitcomb Middle School:

Please see attached itemized opinions of cost for Vital Field, High School Baseball Field, Track and Field at the Middle School and a Field only at the Middle School. The Middle School opinions of probable cost do not include costs associated with spectator seating and game management, or site improvements.

General Conditions, Contractor Overhead and Profit, Construction and Design Contingencies, and Soft Costs are itemized at the end of the cost opinion. Additional costs associated with the turf maintenance equipment, turf "cooling" system and organic infill system are provided as line items below the opinion of probable project costs.

Synthetic Turf Equipment:

Please see attached cut sheets for the recommend turf maintenance equipment. Costs for this equipment are included in the synthetic turf estimates provided as an attachment to this document. *(Please note that the SMG Rototine is only required for a synthetic turf system with organic infill.)*

Cost Benefit Analysis for Turf Field with and without Sports Lighting:

The City would only realize the full potential of the synthetic turf field proposed at the Middle School if sports lighting is included in the scope of work. It would allow practices and games to be completed

in the late fall and early spring months when the sun begins to set around 4-5 pm. It would also allow more flexibility in scheduling practices and/or games during evenings which would help allow more practice time for teams and allow parents to attend games that they may not otherwise get to attend due to work schedules.

The following chart is an estimated number of hours and uses a proposed synthetic turf field would provide with and without sports lighting between April 1 and November 15. This chart assumes that each field "use" is 2 hours. This chart assumes that activities begin at 2 pm on weekdays, 8 am on weekends, and end at 10 pm regardless of the day. The average time of sunset is approximate per the time of year in Marlborough based on information provided on www.sunrisesunset.com.

	Weekday (10 Days) Weekend (4 Days)	Synthetic Turf Activity Begins	Average end time for activities on field w/o Sports Lighting*	Synthetic Turf Usage (hrs) w/o Sports Lighting	Added Usage of field with Sports Lighting (hrs) until 10:00pm
4/1-4/15	Weekday	2:00pm	7:00pm	50	30
	Weekend	8:00am	7:00pm	44	12
4/16-4/30	Weekday	2:00pm	7:00pm	50	30
	Weekend	8:00am	7:00pm	44	12
5/1-5/15	Weekday	2:00pm	7:30pm	55	25
	Weekend	8:00am	7:30pm	46	10
5/16-5/31	Weekday	2:00pm	7:30pm	55	25
	Weekend	8:00am	7:30pm	46	10
6/1-6/15	Weekday	2:00pm	7:30pm	55	25
	Weekend	8:00am	7:30pm	46	10
6/16-6/30	Weekday	8:00am	8:00pm	120	20
	Weekend	8:00am	8:00pm	48	8
7/1-7/15	Weekday	8:00am	8:00pm	120	20
	Weekend	8:00am	8:00pm	48	8
7/16-7/31	Weekday	8:00am	7:30pm	115	25
	Weekend	8:00am	7:30pm	46	10
8/1-8/15	Weekday	8:00am	7:30pm	115	25
	Weekend	8:00am	7:30pm	46	10
8/16-8/31	Weekday	8:00am	7:00pm	110	30
	Weekend	8:00am	7:00pm	44	12
9/1-9/15	Weekday	2:00pm	6:30pm	45	35
	Weekend	8:00am	6:30pm	42	14
9/16-9/30	Weekday	2:00pm	6:30pm	45	35
	Weekend	8:00am	6:30pm	42	14
10/1-10/15	Weekday	2:00pm	5:30pm	35	45
	Weekend	8:00am	5:30pm	38	18
10/16-10/31	Weekday	2:00pm	5:30pm	35	45
	Weekend	8:00am	5:30pm	38	18
11/1-11/15	Weekday	2:00pm	4:30pm	25	55
	Weekend	8:00am	4:30pm	34	22
Hours/year				1682 Hours/year	658 Hours/year
Average Uses/Year**				841 Uses/year	329 Uses/year
Average Uses/week**				28 Uses/week	11 Uses/year

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*Assumes the activity would end 30 minutes before estimated sunset.
**Assumes a "use" is 2 hours long.

Using the information provided in the chart above, along with the Opinion of Project Costs and estimated 10-Year Maintenance Costs for the two (2) Middle School Projects with sports lighting to the two (2) High School Projects without sports lighting, the following chart provides the Cost Per Use (over a 10 year duration) for each project:

	Middle School Track and Field with Sports Lighting	Middle School Field Only with Sports Lighting	Vital Field (High School Track & Field) without Sports Lighting	High School Baseball Field without Sports Lighting
Field Size (SF)	102,287 SF	87,400 SF	78,005 SF	142,915 SF
Opinion of Probable Project Costs	$3,059,970.39	$2,527,405.88	$1,265,831.52	$2,365,316.61
10-Year Maintenance Costs	$411,241.00	$389,396.00	$375,610.00	$470,857.00
10-Year Total	**$3,471,211.39**	**$2,916,801.88**	**$1,641,441.52**	**$2,836,173.61**
Uses/Week	39	39	28	28
Weeks of Use/Year	30	30	30	30
Uses Per Year	1170	1170	841	841
Cost per Use 10-year Total/Turf SF	**$296.68**	**$249.30**	**$195.18**	**$337.24**

*Assumes 3% inflation for each additional year

Potential Costs Savings by Constructing Multiple Fields Simultaneously:

During the City Council Meeting, the question was asked if the City could potentially see cost savings by bidding and constructing multiple fields simultaneously by the same Contractor, rather then the fields being constructed over time as separate projects by multiple Contractors.

In order to answer that question, there are a number of variables that would need to be considered. The considerations include the scope of work for the projects, are the fields on the same site or multiple sites, when will the projects bid, when are the projects scheduled for completion, and what types of efficiencies and/or cost savings the bidding Contractors would see in how they complete the scope of work. Without knowing the final scopes of work for the projects, we would suggest that if there are cost savings in bidding and constructing multiple fields simultaneously with the same Contractor, the savings would be negligible.

Please let me know if you would like to discuss any of these items and if we can assist any further.

Thank you.

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Attachments:

CushionFall Sport Specification
Whitcomb Middle School Bond Request
Whitcomb Middle School Track & Field Opinion of Probable Project Costs
Whitcomb Middle School Field Only Opinion of Probable Project Costs
Marlborough High School Vital Field Opinion of Probable Project Costs
Marlborough High School Baseball Field Opinion of Probable Project Costs
LitterKat Specification
GreensGroomer Specification
SMG Rototine Specification

CushionFall Sport™

MATERIAL SPECIFICATIONS AND INSTALLATION PROCEDURES

MATERIAL SPECIFICATION: (SHORT)

Infill: The infill system shall consist of a color encapsulated crumb rubber. It shall consist of SBR rubber granules in the synthetic turf manufacturer's designated proportion, installed as per the approved manufacturer's recommended installation system.

The Crumb Rubber Infill (CRI) material used in synthetic turf prior to encapsulation shall be derived from whole, vulcanized highway vehicular tires. Tires more than 10 year old from date of production are not allowed. The Crumb Rubber shall have a specific gravity range from 1.1 minimum to 1.2 minimum as determined by ASTM D297.

Encapsulation: The colorant is a dual coating process of a non-chromatic color applied utilizing a cross linkable topcoat coating technology to achieve long term durability of the SBR rubber. Colorant must be UV-resistant and free of heavy metals. The encapsulation system/process shall be as per CushionFall Sport or approved equal and must be warranted by the manufacturer for a period of no less than 8 years. Color to be Green (or Khaki).

MATERIAL SPECIFICATION: (DETAILED)

CushionFall Sport is an infill material placed on top of the synthetic turf backing system, between the synthetic surface fibers. CushionFall Sport infill is needed for resiliency as well as structural integrity and directional stability of the synthetic turf system. The intent is to offer a product that provides the aesthetics and playing conditions of a plush, pristine natural grass surface in ideal conditions.

1. CushionFall Sport infill material is comprised of 100% color-coated and encapsulated styrene butadiene rubber (SBR) rubber (ambient or cryogenically processed) to be used exclusively or in combination with sand.

2. CushionFall Sport granules shall contain minimal dust and be clean, uniformly sized particles consistent in shape and particle size distribution.

3. The colorant applied to the surface of the SBR rubber granules will be specifically designed for use in athletic field surfaces, non-chromatic and free of all heavy metal.

4. The coating and encapsulation process will reduce volatile organic compounds (VOCs) and heavy metal runoff of the ambient SBR rubber to be coated.

5. The material will withstand full climatic exposure in the USA, be resistant to ultraviolet light and heat degradation, and shall allow rapid free movement of surface run-off through turf.

6. All rubber utilized by Colorbiotics to produce the CushionFall Sport product must conform to the Synthetic Turf Council's 2011 recommended guidelines as established in October, 2010 and outlined below:

    a. The crumb rubber shall be derived from used whole vulcanized automobile, SUV, and truck tires (DOT tires for over the road). Buffings, bladders and tubes shall not be used as feedstock.

b. The crumb rubber shall have a specific gravity range from 1.1 minimum to 1.2 maximum as determined by ASTM D 297 (including any modifications made by ASTM in the future).
c. The crumb rubber shall have an ash content of between 5 and 15% as determined by ASTM D 297 (including any modifications made by ASTM in the future).
d. The crumb rubber shall not contain more than .01% (of the total weight of crumb rubber) liberated fiber (no more than 0.6 lbs per ton) tested per ASTM D 5603. The liberated fiber remaining in the CRI shall be free flowing and not agglomerated into clumps of fiber as received at the job site.
e. The crumb rubber shall be dry and free flowing.

QUALITY REQUIREMENTS

1. Colorbiotics, the manufacturer of CushionFall Sport, shall provide an 8 year limited warranty (sample attached).

2. As a manufacturer of a crumb rubber-derived infill material for use in athletic fields, CushionFall Sport shall provide in writing a copy of the ongoing Colorbiotics Quality Control program meeting all the standards of the International Organization of Standardization (ISO) 9001.

3. Shipment data and/or order certification documents for all crumb rubber used in the production of CushionFall Sport will include the following information:

    a. Type and origin of raw material
    b. Production method
    c. Max. temperature of CRI (ambient only) during production
    d. Fiber content
    e. CRI gradation analysis

4. If sand is used in combination with CushionFall Sport infill material, the sand material utilized shall be silt-free and rounded to sub-angular or polymer-coated.

DELIVERY REQUIREMENTS

1. CushionFall Sport will arrive at the job site packaged in one ton supersacks.
    a. All supersacks will meet the following specifications:
        - Rated 2,200 (minimum) working load
        - Rated 5:1 safety factor
        - Minimum loop length of 8"
        - UV treated with a 1,200 hour standard
        - Minimum fabric weight of 5.5 ounce
        - Side seams: at least 50% of the way down the bag
        - At point of shipment bag should be clean and free of debris
        - The supersack should be secure and stable on the pallet
        - Customers should be billed for net weight of rubber shipped
        - All supersacks should have traceability to date of production
        - CRI producers may use used supersacks if a customer specifies them.

2. If sand is required, the sand should be delivered to the site graded, washed, and dried.

INSTALLATION PROCEDURES:

Correct installation is critical to performance of this system and should also follow the synthetic turf manufacturer's recommendations for changes to the infill process relative to a unique or specific fiber system.

