



Town of Concord
Concord Finance Committee
AGENDA

December 19, 2024, at 6:30 PM

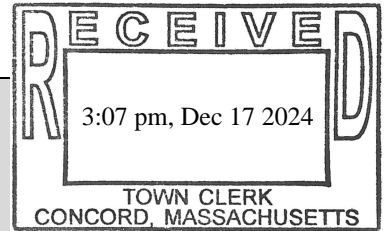
Town House, 22 Monument Sq., 2nd Fl. Select Board Conference Room

Notice of public meeting as required by M.G.L. Chpt.30A §18-28

HYBRID IN-PERSON AND VIRTUAL MEETING VIA ZOOM

Join the meeting: <https://us02web.zoom.us/j/86451278093?pwd=xIRdBmDMbXi1b6sczUE1kZYHjmFwAd.1>

Meeting ID: 864 5127 8093 Passcode: 566007 Dial in Toll-Free: 833-548-0282



Please be advised that this open meeting is being broadcast live via Zoom and MMN and recorded for playback online, video-on-demand viewing at <https://concordma.gov/2409/Government>. The listings of matters are those reasonably anticipated by the Chair 48 hours before said meeting, which may be discussed at the meeting. Not all items listed may be addressed. Items may be taken out of order and at times differ from those listed below. Other items not listed may also be brought up for discussion to the extent permitted by law. **Video or call will be muted upon joining meeting please use the "raise your hand" feature in the zoom meeting to ask to speak. ATTENDEES ARE REMINDED THAT BY ATTENDING THIS MEETING THAT YOU CONSENT TO YOUR LIKENESS AND AUDIO BEING USED AND REBROADCAST BY MMN.**

6:30 PM	1. Call to Order
6:30 PM	2. Public Comment Public Comment is limited to up to 10 minutes, with no more than 2 minutes allocated to any one speaker. Public Comment is limited to items that are not on the agenda.
6:40 PM	3. Finance Committee's FY26 Guidelines <ul style="list-style-type: none">• Discuss Property Tax Implications• Discuss and Vote on FY26 Final Guidelines
8:10 PM	4. Finance Committee's Report to Town Meeting for FY2026 <ul style="list-style-type: none">• Discuss Planning for Finance Committee FY26 Report
8:20 PM	5. Liaison Report
8:30 PM	6. Finance Committee Schedule and FY25 Goals <ul style="list-style-type: none">• Review Finance Committee Schedule and FY25 Goals
8:45 PM	7. Correspondence
8:50 PM	8. Minutes <ul style="list-style-type: none">• Discuss and potentially approve the minutes from the November 18, 2024, and November 21, 2024 (if available)
9:00 PM	9. Recap of Action Items/ Adjournment

UPCOMING MEETINGS

Next Meeting: Thursday, January 9, 2025 (FY26 Capital Budget Public Hearing) @ 6:30 PM



Concord Finance Committee
AGENDA ACTION REQUEST

December 19, 2024

1

Call to Order

Requested by: FC Chair

Action Sought: Open Meeting

Proposed Motion(s)

None anticipated.

Additional Information

Board Action

<i>Motion</i>	<i>Second</i>	<i>In favor</i>	<i>Opposed</i>	<i>Disposition</i>



Concord Finance Committee
AGENDA ACTION REQUEST

December 19, 2024

3

Finance Committee's FY26 Guidelines Process

Discuss Property Tax Impact of Preliminary FY26 Guidelines
Discuss and Vote on FY26 Final Guidelines

Requested by: FC Chair

Action Sought: discussion dependent

Proposed Motion(s)

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Additional Information

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Board Action

<i>Motion</i>	<i>Second</i>	<i>In favor</i>	<i>Opposed</i>	<i>Disposition</i>



Town of Concord

Finance Committee
22 Monument Square
Concord, Massachusetts 01742-0535

To: Kerry Lafleur, Concord Town Manager
Anthony Ansaldi, Concord Chief Financial Officer
Dr. Laurie Hunter, Superintendent, Concord Public Schools
Carrie Rankin, Chair, Concord School Committee
Julie Viola, Chair, Concord-Carlisle Regional School District Committee

From: Eric Dahlberg, Chair, Concord Finance Committee

Cc: Mary Hartman, Chair, Concord Select Board
Lois Wasoff, Vice Chair, Concord Finance Committee
Lyndsey Lis, Chair, Guidelines Subcommittee, Concord Finance Committee
Robert Conry, Assistant Superintendent of Finance & Operations, Concord Public Schools
James Catachio, Chair, Carlisle Finance Committee