All CushionFall Sport infill material should be installed under dry field conditions for best results.

Method of Application:

1. The infill material should be installed uniformly. The equipment used for the application of the infill materials should erect the fiber, place the infill materials, and should incorporate a metering method to provide consistent distribution. The equipment utilized should not distort or displace any base materials or damage the system in any way.

2. The infill system should be specifically sized to meet the requirements defined by the synthetic turf manufacturer and installed to maximize density and minimize infill displacement.

3. The infill mixture shall be evenly spread utilizing large drop spreader or topdresser with a minimum working width of 5' in multiple applications. During installation, the fiber shall be brushed or dragged utilizing a motorized rotary broom and/or pull-type groomer brush between applications to insure that fibers are not trapped by the infill particles. A typical installation should require no less than three application cycles to achieve the desired infill depth.

4. Typical fill levels for a system involving fiber height of 2 – 2 1/2 inches are approximately 3.0 pounds per square foot with up to 30% of the system being comprised of sand. Additional sand volume within the infill system may require a modification to the amount of rubber installed and exact proportions should be denoted by the synthetic turf manufacturer. Installation process should allow a minimum of 1/2" of fiber exposed above the height of the infill. This level may also vary by synthetic turf manufacturer requirements and fiber characteristics.

TESTING AND REQUIRED DOCUMENTATION:

1. PRIOR TO INSTALLATION, the following documentation is required:

   Material Safety Data Sheets (MSDS) with all data required to meet federal Occupational Safety & Health Administration (OSHA) standards.

2. POST-INSTALLATION, the following testing should be completed with written copies of all test results provided to the Owner:

   Fill Levels:
   Infill levels should be tested upon completion of installation and should not vary more than +/- 9mm at any location on the athletic field playing surface.

   Shock Attenuation:
   Upon completion of the infill system installation, G-max testing should be performed by an independent testing company or third-party laboratory to ensure safe playing conditions.

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PROJECT: **Whitcomb (Marlborough) Middle School**
PROJ #: 14014.00
STATUS: Schematic Design
DATE: 25 November 2014

WHITCOMB MIDDLE SCHOOL BOND REQUEST

NOTE:

Due to the inflationary and unpredictable construction climate, this cost opinion may not represent the actual cost of construction.

Item #	Item/Remarks	Subtotal
	ITEMIZED OPINION OF PROBABLE PROJECT COSTS	
00001	**SYNTHETIC TURF FIELD**	*$1,766,227.57*
1	MOBILIZATION AND SITE PREPARATION	
	Mobilization	
	Construction Entrance	
	Construction Fence	
	Utility Protection	
	Straw Wattle - Install, Maintain, Remove	
	Remove and Dispose of Existing Football Goal Posts	
	Remove and Dispose of Existing Irrigation in Existing Field	
	Remove and Dispose of Existing Walking Path (assume 12" depth)	
2	EARTHWORK	
	Strip & Dispose of Existing Sod	
	Strip & Stockpile Existing Loam On-site (assume 10" depth)	
	Screen Athletic Field Soil (Assume 20% Fluff)	
	Dispose of Tailings (Assume 10% of Screened Athletic Field Soil)	
	Allowance for On-Site Move of Existing Screened Athletic Field Soil	
	Rough Grade Entire Site	
3	FOOTBALL FIELD	
	Concrete Synthetic Turf Attachment Curb	
	Pre-Manufactured Channel Drain	
	Fine Grade Subgrade	
	Install Non-woven Geotextile at Subgrade	
	Install 12" Perimeter Collector Drain and Stone Trench	
	Install Flat Panel Drains at 20' o.c	
	Provide and Install 6" Crushed Stone Drainage Layer	
	Provide and Install 2" Finishing Stone Layer	
	Laser Grade Stone Drainage Layer	
	New Infilled Synthetic Turf System (2.5" fiber with sand and rubber infill) (all green)	
	Permanent Inlaid/Tufted Football Lines	
	Permanent Inlaid/Tufted Soccer Lines	
	30' Protective Netting at end lines	
	New Rotating Hinging Football Goal Posts (8' Offset)	
	Goal Post Padding	
	Clean Out and Drainage Manhole Allowance	
00002	**TRACK RENOVATION**	*$358,619.33*
	Strip & Dispose of Existing Track Material (assume 15" depth)	
	Bituminous Concrete Pavement and Base	
	Urethane Track Surfacing and Striping	
	4' Chain Link Fence	
00003	**SPORTS LIGHTING AND ELECTRICAL IMPROVEMENTS**	*$752,565.52*
	Site Electrical Upgrades	
	Sports Lighting System - 70 foot-candles (Gameplay) 30 Foot-candles (Practice)	
	Equipment - Musco LSG (Light Structure Green)	
	Installation Allowance	
	Multi-Purpose Scoreboard	
	Sound System Allowance	
	Electrical Communication Boxes at Field	
00004	**SPECTATOR SEATING AND PRESS BOX**	*$333,650.00*
	500 Seat Permanent Grandstand	
	Multi-purpose Press Box	
	Cement Concrete Foundations and Gravel Underneath Structure	
00005	**LANDSCAPE IMPROVEMENTS**	*$68,813.57*
	Respread Loam (Disturbed - Assume 13")	
	Stabilization of Seating Berms and Perimeter Landscape	
	Tree and Shrub Planting Allowance	
	Seed Disturbed	
	Maintenance during Grow-in Period	
00006	**SITE IMPROVEMENTS**	*$575,182.73*
1	MOBILIZATION AND SITE PREPARATION	
	Mobilization	
	Construction Entrance	
	Construction Fence	

	Utility Protection	
	Straw Wattle - Install, Maintain, Remove	
	Remove and Dispose of Existing Football Goal Posts	
	Remove and Dispose of Existing Irrigation in Existing Field	
	Remove and Dispose of Existing Walking Path (assume 12" depth)	
2	EARTHWORK	
	Strip & Dispose of Existing Sod	
	Strip & Stockpile Existing Loam On-site (assume 10" depth)	
	Screen Athletic Field Soil (Assume 20% Fluff)	
	Dispose of Tailings (Assume 10% of Screened Athletic Field Soil)	
	Allowance for On-Site Move of Existing Screened Athletic Field Soil	
	Rough Grade Entire Site	
3	SITE IMPROVEMENTS	
	Bituminous Concrete Pavement	
	Cement Concrete Pavement	
	Cast-in-place Concrete walls with Reinforcement	
	Cement Concrete Stairs (including cheekwalls and Reinforcement)	
	Flag Pole	
	Site Amenities Allowance	
	Respread Loam (Disturbed - Assume 11")	
	Stabilization of Seating Berms and Perimeter Landscape	
	Tree and Shrub Planting Allowance	
	Seed Disturbed	
	Maintenance during Grow-in Period	
00007	**WHITCOMB MIDDLE SCHOOL TURF FIELD BOND REQUEST TOTAL**	*$3,855,058.72*

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PROJECT: **Marlborough Middle School - Field Improvements Only**
PROJ #: 14014.00
STATUS: Schematic Design - DRAFT FOR CLIENT REVIEW
DATE: 26 November 2014

WHITCOMB MIDDLE SCHOOL TRACK & FIELD

NOTE:
Due to the inflationary and unpredictable construction climate, this cost opinion may not represent the actual cost of construction.

SUMMARY OPINION OF PROBABLE PROJECT COSTS

TRACK AND FIELD			**$2,172,657.20**
00001	MOBILIZATION AND SITE PREPARATION	$63,397.00	
00002	EARTHWORK	$192,718.59	
00003	FOOTBALL FIELD	$866,099.93	
00004	TRACK RENOVATION	$307,472.00	
00005	SPORTS LIGHTING AND ELECTRICAL IMPROVEMENTS	$577,400.00	
00006	LANDSCAPE IMPROVEMENTS	$165,569.68	
	TRACK AND FIELD SUBTOTAL:	**$2,172,657.20**	
	SUBTOTAL		**$2,172,657.20**
	4% General Conditions		*$86,906.29*
	8% Contractors Overhead and Profit		*$173,812.58*
	CONSTRUCTION SUBTOTAL		**$2,433,376.06**
	10% Construction Contingency		*$243,337.61*
	5% Design Contingency		*$121,668.80*
	Soft Costs and Design Fees		*$261,587.93*
	PRELIMINARY OPINION OF PROBABLE PROJECT COSTS		**$3,059,970.39**
	ESCALATED OPINION OF PROBABLE PROJECT COSTS - (4%)		
	2016		*$3,182,369.21*
	2017		*$3,309,663.98*
	2018		*$3,442,050.54*

ADD ALTERNATES		
00007	SYNTHETIC TURF FIELD CARE EQUIPMENT	*$85,890.00*
00008	ADD FOR TURF IRRIGATION SYSTEM FOR COOLING	*$33,600.00*
00009	ADD FOR ALTERNATE INFILL - ORGANIC	*$451,365.04*

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PROJECT: **Marlborough Middle School - Field Improvements Only**
PROJ # 14014.00
STATUS: Schematic Design - DRAFT FOR CLIENT REVIEW
DATE: 26 November 2014

WHITCOMB MIDDLE SCHOOL TRACK & FIELD

NOTE:
Due to the inflationary and unpredictable construction climate, this cost opinion may not represent the actual cost of construction.