Date: Monday, November 25, 2024

Re: Preliminary Guideline for Fiscal Year 2026

At our November 21st meeting, the Concord Finance Committee approved setting a preliminary target of 2.44% for spending subject to guidelines for fiscal year 2026 (FY26). This preliminary guideline holds excess levy capacity (as a percentage) constant from FY25 to FY26. To arrive at the 2.44% aggregate preliminary guideline, we applied a 2.6% increase to underlying operating costs for each budgetary unit and applied the increases forecasted by the budgetary units for select expenses, including Tier 1 capital (applicable to CPS and CCHS only) and out-of-district tuition (also applicable to CPS and CCHS only). In addition, we applied the \$500K in operating cost savings from the Middle School consolidation to CPS after applying the 2.6% increase to underlying operating costs. A summary is as follows:

Budget Unit	FY26 preliminary guideline for spending subject to guideline, \$	FY26 preliminary guideline, % change YOY versus FY25 approved
Concord Public Schools	\$47,358,692	1.81%
Concord-Carlisle Regional School District	\$23,957,154	3.48%
Town	\$33,597,025	2.60%
Total	\$104,912,871	2.44%

The attached spreadsheet details the calculations that yielded this preliminary guideline.

We welcome your feedback on this preliminary guideline for FY26, and we pledge to take all feedback into consideration before issuing a final guideline for FY26, which we expect to do at our meeting on Thursday, December 19th. To ensure that we have sufficient time to review and discuss any feedback beforehand, we respectfully request that you provide feedback before noon on Monday, December 16th. The Finance Committee will meet on Monday, December 16th (in a regular meeting immediately following the joint capital planning meeting scheduled for that night) to review and discuss any feedback we have received on the preliminary guideline.

Please contact me with questions anytime at EricRDahlberg@gmail.com or (617) 461-2737.

FY26 Preliminary Guideline (approved 11/21/24)

Description:

Target a guideline that holds excess levy capacity (as a %) constant from FY25 to FY26... or a 2.44% aggregate guideline. Apply preliminary guideline target to underlying operating costs only, i.e., treat the following items separately -- Middle School Savings, OOD tuition increases, CCRSD & CPS Tier 1

Input -- Preliminary guideline target for underlying operating costs:	Schools:		Town:				
		2.60%		2.60%			
Summary output	CPS not including MS Savings	Middle School Savings	CPS Net	CCRSD	Town	Grand total spending subject to guidelines	
FY25 approved at town meeting	\$ 46,515,714		\$ 46,515,714	\$ 23,150,489	\$ 32,745,639	\$	102,411,842
FY26 operating unit forecast	\$ 48,373,028	\$ (500,000)	\$ 47,873,028	\$ 24,174,081	\$ 34,021,742	\$	106,068,851
FY26 preliminary guideline	\$ 47,858,692	\$ (500,000)	\$ 47,358,692	\$ 23,957,154	\$ 33,597,025	\$	\$ 104,912,871
FY26 forecast vs FY25 approved, \$	\$ 1,857,314	\$ (500,000)	\$ 1,357,314	\$ 1,023,592	\$ 1,276,103	\$	3,657,009
FY26 forecast vs FY25 approved, %	3.99%		2.92%	4.42%	3.90%		3.57%
FY26 preliminary guideline vs FY25 approved, \$	\$ 1,342,978	\$ (500,000)	\$ 842,978	\$ 806,665	\$ 851,387	\$	\$ 2,501,030
FY26 preliminary guideline vs FY25 approved, YOY % change	2.89%		1.81%	3.48%	2.60%		2.44%
FY26 preliminary guideline vs FY26 operating unit forecast, \$	\$ (514,336)	\$ -	\$ (514,336)	\$ (216,927)	\$ (424,716)	\$	\$ (1,155,979)

Calculations:

CPS

		FY26 vs FY25	Notes:
CPS FY25 approved at town meeting	\$ 46,515,714		
CPS FY26 operating unit forecast	\$ 47,873,028	2.92%	
Middle School Savings	\$ (500,000)		
FY26 request not including Middle School Savings	\$ 48,373,028	3.99%	Operating cost increase not including MS Savings
CPS Tier 1 capital detail:			
FY25 FinCom estimate (FY26 number less 5% inflation)	\$ 323,000		
FY25 not including Tier 1 capital	\$ 46,192,714		
FY26 forecast for Tier 1 capital (two busses per year at \$170K each in FY26)	\$ 340,000		
FY26 not including Tier 1 capital or MS savings	\$ 48,033,028	3.98%	Operating cost increase not including Tier 1 Capital or MS Savings
CPS OOD tuition detail:			
FY25 forecast	\$ 1,688,746		
FY25 not including Tier 1 or OOD tuition	\$ 44,503,968		
FY26 forecast	\$ 1,857,620		
FY26 not including Tier 1, OOD tuitions, or MS savings	\$ 46,175,408		
\$ forecasted increase in OOD Tuitions FY26 vs FY25	\$ 168,875		
% forecasted increase in OOD Tuitions FY26 vs FY25	10.00%		
FY26 request not including MS Savings, Tier 1, or OOD tuitions	\$ 46,175,408	3.76%	This is the underlying forecasted operating cost increase, i.e., operating cost increase not including Tier 1, MS Savings, or OOD tuition increases
FY26 at preliminary guideline target	\$ 45,661,072		
Plus: FY26 OOD tuitions	\$ 1,857,620		
FY26 at preliminary guideline target including OOD tuition increase	\$ 47,518,692		
Plus: FY26 Tier 1 capital	\$ 340,000		
FY26 at preliminary guideline target including OOD tuition and Tier 1 capital	\$ 47,858,692	2.89%	Not including MS Savings
Less: Middle School Savings	\$ (500,000)		
FY26 net preliminary guideline for CPS	\$ 47,358,692	1.81%	Including MS Savings
FY26 net preliminary guidelines for CPS vs requested amount	\$ (514,336)		

CCRSD

		FY26 vs FY25	Notes:
CCRSD FY25 approved at town meeting	\$ 23,150,489		
CCRSD FY26 request	\$ 24,174,081	4.42%	
CCRSD Tier 1 capital:			
FY25 FinCom estimate (FY26 number less 5% inflation)	\$ 323,000		
FY25 not including Tier 1 capital	\$ 22,827,489		
FY26 forecast for Tier 1 capital (two busses per year at \$170K each in FY26)	\$ 340,000		
FY26 not including Tier 1 capital or MS savings	\$ 23,834,081	4.41%	Operating cost increase not including Tier 1 Capital
CCRSD OOD tuition detail:			
FY25 forecast	\$ 3,632,416		
FY25 not including Tier 1 or OOD tuition	\$ 19,195,073		
FY26 forecast	\$ 3,923,009		
FY26 not including Tier 1 or OOD tuition	\$ 19,911,072		
\$ forecasted increase in OOD Tuitions FY26 vs FY25	\$ 290,593		
% forecasted increase in OOD Tuitions FY26 vs FY25	8.00%		

FY26 request not including MS Savings, Tier 1, or OOD tuitions	\$ 19,911,072	3.73%	<i>Underlying forecasted operating cost increase , i.e., operating cost increase not including Tier 1 capital and not including OOD tuition increases</i>
FY26 underlying operating costs at preliminary guideline target	\$ 19,694,145		
Plus: FY26 OOD tuitions	\$ 3,923,009		
FY26 at preliminary guideline target including OOD tuition increase	\$ 23,617,154		
Plus: FY26 Tier 1 capital	\$ 340,000		
FY26 net preliminary guideline for CCRSD	\$ 23,957,154	3.48%	
FY26 net preliminary guidelines for CCRSD vs requested amount	\$ (216,927)		

Town

		FY26 vs FY25	Notes:
Town FY25 approved at town meeting	\$ 32,745,639		<i>Operating costs not including Tier 1 capital</i>
Town FY26 request	\$ 34,021,742	3.90%	<i>Operating costs not including Tier 1 capital</i>
FY26 at preliminary guideline target	\$ 33,597,025	2.60%	
FY26 net preliminary guidelines for Town vs requested amount	\$ (424,716)		



Eric Dahlberg <ericrdahlberg@gmail.com>

Meeting Follow-up

James Catacchio <jcatakchio@gmail.com>
To: Eric Dahlberg <ericrdahlberg@gmail.com>

Tue, Dec 10, 2024 at 10:43 PM

Good evening Eric

Thanks for being "on call". Carlisle FinCom unanimously decided to agree to the 3.48% guideline number for the region. Two items of note came from the discussion:

1. Next year we should be earlier in your process. We will need to be meeting on our end with the selectboard in Carlisle to determine where we may want to steer guidelines. Then provide that information to Concord so you all can take that information into account as you do your calculations to set the guideline draft.
2. We would want to have a discussion about the OPEB strategy in Concord. We know you all have decided to pay that liability down aggressively, however Carlisle hasn't prioritized the same way. It would be good to have a discussion about overall strategy here and see if we can have some alignment.

A great start, and our committee is enthusiastic about working closer with Concord FinCom.

Thanks Eric
James

James Catacchio
c: (978) 758-9934
JCatakchio@gmail.com

From: [Kerry Lafleur](#)
To: [Eric Dahlberg \(ericdahlberg@gmail.com\)](#)
Cc: [Anthony Analdi](#); [Kerry Lafleur](#)
Subject: RE: FinCom memo: FY26 preliminary guideline
Date: Tuesday, December 17, 2024 10:59:32 AM

Hi Eric-

Thank you for the opportunity to provide feedback on the FinCom's preliminary guideline for FY26. I wanted to give you a heads up that the Town will be asking for consideration of an increase from 2.6% to 3.25%. I will plan to send you a brief summary of our request later today, likely this evening; apologies for the tardiness of the Town's response. I would also like to confirm that I will be in attendance at your meeting on Thursday evening.