Item #	Item/Remarks	Notes	Total	Unit	Unit Cost	Cost	Subtotal
	ITEMIZED OPINION OF PROBABLE PROJECT COSTS						
00001	**MOBILIZATION AND SITE PREPARATION**						*$63,397.00*
1	Mobilization		1	ALLOW	10000.00	$10,000.00	
2	Construction Entrance		1	ALLOW	10000.00	$10,000.00	
3	Construction Fence		1,434	LF	8.00	$11,472.00	
4	Utility Protection		1	ALLOW	10000.00	$10,000.00	
5	Straw Wattle - Install, Maintain, Remove		1,434	LF	8.00	$11,472.00	
6	Remove and Dispose of Existing Football Goal Posts		1	ALLOW	2500.00	$2,500.00	
7	Remove and Dispose of Existing Irrigation in Existing Field		1	ALLOW	5000.00	$5,000.00	
8	Pulverize, Remove and Stockpile Existing Bituminous Concrete	1	14,765	SF	0.20	$2,953.00	
	Item Subtotal:					**$63,397.00**	
00002	**EARTHWORK**	2					*$192,718.59*
1	Track & Field Area (+2' border)		126,739	SF			
	Strip & Dispose of Existing Sod		115,635	SF	0.08	$9,250.80	
	Strip & Dispose of Existing Loam Off-site (assume 10" depth)		3,455	CY	20.00	$69,094.11	
	Strip & Dispose of Existing Track Material (assume 15" depth)		514	CY	20.00	$10,281.48	
	Strip & Dispose of Existing Loam Off-Site for new pavement (assume 15" depth)		697	CY	20.00	$13,948.15	
	Strip & Stockpile Existing Loam On-site (assume 10" depth)		100	CY	4.00	$400.00	
	Screen Athletic Field Soil (Assume 20% Fluff)		120	CY	5.25	$630.00	
	Dispose of Tailings (Assume 10% of Screened Athletic Field Soil)		12	CY	20.00	$240.00	
	Allowance for On-Site Move of Existing Screened Athletic Field Soil		108	CY	4.00	$432.00	
	Allowance for Additional Material Cuts in Field Area (assume 6" depth)		1,894	CY	20.00	$37,884.07	
	Allowance for Import of Gravel Fill in Field Area (assume 6" depth)		1,894	CY	20.00	$37,884.07	
2	Rough Grade Entire Site		126,739	SF	0.10	$12,673.90	
	Item Subtotal:					**$192,718.59**	
00003	**FOOTBALL FIELD**						*$866,099.93*
1	Field Area		102,287	SF			
2	New Concrete Synthetic Turf Attachment Curb		1,302	LF	25.00	$32,550.00	
3	Pre-Manufactured Channel Drain		1,302	LF	54.00	$70,308.00	
4	Fine Grade Subgrade	3	102,287	SF	0.10	$10,228.70	
5	Install Non-woven Geotextile at Subgrade		102,287	SF	0.12	$12,274.44	
6	Install 12" Perimeter Collector Drain and Stone Trench		1,290	LF	40.00	$51,600.00	
7	Install Flat Panel Drains at 20' o.c.		5,009	LF	10.00	$50,090.00	
8	Provide and Install 6" Crushed Stone Drainage Layer		1,894	CY	50.00	$94,710.19	
9	Provide and Install 2" Finishing Stone Layer		633	CY	50.00	$31,633.79	
10	Laser Grade Finishing Stone Layer		102,287	SF	0.20	$20,457.40	
11	New Infilled Synthetic Turf System (2.5" fiber with sand and rubber infill) (all green)	4	102,287	SF	4.00	$409,148.00	
	ADD for Permanent Inlaid/Tufted Football Lines		1	ALLOW	7500.00	$7,500.00	
	ADD for Permanent Inlaid/Tufted Soccer Lines		1	ALLOW	5000.00	$5,000.00	
12	Protective Netting	6					
	30' Protective Netting at End Lines	6,7	200	LF	160.00	$32,000.00	
13	New Rotating Hinging Football Goal Posts (8' Offset)		1	PR	18000.00	$18,000.00	
14	Goal Post Padding		1	PR	600.00	$600.00	
15	Clean Out and Drainage Manhole Allowance		1	ALLOW	20000.00	$20,000.00	
	Item Subtotal:					**$866,099.93**	
00004	**TRACK RENOVATION**						*$307,472.00*
1	Urethane Running Track		20,983				
	Bituminous Concrete Pavement	8	20,983	SF	5.50	$115,406.50	
	Urethane Track Surfacing	9	2,331	SY	54.00	$125,898.00	
2	Chain Link Fence	6					
	4' Chain Link Fence		1,393	LF	47.50	$66,167.50	
	Subtotal:					**$307,472.00**	
00005	**SPORTS LIGHTING AND ELECTRICAL IMPROVEMENTS**						*$577,400.00*
1	Site Electrical Upgrade Allowance		1	ALLOW	35000.00	$35,000.00	
2	Sports Lighting System - 70 foot-candles (Gameplay) 30 Foot-candles (Practice)	10					
	Equipment - Musco LSG (Light Structure Green)	10	1	LS	300000.00	$300,000.00	
	Installation Allowance	10	1	ALLOW	200000.00	$200,000.00	
3	Scoreboard Allowance						
	Multi-Purpose Field Scoreboard with supports and concrete footings		1	ALLOW	40000.00	$40,000.00	

4	Electrical Communication Boxes at Field	6	EA	400.00	$2,400.00	
	Item Subtotal:				**$577,400.00**	
00006	**LANDSCAPE IMPROVEMENTS**					
1	Bituminous Concrete Pavement					*$165,569.68*
	ADA access from parking lot to track/field and recreation path	29,829	SF	5.50	$164,059.50	
2	Respread Loam (Disturbed - Assume 10")	108	CY	4.00	$432.00	
3	Seed Disturbed Areas	3,478	SF	0.25	$869.50	
4	Maintenance during Grow-in Period	3,478	SF	0.06	$208.68	
	Item Subtotal:				**$165,569.68**	
	Subtotal:					*$2,172,657.20*
	4% General Conditions					*$86,906.29*
	8% Contractors Overhead and Profit					*$173,812.58*
	CONSTRUCTION SUBTOTAL:					*$2,433,376.06*
	10% Construction Contingency					*$243,337.61*
	5% Design Contingency					*$121,668.80*
	Survey Update Fee Allowance (±0.25%)					*$6,083.44*
	Owner's Geotechnical Investigation Allowance (±0.5%)					*$12,166.88*
	Site Design, Bidding Assistance and Construction Observation Fees (±8%)					*$194,670.08*
	Regulatory Permitting Fees (±1%)					*$24,333.76*
	Design Services Contingency (±1%)					*$24,333.76*
	PRELIMINARY OPINION OF PROBABLE PROJECT COSTS					*$3,059,970.39*

ESCALATED OPINION OF PROBABLE PROJECT COSTS - (4%)

2016	*$3,182,369.21*
2017	*$3,309,663.98*
2018	*$3,442,050.54*

00007	**SYNTHETIC TURF FIELD CARE EQUIPMENT**					
1	Bob Cat "Tool Cat" Utility Vehicle	1	EA	53000.00	$53,000.00	
2	Plow Attachment	1	EA	3500.00	$3,500.00	
3	Snow Blower Attachment	1	EA	3500.00	$3,500.00	
4	Front Mounted Rotary Brush Attachment	1	EA	3500.00	$3,500.00	
5	Three Gang Drag Behind Groomer	1	EA	8100.00	$8,100.00	
6	Three Gang Drag Behind Sweeper	1	EA	8400.00	$8,400.00	
7	Drag Behind Magnet	1	EA	1800.00	$1,800.00	
	Item Subtotal:				**$81,800.00**	
	Subtotal:					*$81,800.00*
	5% Contingency					*$4,090.00*
	SYNTHETIC TURF FIELD CARE EQUIPMENT BUDGET					*$85,890.00*

00008	**ADD FOR TURF IRRIGATION SYSTEM FOR COOLING**					
1	Irrigation System for Conventional Infill System	1	ALLOW	30000.00	$30,000.00	
	Item Subtotal:				**$30,000.00**	
	Subtotal:					*$30,000.00*
	4% General Conditions					*$1,200.00*
	8% Contractors Overhead and Profit					*$2,400.00*
	IRRIGATION ALLOWANCE CONSTRUCTION SUBTOTAL:					*$33,600.00*

00009	**ADD FOR ALTERNATE INFILL - ORGANIC**					
1	New Infilled Synthetic Turf System (1.75" fiber with sand/organic infill) (all green) 11	102,287	SF	3.50	$358,004.50	
2	Irrigation System for Organic Infill System	1	ALLOW	30000.00	$30,000.00	
3	SMG Rototline (decompaction of organic infill)	1	ALLOW	15000.00	$15,000.00	
	Item Subtotal:				**$403,004.50**	
	Subtotal:					*$403,004.50*
	4% General Conditions					*$16,120.18*
	8% Contractors Overhead and Profit					*$32,240.36*
	ORGANIC INFILL ALLOWANCE CONSTRUCTION SUBTOTAL:					*$451,365.04*

NOTES:

1. The bituminous concrete base from the existing asphalt shall be pulverized and recycled as the aggregate base for the proposed bituminous concrete pavement.
2. Earthwork costs do not assume encountering unsuitable materials or ledge.
3. Area assumes preparation of subgrade for the synthetic turf.
4. Synthetic turf carpet similar to products provided by FieldTurf, Astroturf, Sportexe, Spiniturf and A-Turf.
5. Closed loop recyclable polypropylene resilient underlayment.
6. Fencing and protective netting systems shall be powder coated black.
7. Protective Netting systems include aluminum poles, ground sleeves with caps, hardware kit, cabling and 1 3/4" square mesh rope bound black nylon net.
8. Base stone required in addition to recycled bituminous concrete and stone base.
9. Urethane track surfacing similar to Beynon 300 (sandwich system).
10. Conceptual pricing from Musco Sports Lighting (www.musco.com)

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PROJECT: **Marlborough Middle School - Field Improvements Only**
PROJ #: 14014.00
STATUS: Schematic Design - DRAFT FOR CLIENT REVIEW
DATE: 26 November 2014

WHITCOMB MIDDLE SCHOOL FIELD ONLY

NOTE:
Due to the inflationary and unpredictable construction climate, this cost opinion may not represent the actual cost of construction.

SUMMARY OPINION OF PROBABLE PROJECT COSTS			
FIELD ONLY			***$1,794,522.78***
00001	MOBILIZATION AND SITE PREPARATION	*$63,397.00*	
00002	EARTHWORK	*$158,026.65*	
00003	FOOTBALL FIELD	*$775,171.19*	
00004	SPORTS LIGHTING AND ELECTRICAL IMPROVEMENTS	*$577,400.00*	
00005	LANDSCAPE IMPROVEMENTS	*$220,527.94*	
	FIELD SUBTOTAL:	***$1,794,522.78***	
	SUBTOTAL		***$1,794,522.78***
	4% General Conditions		*$71,780.91*
	8% Contractors Overhead and Profit		*$143,561.82*
	CONSTRUCTION SUBTOTAL		***$2,009,865.51***
	10% Construction Contingency		*$200,986.55*
	5% Design Contingency		*$100,493.28*
	Soft Costs and Design Fees		*$216,060.54*
	PRELIMINARY OPINION OF PROBABLE PROJECT COSTS		***$2,527,405.88***
	ESCALATED OPINION OF PROBABLE PROJECT COSTS - (4%)		
	2016		*$2,628,502.12*
	2017		*$2,733,642.20*
	2018		*$2,842,987.89*
ADD ALTERNATES			
00006	SYNTHETIC TURF FIELD CARE EQUIPMENT		*$85,890.00*
00007	ADD FOR TURF IRRIGATION SYSTEM FOR COOLING		*$33,600.00*
00008	ADD FOR ALTERNATE INFILL - ORGANIC		*$393,008.00*

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PROJECT: **Marlborough Middle School - Field Improvements Only**
PROJ #: 14014.00
STATUS: Schematic Design - DRAFT FOR CLIENT REVIEW
DATE: 26 November 2014

WHITCOMB MIDDLE SCHOOL FIELD ONLY

NOTE:

Due to the inflationary and unpredictable construction climate, this cost opinion may not represent the actual cost of construction.