Thanks,
Kerry

From: Eric Dahlberg <ericdahlberg@gmail.com>
Sent: Monday, November 25, 2024 6:43 PM
To: Kerry Lafleur <klafleur@concordma.gov>; Anthony Analdi <aansaldi@concordma.gov>; Laurie Hunter <lhunter@concordps.org>; Carrie Rankin <crankin@concordps.org>; Julie Viola <jviola@concordcarlisle.org>
Cc: Mary Hartman <mhartman@concordma.gov>; Lois Wasoff <lwasoff.fincom@icloud.com>; Lyndsey Lis <lyndseylis@gmail.com>; Bob Conry-org <rconry@concordps.org>; James Catacchio <JCatacchio@gmail.com>
Subject: FinCom memo: FY26 preliminary guideline

Hi everyone:

The Concord Finance Committee approved a preliminary budget guideline for FY26 at our November 21st meeting. Attached is a memo that summarizes the guideline, accompanied by a spreadsheet (in PDF format) detailing the calculation behind it.

We welcome your feedback as we look ahead to issuing a final guideline for FY26 next month.

Please reach out to me anytime with questions or input - via email or via phone at (617) 461-2737.

Thank you and Happy Thanksgiving to you,
Eric



Concord Finance Committee
AGENDA ACTION REQUEST

December 19, 2024

4

2024 Annual Town Meeting

Discuss the FY26 Finance Committee Report

Requested by: FC Chair

Action Sought: Recommendation

Proposed Motion(s)

Discussion Dependent

Additional Information

Board Action

<i>Motion</i>	<i>Second</i>	<i>In favor</i>	<i>Opposed</i>	<i>Disposition</i>



Concord Finance Committee
AGENDA ACTION REQUEST

December 19, 2024

5

Liaison Updates

Finance Committee liaisons to provide updates

Requested by: FC Chair

Action Sought: to provide update

Proposed Motion(s)

None anticipated.

Additional Information

Attached is the Concord Finance Committee Liaison Report for their meeting on Thursday, December 19, 2024.

Board Action

<i>Motion</i>	<i>Second</i>	<i>In favor</i>	<i>Opposed</i>	<i>Disposition</i>

Concord Finance Committee Liaison Report

For meeting on Thursday, December 19, 2024 | Last updated: 12/17/24 2:00 PM

Board/Committee	Liaison	Updates
Select Board and General Updates	Eric	<ul style="list-style-type: none"> Following up on December 16th joint meeting: Select Board Chair Mary Hartman is forming a working group to look at land use and would like to include a FinCom observer. I have asked for volunteers and will designate someone by end of week. Next Chairs’ breakfast is Wed 12/18 – will send a recap separately
Concord Housing Development Corporation	Karlen	<p>Recapping December 3rd meeting:</p> <ul style="list-style-type: none"> The CHDC provided updates on the Assabet River Homes project (target closing date is April 1, 2025) and the buydown project (voted to encourage the Municipal Affordable Housing Trust to include condominiums in the mix of funding opportunities). CHDC members appeared to unanimously support the inclusion of condos, noting concerns about the probability of finding a single family detached residence in the CHDC’s price range and the recurring problem of maintaining affordable single family homes. Ms. Rust noted that the NOVO housing project on Baker Avenue needs to have its building permit issued by mid-April, 2025, in order to keep those units on the State Housing Index (SHI) roster. CHDC members voted to extend the hold date for Junction Village to June 30, 2025, because the MCI Concord project looks like it wants to consider Junction Village’s impact on development. Chair Lee Smith is resigning his position as of Dec. 31, 2024; elections for a new chair will occur at the CHDC’s next meeting. Next meeting: Dec. 23, 2024 (8:00 a.m.).
Concord Housing Roundtable	Karlen	<p>Recapping December 10th meeting:</p> <ul style="list-style-type: none"> Meeting was cancelled because they could not get the Zoom link to work. Has been rescheduled to January 14, 2025, 5:00 p.m. at the Town House and via Zoom. Agenda with Zoom link is posted here: https://concordma.gov/AgendaCenter/ViewFile/Agenda/01142025-12488
Concord Municipal Light Board	Karlen	<p>Recapping December 4th meeting:</p> <ul style="list-style-type: none"> The Director noted that it will participate in the Dec. 11 Sustainability Roundtable, which will be held at the Goodwin Forum, Library, and over Zoom. It will also be recorded. The Light Plant is waiting for the School Committee to sign a license agreement which the Light Plant needs before it lays fiber and solar panels at the new Middle School. The Winter Moratorium is now in effect til March, so electric customers will not be cut off for non-payment of electric bills. The Light Board approved the 2025 Operating Forecast, which sets the stage for budgeting and for the 2025 proposed rates. After much discussion, the Light Board approved new 2025 electric rates for all classes of customers, to go into effect January 1, 2025. All customers will see the service fee increase from \$18.50 to \$20 per month. The Board approved increasing the expected Rate of Return from 2.5% to 3.5% to cover debt service from expected capital investments for the solar battery and panels at the new Middle School. For R-1 (residential) customers who average 750 kilowatts usage per month, the rate impact is an increase of about \$8.87/month. Some ETS (electric thermal storage) customers were unhappy about their R-3 rate increase for distribution, so the Board agreed to look at it as part of next year’s planning. Link to video: https://www.youtube.com/watch?v=5fFtc7sCPLQ&ab_channel=MinutemanMediaNetwork Link to meeting docs is here: https://www.concordma.gov/DocumentCenter/View/51653/2024-12-04-LB-Meeting-Agenda-with-Meeting-Materials Next meeting is Jan. 8.
Minuteman Regional High School	Paul	<ul style="list-style-type: none"> Minuteman Regional High School is in the midst of developing their FY26 Budget, with the finance subcommittee reviewing the second draft of the budget. The subcommittee originally expressed concern about the transportation budget. Bus transportation is out for bid and they are experiencing increases in the cost of transportation, some of which is tied to an increase in the needs of students in foster care and in the facilities designed to combat homelessness. There is a State requirement to provide this type of transportation for