Item #	Item/Remarks	Notes	Total	Unit	Unit Cost	Cost	Subtotal
	ITEMIZED OPINION OF PROBABLE PROJECT COSTS						
00001	**MOBILIZATION AND SITE PREPARATION**						***$63,397.00***
1	Mobilization		1	ALLOW	10000.00	$10,000.00	
2	Construction Entrance		1	ALLOW	10000.00	$10,000.00	
3	Construction Fence		1,434	LF	8.00	$11,472.00	
4	Utility Protection		1	ALLOW	10000.00	$10,000.00	
5	Straw Wattle - Install, Maintain, Remove		1,434	LF	8.00	$11,472.00	
6	Remove and Dispose of Existing Football Goal Posts		1	ALLOW	2500.00	$2,500.00	
7	Remove and Dispose of Existing Irrigation in Existing Field		1	ALLOW	5000.00	$5,000.00	
8	Pulverize, Remove and Stockpile Existing Bituminous Concrete	1	14,765	SF	0.20	$2,953.00	
	Item Subtotal:					**$63,397.00**	
00002	**EARTHWORK**	2					***$158,026.65***
1	Field Area (230'x380' +2' border)		89,856	SF			
	Strip & Dispose of Existing Sod		89,856	SF	0.08	$7,188.48	
	Strip & Stockpile Existing Loam On-site (assume 10" depth)		2,762	CY	4.00	$11,048.96	
	Strip & Stockpile of Existing Loam On-Site for new pavement (assume 15" depth)		697	CY	4.00	$2,789.63	
	Screen Athletic Field Soil (Assume 20% Fluff)		5,664	CY	5.25	$29,735.80	
	Dispose of Tailings (Assume 10% of Screened Athletic Field Soil)		566	CY	20.00	$11,327.92	
	Allowance for On-Site Move of Existing Screened Athletic Field Soil		5,099	CY	4.00	$20,390.26	
	Allowance for Additional Material Cuts in Field Area (assume 6" depth)		1,664	CY	20.00	$33,280.00	
	Allowance for Import of Gravel Fill in Field Area (assume 6" depth)		1,664	CY	20.00	$33,280.00	
2	Rough Grade Entire Site		89,856	SF	0.10	$8,985.60	
	Item Subtotal:					**$158,026.65**	
00003	**FOOTBALL FIELD**						***$775,171.19***
1	Field Area		87,400	SF			
2	New Concrete Synthetic Turf Attachment Curb		1,220	LF	25.00	$30,500.00	
3	Pre-Manufactured Channel Drain		1,302	LF	54.00	$70,308.00	
4	Fine Grade Subgrade	3	87,400	SF	0.10	$8,740.00	
5	Install Non-woven Geotextile at Subgrade		87,400	SF	0.12	$10,488.00	
6	Install 12" Perimeter Collector Drain and Stone Trench		1,200	LF	40.00	$48,000.00	
7	Install Flat Panel Drains at 20' o.c		4,900	LF	10.00	$49,000.00	
8	Provide and Install 6" Crushed Stone Drainage Layer		1,619	CY	50.00	$80,925.93	
9	Provide and Install 2" Finishing Stone Layer		541	CY	50.00	$27,029.26	
10	Laser Grade Finishing Stone Layer		87,400	SF	0.20	$17,480.00	
11	New Infilled Synthetic Turf System (2.5" fiber with sand and rubber infill) (all green)	4	87,400	SF	4.00	$349,600.00	
	ADD for Permanent Inlaid/Tufted Football Lines		1	ALLOW	7500.00	$7,500.00	
	ADD for Permanent Inlaid/Tufted Soccer Lines		1	ALLOW	5000.00	$5,000.00	
12	Protective Netting	6					
	30' Protective Netting at End Lines	6,7	200	LF	160.00	$32,000.00	
13	New Rotating Hinging Football Goal Posts (8' Offset)		1	PR	18000.00	$18,000.00	
14	Goal Post Padding		1	PR	600.00	$600.00	
15	Clean Out and Drainage Manhole Allowance		1	ALLOW	20000.00	$20,000.00	
	Item Subtotal:					**$775,171.19**	
00004	**SPORTS LIGHTING AND ELECTRICAL IMPROVEMENTS**						***$577,400.00***
1	Site Electrical Upgrade Allowance		1	ALLOW	35000.00	$35,000.00	
2	Sports Lighting System - 70 foot-candles (Gameplay) 30 Foot-candles (Practice)	8					
	Equipment - Musco LSG (Light Structure Green)	8	1	LS	300000.00	$300,000.00	
	Installation Allowance	8	1	ALLOW	200000.00	$200,000.00	
3	Scoreboard Allowance						
	Multi-Purpose Field Scoreboard with supports and concrete footings		1	ALLOW	40000.00	$40,000.00	
4	Electrical Communication Boxes at Field		6	EA	400.00	$2,400.00	
	Item Subtotal:					**$577,400.00**	
00005	**LANDSCAPE IMPROVEMENTS**						***$220,527.94***
1	Bituminous Concrete Pavement						
	ADA access from parking lot to track/field and recreation path		29,829	SF	5.50	$164,059.50	
2	Respread Loam (Disturbed - Assume 10")		5,098	CY	4.00	$20,390.26	
7	Stabilization of Seating Berms and Perimeter Landscape		1	ALLOW	35000.00	$35,000.00	
4	Seed Disturbed Areas		3,478	SF	0.25	$869.50	

5	Maintenance during Grow-in Period	3,478	SF	0.06	$208.68	
	Item Subtotal:				$220,527.94	
	Subtotal:					$1,794,522.78
	4% General Conditions					$71,780.91
	8% Contractors Overhead and Profit					$143,561.82
	CONSTRUCTION SUBTOTAL:					$2,009,865.51
	10% Construction Contingency					$200,986.55
	5% Design Contingency					$100,493.28
	Survey Update Fee Allowance (±0.25%)					$5,024.66
	Owner's Geotechnical Investigation Allowance (±0.5%)					$10,049.33
	Site Design, Bidding Assistance and Construction Observation Fees (±8%)					$160,789.24
	Regulatory Permitting Fees (±1%)					$20,098.66
	Design Services Contingency (±1%)					$20,098.66
	PRELIMINARY OPINION OF PROBABLE PROJECT COSTS					$2,527,405.88

ESCALATED OPINION OF PROBABLE PROJECT COSTS - (4%)

2016	$2,628,502.12
2017	$2,733,642.20
2018	$2,842,987.89

00006	**SYNTHETIC TURF FIELD CARE EQUIPMENT**					
1	Bob Cat "Tool Cat" Utility Vehicle	1	EA	53000.00	$53,000.00	
2	Plow Attachment	1	EA	3500.00	$3,500.00	
3	Snow Blower Attachment	1	EA	3500.00	$3,500.00	
4	Front Mounted Rotary Brush Attachment	1	EA	3500.00	$3,500.00	
5	Three Gang Drag Behind Groomer	1	EA	8100.00	$8,100.00	
6	Three Gang Drag Behind Sweeper	1	EA	8400.00	$8,400.00	
7	Drag Behind Magnet	1	EA	1800.00	$1,800.00	
	Item Subtotal:				**$81,800.00**	
	Subtotal:					*$81,800.00*
	5% Contingency					*$4,090.00*
	SYNTHETIC TURF FIELD CARE EQUIPMENT BUDGET					*$85,890.00*

00007	**ADD FOR TURF IRRIGATION SYSTEM FOR COOLING**					
1	Irrigation System for Conventional Infill System	1	ALLOW	30000.00	$30,000.00	
	Item Subtotal:				**$30,000.00**	
	Subtotal:					*$30,000.00*
	4% General Conditions					*$1,200.00*
	8% Contractors Overhead and Profit					*$2,400.00*
	IRRIGATION ALLOWANCE CONSTRUCTION SUBTOTAL:					*$33,600.00*

00008	**ADD FOR ALTERNATE INFILL - ORGANIC**					
1	New Infilled Synthetic Turf System (1.75" fiber with sand/organic infill) (all green) 9	87,400	SF	3.50	$305,900.00	
2	Irrigation System for Organic Infill System	1	ALLOW	30000.00	$30,000.00	
3	SMG Rototine (decompaction of organic infill)	1	ALLOW	15000.00	$15,000.00	
	Item Subtotal:				**$350,900.00**	
	Subtotal:					*$350,900.00*
	4% General Conditions					*$14,036.00*
	8% Contractors Overhead and Profit					*$28,072.00*
	ORGANIC INFILL ALLOWANCE CONSTRUCTION SUBTOTAL:					*$393,008.00*

NOTES:

1. The bituminous concrete base from the existing asphalt shall be pulverized and recycled as the aggregate base for the proposed bituminous concrete pavement.
2. Earthwork costs do not assume encountering unsuitable materials or ledge.
3. Area assumes preparation of subgrade for the synthetic turf.
4. Synthetic turf carpet similar to products provided by FieldTurf, Astroturf, Shaw Sports, Sprinturf and A-Turf.
5. Closed loop recyclable polypropylene resilient underlayment.
6. Fencing and protective netting systems shall be powder coated black.
7. Protective Netting systems include aluminum poles, ground sleeves with caps, hardware kit, cabling and 1-3/4" square mesh rope bound black nylon net.
8. Conceptual pricing from Musco Sports Lighting (www.musco.com).
9. Organic infilled synthetic turf system includes closed loop recyclable polypropylene resilient underlayment (Brock Pad).

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PROJECT: **Marlborough High School - Track & Field Improvements**
PROJ #: 14014.00
STATUS: Schematic Design - DRAFT FOR CLIENT REVIEW
DATE: 26 November 2014

MARLBOROUGH HIGH SCHOOL VITAL FIELD

NOTE:
Due to the inflationary and unpredictable construction climate, this cost opinion may not represent the actual cost of construction.

SUMMARY OPINION OF PROBABLE PROJECT COSTS

TRACK AND FIELD			***$898,772.73***
00001	MOBILIZATION AND SITE PREPARATION	*$57,294.00*	
00002	EARTHWORK	*$119,781.01*	
00003	FOOTBALL FIELD	*$721,697.72*	
	TRACK AND FIELD SUBTOTAL:	***$898,772.73***	
	SUBTOTAL		***$898,772.73***
	4% General Conditions		*$35,950.91*
	8% Contractors Overhead and Profit		*$71,901.82*
	CONSTRUCTION SUBTOTAL		***$1,006,625.46***
	10% Construction Contingency		*$100,662.55*
	5% Design Contingency		*$50,331.27*
	Soft Costs and Design Fees		*$108,212.24*
	PRELIMINARY OPINION OF PROBABLE PROJECT COSTS		***$1,265,831.52***
	ESCALATED OPINION OF PROBABLE PROJECT COSTS - (4%)		
	2016		*$1,316,464.78*
	2017		*$1,369,123.37*
	2018		*$1,423,888.30*

ADD ALTERNATES		
00005	SYNTHETIC TURF FIELD CARE EQUIPMENT	*$85,890.00*
00006	ADD FOR TURF IRRIGATION SYSTEM FOR COOLING	*$33,600.00*
00007	ADD FOR ALTERNATE INFILL - ORGANIC	*$356,179.60*

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MARLBOROUGH HIGH SCHOOL VITAL FIELD

NOTE:

Due to the inflationary and unpredictable construction climate, this cost opinion may not represent the actual cost of construction.