		students that lived in the district when they became a Minuteman student but now live out of district. The Finance Subcommittee will present recommendations to the full School Committee in January before the budget hearing in Jan.
Personnel Board	Karlen	<p>Recapping December 10th meeting:</p> <ul style="list-style-type: none"> The Assistant Town Manager and Interim HR Director provided an overview of the new merit pay initiative for Town employees, which now ties employee goals to the Select Board's goals. This is roughly the same overview given to the Select Board during its regular meeting on December 2, 2024 The Personnel Board considered and approved several new and revised job descriptions, including a new position in the Finance Department, "Assistant Chief Financial Officer," who will report to the CFO. This position is being advertised now as Grade 15 and replaces a Special Projects manager position (Grade 14). There are no internal candidates at this time. The Town advertised in the Mass Municipal Assn. and other municipal organizations. Several candidates have applied and Mr. Ansaldi hopes to fill position soon. Link to meeting documents: https://concordma.gov/DocumentCenter/View/52950/Agenda-Packet-of-Personnel-Board-12-10-24
Schools	Dee & Pat	<p>Recapping the December 10th School Committee meeting:</p> <ul style="list-style-type: none"> A few reconsiderations in the proposed Schools budget, increasing number by about \$33,000 but postponing repairs in the mix. The superintendent's contract was voted to renew for FIVE years with a 5% increase PLUS 3% COLA this year and COLA every year. The SC voted in the amenities building to get designed now. Cost \$1.5-1.88 million. Hopefully they can find funds through donations, grants (working on this but timing may not be "in time" for Carlisle or Concord's Town Meeting) and CPA funds.
Warner's Pond Task Force	Karlen	<p>Recapping November 13th meeting:</p> <ul style="list-style-type: none"> The Dam Removal work group presented their proposal, which contains several prioritized elements: 1) restore Nashoba Brook as outlined in the 30% dam removal report by EA Engineering; 2) monitor and address invasive plants; 3) install info plaques at Kenny Dunn Square; 4) improve Commonwealth Ave and Gerow Park access points; 5) add a fishing/wildlife viewing platform; 6) connect trails around the wetland system; 7) restore stream channel; and 8) do limited dredging to increase the deep pool for recreation. Expected outcomes of Dam Removal proposal: 1) restoration of Nashoba Brook, wetlands, connect waterways, reduce invasive plants, expand marsh habitat; 2) improve recreation, water access, trail access, wildlife viewing and fishing access, increase historical information, mark safe walking trails, and improve water access to Scout Island; 3) mitigate invasive plants, limit dredging for boat access. Funding may not be available for all phases right away. Next meeting of the full Task Force is December 17, 2024, 6:00 p.m., Harvey Wheeler Community Center. A future public meeting on the three approaches may be held in late January or early February 2025. Then the Task Force would make its recommendations to the Natural Resources Commission. Video link: https://www.youtube.com/watch?v=qNjAUKIGUgE&ab_channel=MinutemanMediaNetwork <p>Recapping December 3rd and December 11th meetings of the "No Action/Short Term Solutions Subgroup":</p> <ul style="list-style-type: none"> The No Action group discussed their proposal, which may be presented at the full Task Force meeting on December 17, 6:00 p.m., Harvey Wheeler Community Center. Of the three subgroup proposals, the No Action proposal appears to be the least expensive, as its recommendations are, essentially, to monitor and plan. About \$2M - \$2.5M was set aside via CPC and capital funds for dredging; if no dredging occurs, then that money will be released. Next meeting is Dec. 11 at 12:00 noon. Dec. 11, 2024 meeting update: The group has finalized their proposal and will present it to the full Task Force on Dec. 17. <p>Recapping December 4th meeting of the Dredging Subgroup:</p> <ul style="list-style-type: none"> The Dredging group reviewed some final edits to their three-prong proposal, which will be presented to the full Task Force on Dec. 17. That proposal is based on a bid / response to a Request for Interest by SumCo and includes:

	<ul style="list-style-type: none">• Dredging 35,800 cubic yards, estimated cost: \$5.1M.• Dredging 50,000 cubic yards, estimated cost: \$6.3M• Dredging 100,000 cubic yards, estimated cost: \$10.3M• Up to 85,000 cubic yards of clean (non-contaminated) fill from the Warner's Pond dredging project can be trucked to 2229 Main Street (StarMet property in Concord), which will be accepting fill for its development through 2027.• The Dredging group recommends getting a second bid.• The group's proposal recommends CPA funds as the source for any additional funding.• Video link: https://www.youtube.com/watch?v=dRPMIC2OuME&ab_channel=MinutemanMediaNetwork
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Concord Finance Committee
AGENDA ACTION REQUEST

December 19, 2024

6

Finance Committee FY25 Goals and Milestones/Schedule

Progress check on Finance Committee schedule and goals

Requested by: FC Chair

Action Sought: to hear update

Proposed Motion(s)

None anticipated.

Additional Information

The Finance Committee Chair Eric Dahlberg has requested this agenda item. The Finance Committee will be reviewing their schedule for FY25 leading up to the 2025 Annual Town Meeting. There will also be a progress check about goals, including Operations, Capital Budget, Revenue, Financial Policies, Liaisons, Communicating with Taxpayers, and any other item(s).

Board Action

<i>Motion</i>	<i>Second</i>	<i>In favor</i>	<i>Opposed</i>	<i>Disposition</i>

FY25 Schedule and Milestones | Version 12 (1 of 2)

May 2024

Priorities:

- Kick-off FY25
- ATM debrief
- Review mission, roles and responsibilities
- Make liaison assignment picks
- Start goals and key issues discussion

Meeting date(s):
Thu 5/23

Jun 2024

Priorities:

- Finalize liaison assignments
- Finalize goals and key issues to monitor
- Recap FY25 guidelines process and preview FY26

Meeting date(s):
Thu 6/20

Jul 2024

Priorities:

- Draft FY26 informational request letters to Town, CPS, CCRSD, and Minuteman to be sent in Sept.
- Notify Town, CPS, CCRSD, and Minuteman that FY26 requests are coming in Aug.

Meeting date(s):
Mon 7/8 w/SB
Thu 7/18

Aug 2024

Priorities:

- Review and approve FY26 guideline inputs/metrics
- Finalize and send FY26 request letters (request responses in Oct).

Meeting date(s):
Mon 8/19 w/SB
Mon 8/19
Thu 8/22 (visits)

Sep 2024

Priorities:

- Q&A with Town, Schools, and Minuteman on FY26 request letters
- Progress check on milestones and goals.

Meeting date(s):
Wed 9/4 (2229)
Thu 9/26

Oct 2024

Priorities:

- Review CPS, CCRSD (with Carlisle FinCom), and Minuteman FY26 budget info
- Kick-off planning for annual report

Meeting date(s):
Thu 10/24

Nov 2024

Priorities:

- 11/7: Review Town FY26 budget info
- 11/7: Review estimated tax impact of preliminary FY26 guidelines
- 11/18: Continue capital planning
- **11/21: Approve FY26 preliminary guidelines**

Meeting date(s):
Thu 11/7
Mon 11/18 w/SB
Thu 11/21

Note: For planning purposes only. All dates are tentative at this time.

FY25 Schedule and Milestones | Version 12 (2 of 2)