Item #	Item/Remarks	Notes	Total	Unit	Unit Cost	Cost	Subtotal
	ITEMIZED OPINION OF PROBABLE PROJECT COSTS						
00001	**MOBILIZATION AND SITE PREPARATION**						*$57,294.00*
1	Mobilization		1	ALLOW	10000.00	$10,000.00	
2	Construction Entrance		1	ALLOW	10000.00	$10,000.00	
3	Utility Protection		1	ALLOW	10000.00	$10,000.00	
4	Clear Span Construction Bridge to Protect Track During Construction		1	ALLOW	15000.00	$15,000.00	
5	Selective Removal of Existing Track Surface at Inside Lane Line		1	ALLOW	5000.00	$5,000.00	
6	Sawcut Existing Track (Along Inside Lane 1)		1,147	LF	2.00	$2,294.00	
7	Remove and Dispose of Existing Irrigation in Existing Field		1	ALLOW	5000.00	$5,000.00	
	Item Subtotal:					**$57,294.00**	
00002	**EARTHWORK**	1					*$119,781.01*
1	Field Area		78,005	SF			
	Strip & Dispose of Existing Sod		78,005	SF	0.08	$6,240.40	
	Strip & Dispose of Existing Loam Off-site (assume 10" depth)		2,398	CY	20.00	$47,958.63	
	Allowance for Additional Material Cuts (assume 6" depth)		1,445	CY	20.00	$28,890.74	
	Allowance for Import of Gravel Fill (assume 6" depth)		1,445	CY	20.00	$28,890.74	
2	Rough Grade Entire Site		78,005	SF	0.10	$7,800.50	
	Item Subtotal:					**$119,781.01**	
00003	**FOOTBALL FIELD**						*$721,697.72*
1	Field Area		78,005	SF			
2	New Concrete Synthetic Turf Attachment Curb		1,141	LF	25.00	$28,525.00	
3	Pre-Manufactured Channel Drain		740	LF	54.00	$39,960.00	
4	Fine Grade Subgrade	2	78,005	SF	0.10	$7,800.50	
5	Install Non-woven Geotextile at Subgrade		78,005	SF	0.12	$9,360.60	
6	Install 12" Perimeter Collector Drain and Stone Trench		1,320	LF	40.00	$52,800.00	
7	Install Flat Panel Drains at 20' o.c.		5,478	LF	10.00	$54,780.00	
8	Provide and Install 6" Crushed Stone Drainage Layer		1,445	CY	50.00	$72,226.85	
9	Provide and Install 2" Finishing Stone Layer		482	CY	50.00	$24,123.77	
10	Laser Grade Finishing Stone Layer		78,005	SF	0.20	$15,601.00	
11	New Infilled Synthetic Turf System (2.5" fiber with sand and rubber infill) (all green)	3	78,005	SF	4.00	$312,020.00	
	ADD for Permanent Inlaid/Tufted Football Lines		1	ALLOW	7500.00	$7,500.00	
	ADD for Permanent Inlaid/Tufted Women's Lacrosse Lines		1	ALLOW	5000.00	$5,000.00	
	ADD for Permanent Inlaid/Tufted Men's Lacrosse Lines		1	ALLOW	5000.00	$5,000.00	
	ADD for Permanent Inlaid/Tufted Soccer Lines		1	ALLOW	5000.00	$5,000.00	
	ADD for Permanent Inlaid/Tufted Field Hockey Lines		1	ALLOW	5000.00	$5,000.00	
12	Protective Netting						
	30' Protective Netting at End Lines	5	240	LF	160.00	$38,400.00	
13	New Rotating Hinging Football Goal Posts (8' Offset)		1	PR	18000.00	$18,000.00	
14	Goal Post Padding		1	PR	600.00	$600.00	
15	Clean Out and Drainage Manhole Allowance		1	ALLOW	20000.00	$20,000.00	
	Item Subtotal:					**$721,697.72**	
00004	**TRACK RESURFACING**						*$0.00*
	Item Subtotal:					**$0.00**	
	Subtotal:						*$898,772.73*
	4% General Conditions						*$35,950.91*
	8% Contractors Overhead and Profit						*$71,901.82*
	CONSTRUCTION SUBTOTAL:						*$1,006,625.46*
	10% Construction Contingency						*$100,662.55*
	5% Design Contingency						*$50,331.27*
	Survey Update Fee Allowance (±0.25%)						*$2,516.56*
	Owner's Geotechnical Investigation Allowance (±0.5%)						*$5,033.13*
	Site Design, Bidding Assistance and Construction Observation Fees (±8%)						*$80,530.04*
	Regulatory Permitting Fees (±1%)						*$10,066.25*
	Design Services Contingency (±1%)						*$10,066.25*

	PRELIMINARY OPINION OF PROBABLE PROJECT COSTS	**$1,265,831.52**

ESCALATED OPINION OF PROBABLE PROJECT COSTS - (4%)

2016	$1,316,464.78
2017	$1,369,123.37
2018	$1,423,888.30

00005	**SYNTHETIC TURF FIELD CARE EQUIPMENT**	6					
1	Bob Cat "Tool Cat" Utility Vehicle		1	EA	$53000.00	$53,000.00	
2	Plow Attachment		1	EA	3500.00	$3,500.00	
3	Snow Blower Attachment		1	EA	3500.00	$3,500.00	
4	Front Mounted Rotary Brush Attachment		1	EA	3500.00	$3,500.00	
5	Three Gang Drag Behind Groomer		1	EA	8100.00	$8,100.00	
6	Three Gang Drag Behind Sweeper		1	EA	8400.00	$8,400.00	
7	Drag Behind Magnet		1	EA	1800.00	$1,800.00	
	Item Subtotal:					**$81,800.00**	
	Subtotal:						*$81,800.00*
	5% Contingency						*$4,090.00*
	SYNTHETIC TURF FIELD CARE EQUIPMENT BUDGET						*$85,890.00*

00006	**ADD FOR TURF IRRIGATION SYSTEM FOR COOLING**						
1	Irrigation System for Conventional Infill System		1	ALLOW	30000.00	$30,000.00	
	Item Subtotal:					**$30,000.00**	
	Subtotal:						*$30,000.00*
	4% General Conditions						*$1,200.00*
	8% Contractors Overhead and Profit						*$2,400.00*
	IRRIGATION ALLOWANCE CONSTRUCTION SUBTOTAL:						*$33,600.00*

00007	**ADD FOR ALTERNATE INFILL - ORGANIC**						
1	New Infilled Synthetic Turf System (1.75" fiber with sand/organic infill) (all green)	7	78,005	SF	3.50	$273,017.50	
2	Irrigation System for Organic Infill System		1	ALLOW	30000.00	$30,000.00	
3	SMG Rotoline (decompaction of organic infill)		1	ALLOW	15000.00	$15,000.00	
	Item Subtotal:					**$318,017.50**	
	Subtotal:						*$318,017.50*
	4% General Conditions						*$12,720.70*
	8% Contractors Overhead and Profit						*$25,441.40*
	ORGANIC INFILL ALLOWANCE CONSTRUCTION SUBTOTAL:						*$356,179.60*

NOTES:

1. Earthwork costs do not assume encountering unsuitable materials or ledge.
2. Area assumes preparation of subgrade for the synthetic turf.
3. Synthetic turf carpet similar to products provided by Fieldturf, Astroturf, Sportexe, Sprint-turf and A-Turf.
4. Closed loop recyclable polypropylene resilient underlayment.
5. Protective Netting systems include aluminum poles, ground sleeves with caps, hardware kit, cabling and 1.3/4" square mesh rope bound back by an net.
6. If Baseball Field and Vitu Field turf installations are completed simultaneously, one set of synthetic turf field care equipment will be sufficient.
7. Organic infilled synthetic turf system includes closed loop recyclable polypropylene resilient underlayment (Brock Pad).

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PROJECT: **Marlborough High School - Baseball Field Renovations**
PROJ #: 14014.00
STATUS: Schematic Design - DRAFT FOR CLIENT REVIEW
DATE: 26 November 2014

MARLBOROUGH HIGH SCHOOL BASEBALL FIELD

NOTE:
Due to the inflationary and unpredictable construction climate, this cost opinion may not represent the actual cost of construction.

SUMMARY OPINION OF PROBABLE PROJECT COSTS			
BASEBALL FIELD			***$1,679,435.25***
00001	MOBILIZATION AND SITE PREPARATION	*$58,080.00*	
00002	EARTHWORK	*$282,859.22*	
00003	BASEBALL FIELD	*$1,224,919.79*	
00004	SPECTATOR SEATING	*$7,448.00*	
00005	ELECTRICAL IMPROVEMENTS	*$55,000.00*	
00006	LANDSCAPE IMPROVEMENTS	*$51,128.25*	
	BASEBALL SUBTOTAL:	***$1,679,435.25***	
	SUBTOTAL		***$1,679,435.25***
	4% General Conditions		*$67,177.41*
	8% Contractors Overhead and Profit		*$134,354.82*
	CONSTRUCTION SUBTOTAL		***$1,880,967.48***
	10% Construction Contingency		*$188,096.75*
	5% Design Contingency		*$94,048.37*
	Soft Costs and Design Fees		*$202,204.00*
	PRELIMINARY OPINION OF PROBABLE PROJECT COSTS		***$2,365,316.61***
	ESCALATED OPINION OF PROBABLE PROJECT COSTS - (4%)		
	2016		*$2,459,929.27*
	2017		*$2,558,326.44*
	2018		*$2,660,659.50*
ADD ALTERNATES			
00005	SYNTHETIC TURF FIELD CARE EQUIPMENT		*$85,890.00*
00006	ADD FOR TURF IRRIGATION SYSTEM FOR COOLING		*$33,600.00*
00007	ADD FOR ALTERNATE INFILL - ORGANIC		*$610,626.80*

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PROJECT: **Marlborough High School - Baseball Field Renovations**
PROJ #: 14014.00
STATUS: Schematic Design - DRAFT FOR CLIENT REVIEW
DATE: 26 November 2014

MARLBOROUGH HIGH SCHOOL BASEBALL FIELD

NOTE:
Due to the inflationary and unpredictable construction climate, this cost opinion may not represent the actual cost of construction.

Item #	Item/Remarks	Notes	Total	Unit	Unit Cost	Cost	Subtotal
	ITEMIZED OPINION OF PROBABLE PROJECT COSTS						
00001	**MOBILIZATION AND SITE PREPARATION**						*$58,080.00*
1	Mobilization		1	ALLOW	10000.00	$10,000.00	
2	Construction Entrance		1	ALLOW	10000.00	$10,000.00	
3	Construction Fence	1	500	LF	8.00	$4,000.00	
4	Straw Wattle - Install, Maintain, Remove		1,500	LF	8.00	$12,000.00	
5	Remove and Dispose of Existing Dugouts		1	ALLOW	2500.00	$2,500.00	
6	Remove and Recycle Existing Bleachers		1	ALLOW	2500.00	$2,500.00	
7	Remove and Dispose of Existing Backstops and CLF		1,510	LF	8.00	$12,080.00	
8	Remove and Dispose of Existing Irrigation in Existing Field		1	ALLOW	5000.00	$5,000.00	
	Item Subtotal:					**$58,080.00**	
00002	**EARTHWORK**	2					*$282,859.22*
1	Field Area (+2' border)		146,012	SF			
	Strip & Dispose of Existing Sod		131,542	SF	0.08	$10,523.36	
	Strip & Dispose of Existing Loam Off-Site (assume 10')		3,861	CY	20.00	$77,213.97	
	Strip & Dispose of Existing Infield Mix Off-Site (assume 10")		445	CY	20.00	$8,896.37	
	Strip & Stockpile Existing Loam On-site (assume 10" depth)		183	CY	4.00	$732.00	
	Screen Athletic Field Soil (Assume 20% Fluff)		220	CY	5.25	$1,152.90	
	Dispose of Tailings (Assume 10% of Screened Athletic Field Soil.)		22	CY	20.00	$439.20	
	Allowance for On-Site Move of Existing Screened Athletic Field Soil		198	CY	4.00	$790.56	
	Allowance for Additional Material Cuts (assume 6" depth)		2,704	CY	20.00	$54,078.52	
	Allowance for Import of Gravel Fill (assume 6" depth)		2,704	CY	20.00	$54,078.52	
2	Walkways, Drives and General Built Areas (+2' border)		10,091	SF			
	Strip & Dispose of Existing Loam (assume 15" depth)		467	CY	20.00	$9,343.52	
3	Cut to fill (to correct cross slope of existing baseball outfield)		10,000	CY	5.00	$50,000.00	
4	Rough Grade Entire Site		156,103	SF	0.10	$15,610.30	
	Item Subtotal:					**$282,859.22**	
00003	**BASEBALL FIELD**						*$1,224,919.79*
1	New Field Area		142,915	SF			
2	New Concrete Synthetic Turf Attachment Curb		1,771	LF	25.00	$44,275.00	
3	Fine Grade Subgrade	3	142,915	SF	0.10	$14,291.50	
4	Install Non-woven Geotextile at Subgrade		142,915	SF	0.12	$17,149.80	
5	Install 12" Perimeter Collector Drain and Stone Trench		1,388	LF	40.00	$55,520.00	
6	Install Flat Panel Drains at 20' o.c.		6,902	LF	10.00	$69,020.00	
7	Provide and Install 6" Crushed Stone Drainage Layer		2,647	CY	50.00	$132,328.70	
8	Provide and Install 2" Finishing Stone Layer		884	CY	50.00	$44,197.79	
9	Laser Grade Finishing Stone Layer		142,915	SF	0.20	$28,583.00	
10	New Infilled Synthetic Turf System (2.5" fiber with sand and rubber infill) (all green)	4	142,915	SF	4.00	$571,660.00	
	ADD for Permanent Inlaid/Tufted Baseball Lines and Infield		1	ALLOW	5000.00	$5,000.00	
11	Pre-manufactured Channel Drain		500	LF	54.00	$27,000.00	
12	Chain Link Fence / Protective Netting	6					
	8' Chain Link Fence		1,620	LF	55.00	$89,100.00	
	4' Wide Single Gate		5	EA	750.00	$3,750.00	
	12' Wide Double Vehicular (Emergency Access) Gate		1	EA	1500.00	$1,500.00	
	30' Ball Netting with 4' High Chain Link Fence Backstop		153	LF	225.00	$34,425.00	
	ADD for Safety Top Cap on all CLF		1,620	LF	4.00	$6,480.00	
	ADD for Windscreen at outfield CLF only		733	LF	7.00	$5,131.00	
13	Athletic Equipment						
	Bases		2	SET	450.00	$900.00	
	Home Plate (with ground anchors)		5	EA	150.00	$750.00	
	Pitching Rubber		5	EA	150.00	$750.00	
	30' Foul Poles (with 18" Wing)		1	PR	4500.00	$4,500.00	
	Single Overhead Batting Tunnel	7	1	EA	12000.00	$12,000.00	
14	Team Areas/Dugouts						
	Cement Concrete Pad for Team Area		1,166	SF	8.00	$9,328.00	
	8' Chain Link Fence		150	LF	55.00	$8,250.00	
	Helmet, Bat and Storage Stand-up Unit	8,9	2	EA	4415.00	$8,830.00	
	Two Tier Aluminum Team Benches (15' Long)	10	6	EA	1700.00	$10,200.00	
15	Clean Out and Drainage Manhole Allowance		1	ALLOW	20000.00	$20,000.00	
	Item Subtotal:					**$1,224,919.79**	
00004	**SPECTATOR SEATING**						*$7,448.00*

2	Cement Concrete Bleacher Pad	931	SF	8.00	$7,448.00	
	Item Subtotal:				**$7,448.00**	
00005	**ELECTRICAL IMPROVEMENTS**					
1	Site Electrical Upgrade Allowance					*$55,000.00*
2	Scoreboard Allowance	1	ALLOW	15000.00	$15,000.00	
	Baseball/Multi-purpose scoreboard with supports and concrete footings	1	ALLOW	40000.00	$40,000.00	
	Item Subtotal:				**$55,000.00**	
00006	**LANDSCAPE IMPROVEMENTS**					
1	Circulation and Walkways					*$51,128.25*
	Bituminous Concrete Pavement	4,643	SF	5.50	$25,536.50	
2	Retaining Walls					
	Retaining Walls (Cast-in-place Concrete with Reinforcement)	1	ALLOW	15000.00	$15,000.00	
	Guard Rail for Retaining Wall	195	LF	40.00	$7,800.00	
3	Respread Screened Loam (Disturbed - assume 10")	198	CY	4.00	$792.37	
4	Seed Disturbed Areas	6,448	SF	0.25	$1,612.00	
5	Maintenance of Turf during Grow-in Period	6,448	SF	0.06	$386.88	
	Item Subtotal:				**$51,128.25**	
	Subtotal:					*$1,679,435.25*
	4% General Conditions					*$67,177.41*
	8% Contractors Overhead and Profit					*$134,354.82*
	CONSTRUCTION SUBTOTAL:					*$1,880,967.48*
	10% Construction Contingency					*$188,096.75*
	5% Design Contingency					*$94,048.37*
	Survey Update Fee Allowance (±0.25%)					*$4,702.42*
	Owner's Geotechnical Investigation Allowance (±0.5%)					*$9,404.84*
	Site Design, Bidding Assistance and Construction Observation Fees (±8%)					*$150,477.40*
	Regulatory Permitting Fees (±1%)					*$18,809.67*
	Design Services Contingency (±1%)					*$18,809.67*
	PRELIMINARY OPINION OF PROBABLE PROJECT COSTS					**$2,365,316.61**

ESCALATED OPINION OF PROBABLE PROJECT COSTS - (4%)

2016	*$2,459,929.27*
2017	*$2,558,326.44*
2018	*$2,660,659.50*

00005	**SYNTHETIC TURF FIELD CARE EQUIPMENT**	12					
1	Bob Cat "Toor Cat" Utility Vehicle		1	EA	53000.00	$53,000.00	
2	Plow Attachment		1	EA	3500.00	$3,500.00	
3	Snow Blower Attachment		1	EA	3500.00	$3,500.00	
4	Front Mounted Rotary Brush Attachment		1	EA	3500.00	$3,500.00	
5	Three Gang Drag Behind Groomer		1	EA	8100.00	$8,100.00	
6	Three Gang Drag Behind Sweeper		1	EA	8400.00	$8,400.00	
7	Drag Behind Magnet		1	EA	1600.00	$1,800.00	
	Item Subtotal:					**$81,800.00**	
	Subtotal:						*$81,800.00*
	5% Contingency						*$4,090.00*
	SYNTHETIC TURF FIELD CARE EQUIPMENT BUDGET						*$85,890.00*

00006	**ADD FOR TURF IRRIGATION SYSTEM FOR COOLING**					
1	Irrigation System for Conventional Infill System	1	ALLOW	30000.00	$30,000.00	
	Item Subtotal:				**$30,000.00**	
	Subtotal:					*$30,000.00*
	4% General Conditions					*$1,200.00*
	8% Contractors Overhead and Profit					*$2,400.00*
	IRRIGATION ALLOWANCE CONSTRUCTION SUBTOTAL:					*$33,600.00*

00007	**ADD FOR ALTERNATE INFILL - ORGANIC**						
1	New Infilled Synthetic Turf System (1.75" fiber with sand/organic infill) (all green)	13	142,915	SF	3.50	$500,202.50	
2	Irrigation System for Organic Infill System		1	ALLOW	30000.00	$30,000.00	
3	SMG Rototine (decompaction of organic infill)		1	ALLOW	15000.00	$15,000.00	
	Item Subtotal:					**$545,202.50**	
	Subtotal:						*$545,202.50*
	4% General Conditions						*$21,808.10*
	8% Contractors Overhead and Profit						*$43,616.20*
	ORGANIC INFILL ALLOWANCE CONSTRUCTION SUBTOTAL:						*$610,626.80*

NOTES:

1. Existing perimeter chain link fence can also be utilized as construction fencing in order to maintain a secure site.
2. Earthwork costs do not assume encountering unsuitable materials or ledge.
3. Area assumes preparation of subgrade for the synthetic turf, warning track, team areas and bull pens.
4. Synthetic turf carpet similar to products provided by FieldTurf, Astroturf, Sportexe, Sprinturf and A-Turf and includes replacement home plate areas.

5. Closed loop recyclable polypropylene resilient underlayment.
6. Fencing and protective netting system shall be powder coated black.
7. Includes aluminum poles (powder coated black), ground sleeves with caps, hardware kit, cabling and 1 3/4" square mesh rope bound black nylon net.
8. Unit has eight (8) bat and sixteen (16) helmet compartments with lockable storage underneath.
9. Unit is constructed of 3/4" exterior grade plywood with solid ash trim and marine grade polyurethane finish. Color options are available.
10. Colors to be selected from the manufacturer's list of standard colors.
11. Conceptual pricing provided by Dant Clayton (www.stadiumbleachers.com).
12. If Baseball Field and Vital Field Turf installations are completed simultaneously, one set of synthetic turf field care equipment will be left over.

LITTERKAT®

The LitterKat is designed to sweep up light debris from the turf surface without displacing infill material.

It's the perfect choice for keeping your synthetic sports field clean, safe and ready for action.

- Fast and Effective Debris Pick-Up
- Recirculation of Infill Material
- Ground-Driven for Low Maintenance
- Easy Clean-Up and Wash Down Safe
- Magnet for Ferrous Objects

With dual 12-volt vibrators in the collection baskets, LitterKat quickly and easily redistributes infill while retaining sports field debris like paper, pen & pencils, rocks, shoe spikes, athletic tape and sunflower seed shells.

The collection baskets have a brushed aluminum finish and easy access doors for cleanout.

The LitterKat is also equipped with a tow-behind magnet for pickup of unwanted ferrous objects.

The powerful 6-foot unit pulls objects from deep in the surface into the magnet — keeping dangerous objects like track spikes, bobby pins, safety pins and nails out of the infill material.

SPECIFICATIONS

Model	760
Frame Width	73" All steel construction; 87" with wheels
Drive Mechanism	Direct drive gear with rigid gear guards
Draw Bar	56" x 3" diameter steel with adjustable hitch
Length	36 inches (72 inches overall including the drawbar)
Height	20.5 inches
Overall Depth	42 inches
Basket	31"L x 35.5"W x 9"D perforated and removable
Wheels	4 Bolt 4.80 x 12 pneumatic with bearings
Finish	Powder coat with 6-step pre-wash including degreaser and anti rust coating
Electric	(12v) Linear actuator for lifting baskets (12v) Vibrators (1 per basket)
Brush	33"L x 10" diameter continuous nylon bristle
Weight	447 lbs.
Shipping Crate	93 x 48 x 28 (LitterKat) 82 x 28 x 14 (Magnet)
Crated Weight	634 lbs. (LitterKat) 180 lbs. (Magnet)

SYNTHETIC SPORTS TURF GROOMER

The Synthetic Groomer with it's new and improved brush design conditions synthetic turf surfaces while delivering greater labor efficiencies , ease of operation, and a lower total cost of ownership.