Dec 2024	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	Jun 2025
<p>Priorities:</p> <ul style="list-style-type: none"> 12/16: Continue capital planning 12/19: Review revised five-year revenue and cost projections 12/19: Review tax impact of final FY26 guidelines 12/19: Approve final FY26 guidelines 	<p>Priorities:</p> <ul style="list-style-type: none"> Review revised Town, CPS, CCRSD FY26 budgets Public hearing on capital plan [FYI: Deadline for issuing guidelines: 1/15] 	<p>Priorities:</p> <ul style="list-style-type: none"> Review FinCom-relevant warrant articles (warrant closes 2/19) Draft annual report Prepare for public hearings on budget articles 	<p>Priorities:</p> <ul style="list-style-type: none"> Continue drafting annual report 	<p>Priorities:</p> <ul style="list-style-type: none"> Hold public hearings: <ul style="list-style-type: none"> Hearing 1 of 3 (4/10): Town, CPS, CCRSD Hearing 2 of 3 (4/15): MM, CPC 4/25: Vote on FinCom-relevant warrant articles Continue drafting annual report 	<p>Priorities:</p> <ul style="list-style-type: none"> Hold public hearings: <ul style="list-style-type: none"> Hearing 3 of 3 (5/1): Enterprise Funds 5/8: Vote on FinCom-relevant warrant articles 5/8: Finalize and mail annual report (due 5/14) 5/22: Final preparations for ATM 	<p>Priorities:</p> <ul style="list-style-type: none"> Participate in ATM
<p>Meeting date(s): Mon 12/16 w/SB Thu 12/19</p>	<p>Meeting date(s): Thu 1/9</p>	<p>Meeting date(s): Thu 2/27</p>	<p>Meeting date(s): Thu 3/20</p>	<p>Meeting date(s): Thu 4/10 (PH1) Tue 4/15 (PH2) Thu 4/25</p>	<p>Meeting date(s): Thu 5/1 (PH3) Thu 5/8 Thu 5/22</p>	<p>Meeting date(s): Mon 6/2 (ATM begins)</p>

Note: For planning purposes only. All dates are tentative at this time.

FY25 Goals | Progress Check

(Last updated following June meeting)

Operations

- Hit all target dates for key Finance Committee milestones detailed in big picture schedule (preliminary and final guidelines, 5-year tax projection, annual report, etc.)

Capital

- Develop unified long-term capital plan (Town and Schools)
- Treat capital similarly across budget units

Revenue

- Work with key stakeholders (Select Board, Economic Vitality, 2229 Task Force, MCI Task Force, etc) to identify and prioritize opportunities for revenue generation (outside of the property tax).

Financial Policies

- Support staff initiative to update and document financial policies

Liaisons

- Prioritize areas we flagged for additional attention in FY25 (Minuteman Tech, 2229 Main Street, CPC, etc)

Communications

- Continue focus on communications (with Dee as our liaison)
- Collaborate with Carlisle Finance Committee (especially on CCRSD)
- Make 5-year tax projection and annual report more interactive – allow taxpayers to adjust/estimate impacts

Others?

- Others?



Concord Finance Committee
AGENDA ACTION REQUEST

December 19, 2024

7

Correspondence

Mail, letters, emails, presentation, etc.

Requested by: Chief Financial Officer

Action Sought: to provide update

Proposed Motion(s)

None anticipated.

Additional Information

Attached is correspondence received to the Finance Committee email account.

Board Action

<i>Motion</i>	<i>Second</i>	<i>In favor</i>	<i>Opposed</i>	<i>Disposition</i>

From: [Miguel Echavari](#)
To: [finance mail](#)
Cc: ericdahlberg@gmail.com; [Anthony Ansaldi](#)
Subject: Hold firm on Guidelines until there's fiscal transparency on FTEs
Date: Saturday, December 7, 2024 9:33:16 AM
Attachments: [A-1 FTE Chart Table.pdf](#)
[FTE-1 Comparison of Records Req to PB to FY23 Budget Book V2.pdf](#)

Dear FinCom Members,

I would like to follow-up on my email to the Town Manager's Office which I believe you were copied on.

It's my **opinion** that FinCom should **hold firm** on implementing a lower guideline. Mistakes with FTEs in the FY24 Budget Book, and the unavailability of the FY25 Book and data, have led to a lack of public transparency regarding staff expansions at Town Hall. I think it's important to understand how these hires impact our bottom line and we should gain that **clarity** before we entertain cuts to town services that we directly rely upon. Refer to email and attachments(1).

Further, I'm afraid town leaders will first suggest cuts to these services before considering cuts to their own departments. For example, at a recent joint meeting of FinCom, the Town Manager **was asked** what areas she would consider cutting. Her response was somewhat **lackluster**, vaguely citing cuts in permitting or cuts that may impact wait-times for ambulances. Link below.

<https://youtu.be/Yc4W7-60xMU?si=JEJNODBUPOXitoey&t=1710>

Here's a **suggestion**, instead of reducing services that make our lives better, **how about** cutting out-of-state employees who require housing reimbursements to work out of Concord offices? I believe that alone would save the Town ~\$163K per year, the equivalent of two to three CPW workers. Perhaps I'm an outlier but I'd **rather forgo** the luxury of hiring an extra HR project manager if it means reduced wait-times for ambulance services. Or allows us to retain CPW workers who maintain our roads, fields and infrastructure.

To put this in **perspective**, it appears that 4.62 FTEs have been added since FY23, and that's for just two departments. Due to mistakes with (and the unavailability of) budget books and corresponding data, those FTEs were added **without** sufficient public transparency. If imposing a lower guideline leads to budget reductions, shouldn't we understand the financial impact these FTEs have had on our budget and understand the benefits they directly provide taxpayers? That way we can assess whether keeping Town Hall staffing high, is preferable to maintaining current levels of services that residents rely upon(2).