Simple in design with a heavy-duty construction, the focal point of this patented design are the precise brush dimensions and angles. This allows grooming in three directions, standing up turf fibers and leveling infill material.

- **Stands Up Synthetic Fibers**
- **True One-Pass Performance**
- **Superior Balance for Consistent Grooming**
- **Used in Wet and Dry Conditions**
- **Patented Quadruple Direction Design**
- **Works on All Infilled Surfaces**

The Synthetic Sports Turf Groomer has 16 Super Duty Blue brushes set at various angles to the direction the unit is being towed.

It has perfect balance side to side and front to back — allowing for smooth brushing with no hopping. The electric actuator provides almost infinite adjustment control, from wheels down transport to wheels up brushing.

The Groomer stands the turf surface up and assists in moving the top layer of infill, leveling low spots and depressions left after play.

SPECIFICATIONS

Model	920SDE
Main Frame	2 inch square tube (11 gauge) with 1-1/2 inch (10 gauge) Square tube cross bars
Draw Bar	One piece 2" square tube
Length	48 inches (84 inches overall including the drawbar)
Width	72 inches
Weight	260 lbs.
Running Gear	2 pneumatic tires (16 x 650-8) Ribbed 2-ply with Oil Impregnated Graf oil bushings
Electric Lift	1000 lb. capacity Electric 12 volt linear actuator
Finish	Powder coat with 6-step pre-wash including degreaser and anti rust coating
Brushes	(16) Blue Super Duty Synthetic, flat bristles attached to polypropylene head - 4-12"; 8-18"; 4-41"
Brush Weight	26 lbs. - Full set Blue
Shipping Crate	75-1/2" x 53-3/4" x 29"
Crated Weight	388 lbs.

RotoTine
RT1500

Attachment for loosening of artificial turf.

RotoTine RT1500 is designed to loosen the artificial turf infill material. It can also be used to work out the infill from the artificial turf by adjusting the working depth to a lower setting. 4 adjustment spindles allow the adjustment of the working depth to the desired setting. A locking mechanism secures the spindles from turning.

The rotating tools are equipped with tines. If needed, brushes of different configuration and hardness can be used.

Requirements for using the RT1500:
Operation requires a tractor with at least 23 kW (31 HP) drive power and also a 3-point hydraulic hitch. We recommend a continuously variable hydrostatic transmission drive or crawling gear. The PTO must be at 540 rpm.

Brackets for tines and brushes

Adjustment spindle lock mechanism for the working depth

Solid angle gear

Technical information:

Drive:	PTO adapter, 540 rpm
Working width:	1.500 mm
Weight:	280 kg
Dimensions:	L 1.500 x B 900 x H 800 mm

IN CITY COUNCIL

Marlborough, Mass., NOVEMBER 3, 2014

ORDERED:

Executive Assistant to the Mayor	-	-	-	-	-	-	$50,951.00
Assistant City Solicitor	$78,936.00	$80,514.72	$82,125.00	$83,767.51	$85,442.86	$87,151.72	88,895.00
Chief Procurement Officer	$73,702.00	$75,176.04	$76,679.56	$78,213.15	$79,777.41	$81,372.96	$83,000.00
Library Director	$87,909.00	$89,667.18	$91,460.52	$93,289.73	$95,155.53	$97,058.64	$99,000.00
Paralegal	$38,769.00	$39,544.38	$40,335.27	$41,141.97	$41,964.81	$42,804.11	$43,660.20
Assistant Recreation Director	$55,054.22	$56,155.31	$57,278.41	$58,423.98	$59,592.46	$60,784.31	$62,000.00
Senior Clerk (nonunion)	$39,769.00	$39,544.38	$40,335.27	$41,141.97	$41,964.81	$42,804.11	$43,660.19
Mayor							
City Council							

Be and is herewith refer to **FINANCE COMMITTEE**.

ADOPTED

ORDER NO. 14-1006005A

Please note that that the Mayor's office will be providing more Orders pertinent to this item for the November 17, 2014 City Council agenda which will be appropriately numbered 14-1006005B, C, and D to correlate with this item.

IN CITY COUNCIL

Marlborough, Mass., NOVEMBER 3, 2014

ORDERED:

Be it ordained by the City Council of the City of Marlborough, acting upon a recommendation of the Mayor, that the Code of the City of Marlborough (hereinafter, the "City Code"), as amended, be further amended by amending in Chapter 125, entitled "Personnel," Section 6, entitled "Compensation Schedule, " as follows:

A. Section 6 is hereby retitled "Salary Schedule"
B. This salary schedule shall take effect July 1, 2015.
C. Any new hires to the positions listed below who are appointed to their position will begin at Step 1.
D. The Mayor shall have the authority and discretion to waive any two steps of the salary schedule for all positions, subject to available appropriation.
E. The positions of City Solicitor, Chief of Staff to the Mayor, Executive Assistant to the Mayor and Executive Assistant to the City Council, as at-will employees, shall be compensated reasonably in any amount up to but not to exceed their Step 7 Maximum.
F. As allowed under Massachusetts General Law Chapter 41, Section 108O, the positions of Police Chief and Fire Chief are eligible to receive employment contracts provided that their total compensation, including but not limited to salary, stipends and educational incentives does not exceed their Step 7 Maximum.
G. Any changes to the salary of the Mayor and City Council shall not take effect until January 1, 2016.

Position	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7 / Max**
	Start	*6 months of service*	*1 year of service*	*2 yrs. of service*	*3 yrs. of service*	*4 yrs. of service*	*5 yrs. of service*
Comptroller - Treasurer	$104,781.00	$106,876.62	$109,014.15	$111,194.43	$113,418.32	$115,686.69	118,000.00
Fire Chief / Police Chief	-	-	-	-	-	-	$160,000.00
Human Resources Director	$84,357.00	$86,044.14	$87,765.02	$89,520.32	$91,310.73	$93,136.94	$95,000.00
City Auditor	$86,133.00	$87,855.66	$89,612.77	$91,405.02	$93,233.12	$95,097.77	$97,000.00
Building Commissioner	$87,021.00	$88,761.42	$90,536.65	$92,347.38	$94,194.33	$96,078.21	98,000.00
City Solicitor	-	-	-	-	-	-	$113,000.00
City Clerk	$78,142.00	79,704.84	$81,298.94	$82,924.91	$84,583.41	$86,275.08	$88,000.00
Chief of Staff to the Mayor / Executive Assistant to the City Council	-	-	-	-	-	-	$66,000.00

11

RECEIVED
CITY CLERK
CITY OF MARLBOROUGH
2014 OCT 30

City of Marlborough
Office of the Mayor

140 Main Street
Marlborough, Massachusetts 01752
Tel. (508) 460-3770 Facsimile (508) 460-3698 TDD (508) 460-3610
www.marlborough-ma.gov

Arthur G. Vigeant
MAYOR

Michael C. Berry
EXECUTIVE AIDE

Patricia Bernard
EXECUTIVE SECRETARY

Fin

October 30, 2014

City Council President Patricia Pope
Marlborough City Council
140 Main Street
Marlborough, MA 01752

Re: Nonunion Compensation Proposal and Proposed Job Title Changes

Honorable President Pope and Councilors:

During my eighteen years on the Council, there were two instances I recall in which Mayors submitted to the Council changes and revisions to the city's compensation plan for nonunion employees. Both plans elicited healthy debate and even a dose of criticism (perhaps by yours truly) but ultimately were unsuccessful. It is with a nod to that past and my eye towards the future that I submit to you a draft proposal to update the salaries and compensation of several Department Head and nonunion positions.

Nearly a year and a half ago, we joined together to update the salary for the position of Comptroller-Treasurer due to the fact that our salary at that time put the city at a serious competitive disadvantage. Since that time it has become clear that there are several more positions throughout the city where our compensation plan is far behind other towns in our region as well as other similarly sized communities throughout the state.

A most recent example of this was our search for a new Building Commissioner. Our job posting attracted significantly fewer experienced candidates than anticipated. This was compounded by the fact that a nearby community half our size posted their Building Commissioner position with a starting salary$6,500 higher than our own. Another example fast approaching will involve the search and hiring process for the position of Fire Chief.

I firmly believe that the City of Marlborough can attract talented professionals without paying the highest wages. However, I also believe that we cannot expect to attract or even retain these same talented professionals if we remain where we are. Most importantly, I believe we are all in agreement that changing one salary at a time after an employee leaves is not the best way to address this issue.

Enclosed for your information several salary surveys and summary pages my office has put together that provides the basis for my proposal. One survey compares our compensation against seven other cities and towns with comparable populations. The other survey compares us against eight Metro-West and Worcester area towns. You will note that the surveys also contain both the Mayor and City

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Council though I have refrained from making any new recommendations in my proposal. I hope you will find this information useful during your deliberations.

The proposal before you is a seven step schedule with incremental 2% increases for each step. By comparison, our existing ordinance is a four step schedule with 4% increases for each step over a three year period. Though there are countless ways to construct a salary schedule, some had twelve or more steps; others simply had a minimum and maximum where the Mayor or Town Manager would individually increase a salary each year at his or her discretion. I believe this proposal strikes a balance between giving too much authority to the Chief Executive and having an unnecessarily complicated and rigid compensation plan.

You will note that this proposal does not address every nonunion position throughout the city. Some positions, such as that of the City Engineer and City Collector, have competitive salaries that do not warrant immediate adjustments. Several other positions either lacked enough comparable data to make a new recommendation or are under consideration for a potential reorganization plan in the future. My hope is that once we are able to establish the foundation of a new salary schedule, it will be easier for us to collectively address the positions not listed here in the future.

Also included in this correspondence is an amendment to the city's ordinance relative to the payout of accrued sick time to nonunion employees. I believe our current system, in which employees receive a maximum benefit of $1,000.00 encourages the use of sick days when they may not necessarily be warranted. My proposal increases this cap to $5,000.00 which I believe levels the playing field and achieves a better balance when it comes to our employee benefits.

Lastly, this proposal includes updates to several job titles that I believe are necessary to reflect a contemporary municipal organization. Those are:

Current title: Personnel Director → New title: Human Resources Director
Current title: Executive Aide to the Mayor → New title: Chief of Staff to the Mayor
Current title: Executive Secretary to the Mayor → New title: Executive Assistant to the Mayor
Current title: City Council Research Assistant → New title: Executive Assistant to the City Council

I believe these titles more accurately reflect the roles and responsibilities of these positions in our municipal organization. I have included for your consideration order's that reflect these updates.

As Mayor, I am charged with managing our municipal organization and, as our City Council, you are charged with shaping it. Together, we are partners in government and I wish to thank you in advance for embarking with me on this necessary debate and discussion.

Sincerely,

Arthur G. Vigeant
Mayor

Enclosures: Proposed nonunion salary ordinance
Proposed amendment to the sick leave payout ordinance
Proposed Job / Department title ordinance

The City of Marlborough does not discriminate on the basis of race, color, nation origin, sex, religion, age or disability in employment or the provisions of services

ORDERED:

Be it ordained by the City Council of the City of Marlborough, acting upon a recommendation of the Mayor, that the Code of the City of Marlborough (hereinafter, the "City Code"), as amended, be further amended by amending in Chapter 125, entitled "Personnel," Section 6, entitled "Compensation Schedule, " as follows:

A. Section 6 is hereby retitled "Salary Schedule"
B. This salary schedule shall take effect July 1, 2015.
C. Any new hires to the positions listed below who are appointed to their position will begin at Step 1.
D. The Mayor shall have the authority and discretion to waive any two steps of the salary schedule for all positions, subject to available appropriation.
E. The positions of City Solicitor, Chief of Staff to the Mayor, Executive Assistant to the Mayor and Executive Assistant to the City Council, as at-will employees, shall be compensated reasonably in any amount up to but not to exceed their Step 7 Maximum.
F. As allowed under Massachusetts General Law Chapter 41, Section 108O, the positions of Police Chief and Fire Chief are eligible to receive employment contracts provided that their total compensation, including but not limited to salary, stipends and educational incentives does not exceed their Step 7 Maximum.
G. Any changes to the salary of the Mayor and City Council shall not take effect until January 1, 2016.

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 / Max
	Start	*6 months of service*	*1 year of service*	*2 yrs. of service*	*3 yrs. of service*	*4 yrs. of service*	*5 yrs. of service*
Comptroller - Treasurer	$104,781.00	$106,876.62	$109,014.15	$111,194.43	$113,418.32	$115,686.69	118,000.00
Fire Chief / Police Chief	-	-	-	-	-	-	$160,000.00
Human Resources Director	$84,357.00	$86,044.14	$87,765.02	$89,520.32	$91,310.73	$93,136.94	$95,000.00
City Auditor	$86,133.00	$87,855.66	$89,612.77	$91,405.02	$93,233.12	$95,097.77	$97,000.00
Building Commissioner	$87,021.00	$88,761.42	$90,536.65	$92,347.38	$94,194.33	$96,078.21	98,000.00
City Solicitor	-	-	-	-	-	-	$113,000.00
City Clerk	$78,142.00	79,704.84	$81,298.94	$82,924.91	$84,583.41	$86,275.08	$88,000.00
Chief of Staff to the Mayor / Executive Assistant to the City Council	-	-	-	-	-	-	$66,000.00
Executive Assistant to the Mayor	-	-	-	-	-	-	$50,951.00
Assistant City Solicitor	$78,936.00	$80,514.72	$82,125.00	$83,767.51	$85,442.86	$87,151.72	88,895.00
Chief Procurement Officer	$73,702.00	$75,176.04	$76,679.56	$78,213.15	$79,777.41	$81,372.96	$83,000.00
Library Director	$87,909.00	$89,667.18	$91,460.52	$93,289.73	$95,155.53	$97,058.64	$99,000.00
Paralegal	$38,769.00	$39,544.38	$40,335.27	$41,141.97	$41,964.81	$42,804.11	$43,660.20
Assistant Recreation Director	$55,054.22	$56,155.31	$57,278.41	$58,423.98	$59,592.46	$60,784.31	$62,000.00
Senior Clerk (nonunion)	$39,769.00	$39,544.38	$40,335.27	$41,141.97	$41,964.81	$42,804.11	$43,660.19
Mayor							
City Council							

ADOPTED
In City Council
Order No. 14-

Adopted

Approved by Mayor
Arthur G. Vigeant
Date:

A TRUE COPY
ATTEST:

IN CITY COUNCIL

Marlborough, Mass., NOVEMBER 17, 2014

ORDERED:

Be it ordained by the City Council of the City of Marlborough, acting upon a recommendation of the Mayor, that the Code of the City of Marlborough, as amended, be further amended as follows:

Section 125-27, entitled "Use of sick leave" is hereby amended by deleting paragraph C. in its entirety and inserting in place thereof the following new paragraph C.:

C. Upon the termination of employment of a non-union employee, except where the termination is by the City for cause, or upon the death of a non-union employee, the City shall pay to said employee or said employee's beneficiary or estate, whichever is applicable, the value of the employee's accumulated and unused sick leave, not to exceed the amount of $5,000.00.

Be and is herewith refer to **FINANCE COMMITTEE**.

ADOPTED

ORDER NO. 14-1006005B

11

City of Marlborough
Office of the Mayor

RECEIVED
CITY CLERK'S OFFICE
CITY OF MARLBOROUGH
2014 NOV 13 A 11:

140 Main Street
Marlborough, Massachusetts 01752
Tel. (508) 460-3770 Facsimile (508) 460-3698 TDD (508) 460-3610
www.marlborough-ma.gov

Arthur G. Vigeant
MAYOR

Michael C. Berry
EXECUTIVE AIDE

Patricia Bernard
EXECUTIVE SECRETARY

S/L order to fin
title changes to Lab

November 13, 2014

City Council President Patricia Pope
Marlborough City Council
140 Main Street
Marlborough, MA 01752

Re: Amendment to the City of Marlborough General Code Relative to Nonunion Employee Benefits and Updates to Department and Employee Titles

Honorable President Pope and Councilors:

As part of my effort to address the city's competitive standing as it relates to Department Heads and nonunion staff compensation, I am enclosing for your approval, an amendment to the city's General Code relative to the payout of accrued sick time to nonunion employees. Our current system caps sick leave payouts to departing and/or retiring nonunion employees at $1,000.00. In my opinion, our current policy encourages the use of sick days when they may not necessarily be warranted due to the fact that, for many employees, $1,000.00 represents as little as one week of sick time or less. As sick time is accrued at 1.25 days per month, time can accumulate rather quickly.

My proposal increases this cap to $5,000.00 which I believe represents a fair deal for both sides and establishes a better employer / employee balance. By comparison, as you have seen from past transfer requests, union employees are entitled to receive a substantially higher sick time payout.

Additionally, this correspondence includes a proposal to update several job titles that I believe are necessary to reflect a contemporary, progressive thinking municipal organization. Those are:

Current title: Personnel Director → New title: Human Resources Director

Current title: Personnel Department → New title: Human Resources Department

Current title: Executive Aide to the Mayor → New title: Chief of Staff to the Mayor

Current title: Executive Secretary to the Mayor → New title: Executive Assistant to the Mayor

Current title: City Council Research Assistant → New title: Legislative Aide to the City Council

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I believe these titles more accurately reflect the roles and responsibilities of these positions. As is often done in the private sector, I believe it is important for the city to periodically assess itself so as to ensure it is competitively situated when it comes to attracting and retaining employees and providing a professional environment for talented professionals to grow and thrive in.

I want to thank you in advance for your consideration and I look forward to discussing this with you in greater detail.

Sincerely,

Arthur G. Vigeant
Mayor

Enclosures: Proposed amendment to the sick leave payout ordinance
Proposed Job / Department title ordinance

The City of Marlborough does not discriminate on the basis of race, color, nation origin, sex, religion, age or disability in employment or the provisions of services.

ORDERED:

Be it ordained by the City Council of the City of Marlborough, acting upon a recommendation of the Mayor, that the Code of the City of Marlborough, as amended, be further amended as follows:

Section 125-27, entitled "Use of sick leave" is hereby amended by deleting paragraph C. in its entirety and inserting in place thereof the following new paragraph C.:

C. Upon the termination of employment of a non-union employee, except where the termination is by the City for cause, or upon the death of a non-union employee, the City shall pay to said employee or said employee's beneficiary or estate, whichever is applicable, the value of the employee's accumulated and unused sick leave, not to exceed the amount of $5,000.00.

ADOPTED
In City Council
Order No. 14-

Adopted

Approved by Mayor
Arthur G. Vigeant
Date:

A TRUE COPY
ATTEST:

IN CITY COUNCIL

Marlborough, Mass., JANUARY 5, 2015

ORDERED:

Be it ordained by the City Council of the City of Marlborough, acting upon a recommendation of the Mayor, that the Code of the City of Marlborough (hereinafter, the "City Code"), as amended, be further amended by amending in Chapter 125, entitled "Personnel," Section 6, entitled "Compensation Schedule," as follows:

A. The title of "Sanitarian" shall be replaced with "Director of Public Health."
B. This salary schedule shall take effect upon passage.

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7/Max
	Start	*6 months of service*	*1 year of service*	*2 years. of service*	*3 years. of service*	*4 years. of service*	*5 years. of service*
Director of Public Health	$78,142.00	79,704.84	$81,298.94	$82,924.91	$84,583.41	$86,275.08	$88,000.00

Be and is herewith refer to **FINANCE COMMITTEE.**

ADOPTED

ORDER NO. 15-1006068

3

City of Marlborough
Office of the Mayor

Arthur G. Vigeant
MAYOR

Michael C. Berry
EXECUTIVE AIDE

Patricia Bernard
EXECUTIVE SECRETARY

140 Main Street
Marlborough, Massachusetts 01752
Tel. (508) 460-3770 Facsimile (508) 460-3698 TDD (508) 460-3610
www.marlborough-ma.gov

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CITY OF MARLBOROUGH
2014 DEC 31 A 8: 56

December 31, 2014

City Council President Patricia Pope
Marlborough City Council
140 Main Street
Marlborough, MA 01752

Fin

Re: Addition to the Proposed Salary Ordinance / Health Department

Honorable President Pope and Councilors:

As you know, our Health Department is in a time of positive evolution and reinvention. Over the past several months, the city has benefitted from the wisdom of two experienced and proven Public Health professionals in Dr. Sam Wong and Mr. Steve Ward.

After much consideration and consultation with the Board, it is now time to move forward in establishing a permanent presence to lead our Health Department and work with our Board of Health on the issues before them.

Therefore, I have enclosed for your consideration an amendment to my proposed salary ordinance that updates the title of "Sanitarian" to "Director of Public Health" and establishes a new salary that I believe will allow the city to attract qualified candidates to the job. Although the appointing authority for this position remains with the Board of Health per Mass. General Law, my hope is to have a new, permanent Department Head in place later this winter.

Over the past few months, the Board of Health has had preliminary discussions with the Town of Hudson to explore potential regionalization opportunities and efficiencies that may be gained by working together through a joint department. In concept, this innovative idea is intriguing and worth pursuing. However, the Board and I are in agreement that the timing and logistics of such an effort are not ideal given our critical need for a full-time manager in the office.

I look forward to answering any questions you may have. Thank you in advance for your consideration.

Sincerely,

Arthur G. Vigeant
Mayor

The City of Marlborough does not discriminate on the basis of race, color, nation origin, sex, religion, age or disability in employment or the provisions of services.

ORDERED:

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Director of Public Health	$78,142.00	79,704.84	$81,298.94	$82,924.91	$84,583.41	$86,275.08	$88,000.00

ADOPTED
In City Council
Order No. 14-

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ATTEST:

Print

PART I ADMINISTRATION OF THE GOVERNMENT
TITLE XVI PUBLIC HEALTH
CHAPTER 111 PUBLIC HEALTH
Section 30 Agents; appointment; inspections

Section 30. Boards of health may appoint agents or directors of public health to act for them in cases of emergency or if they cannot conveniently assemble, and any such agent or director shall have all the authority which the board appointing him had; but he shall in each case within two days report his action to the board for its approval, and shall be directly responsible to it and under its direction and control. An agent or director of public health appointed to make sanitary inspections may make complaint of violations of any law, ordinance or by-law relative to the public health.