Is expecting public transparency (on how our tax dollars are budgeted and spent) so unreasonable? It wasn't always like this, why has this become such a chore today?

Sincerely,

Miguel Echavarri

Homeowner – 255 Commonwealth Ave
978-333-0385

Footnotes:

1. Attachment FTE-1 has been revised from what was delivered in the email to the Town Manager. References to the Town Managers Office stated the FTEs included Sustainability. This is not the case and references have been scrubbed from the revised chart. FTE numbers were not impacted and remain the same, just references were updated.
2. The TM Office will likely disagree with the number of FTEs posted in this and the below email. Please note that they've already provided two different sets of numbers, one to the Personnel Board and another to a public records request. Further, they have admitted to getting the TM Office FTEs wrong in the FY24 Budget Book and never provided the data for FY25. BTW, why didn't they tell us about the mistake when I first brought this up? Further, they erroneously stated FY24 started with six FTEs instead of five. And while adding two FTEs to their office in FY24, they cut their salary budget instead of increasing it to cover the new positions. So while they'll likely contest these numbers, keep in mind their track record is somewhat murky.

From: Miguele Echavarri <miguele@intelimapinc.com>

Sent: Thursday, December 5, 2024 5:50 AM

To: 'Kerry Lafleur' <klafleur@concordma.gov>

Cc: redacted for brevity

Subject: RE: Budget Book Problems: PowerPoint isn't to blame - Check data integrity - Allocate resources to Finance

Dear Kerry,

I can't help but notice that the **mistake** you referenced in the FY24 Budget Book (listing five instead of seven FTEs), coupled with not releasing a FY25 Book, allowed your office to expand without sufficient public transparency or oversight. **How** can we review and debate staffing expansions if the information was either wrong or not provided? Based on numbers obtained from Human Resources, there are currently ten FTEs in your office which is double the FTEs listed in the FY23 Book (more on this shortly).

Further, you strongly **implied** that your office entered FY24 with six FTEs; to support that claim you cited prior FTEs hovering at 6.01. I took the liberty of charting FTEs in your office, from FY15 to FY25, and found this claim to be in **error**. Specifically, FY23 staffing was reduced by one FTE, bringing it down to five. This means FY24 began with five, not six FTEs as you asserted in your email. (Refer to Chart-1 in attached A-1)

Besides the budget books, FY24 growth in FTEs **should've** been noticed by your salary budget but this too was understated which further reduced public transparency. **For example**, in FY23 your office spent \$670K to fund five salaries. But you only budgeted \$625K in FY24 and that was to fund seven salaries, that's \$45K less to fund two additional staffers. Does that make sense? You were able to pay those wages by overspending the account by \$279K but again this was out of the public view. I can't help but notice that if you'd set your budget appropriately at \$904K (instead of \$625) this would have sparked a healthy public debate.

This brings me to your comment about ten **FTEs** in your department. This number was produced by your Human Resources department and is the **only** published document we could find. If this is incorrect, you **should** require HR to fix the number and reallocate those positions to their proper departments. (Refer to Table-1 in attached A-1)

- **Update** – Yesterday I was forwarded a records request that shows staff-positions within the Town Manager's Office and Human Resources. I compared the FTEs listed in that data-release and compared it to [1] what was presented to the Personnel Board and [2] the FTE count as shown by the FY23 Budget Book. It differs from what was presented to the Personnel Board in that it shows eight FTEs for your office and seven for HR. On a personal note, I'm relieved to see you've kept staffing for your office under \$1M.
- I haven't had time to fully review the comparison but I see that the contract **HR employee** (who was hired temporarily for FY24 only) is included in the Human Resources FTE headcount. You also stated there was a **dedicated employee** to support the 250th and Town Meeting Study Committees however, it seems implausible there's enough work to justify a full-time staffer, especially since it's my understanding the staffer doesn't write meeting minutes. I also note that **HR** does indeed have seven staffers which is inconsistent with other surrounding towns, even those with light and water plants. And finally, at first glance it appears that since FY23, the town has **added** 4.62 FTEs in just two departments. Is this good business practice especially considering the impact rising taxes will have on property owners? Have other FTEs been added to other departments outside of public view?

Finally, you asked me to contact Finance about **getting** the FY25 data. We already had an email exchange where I told you that Finance had difficulty retrieving the data. You copied the public records-office to help facilitate retrieval of the information and I've since reached out but haven't heard back. I'm **asking you** because you said the data was in good shape and the system is working well; so can I get the data? On a personal note, it's surreal the town is unable (or perhaps unwilling) to release financial data for the current fiscal year. Yes, the budget book encompasses a lengthy process but releasing the data should be as simple as pushing a button or two.

Miguel Echavarri
Homeowner – 255 Commonwealth Ave

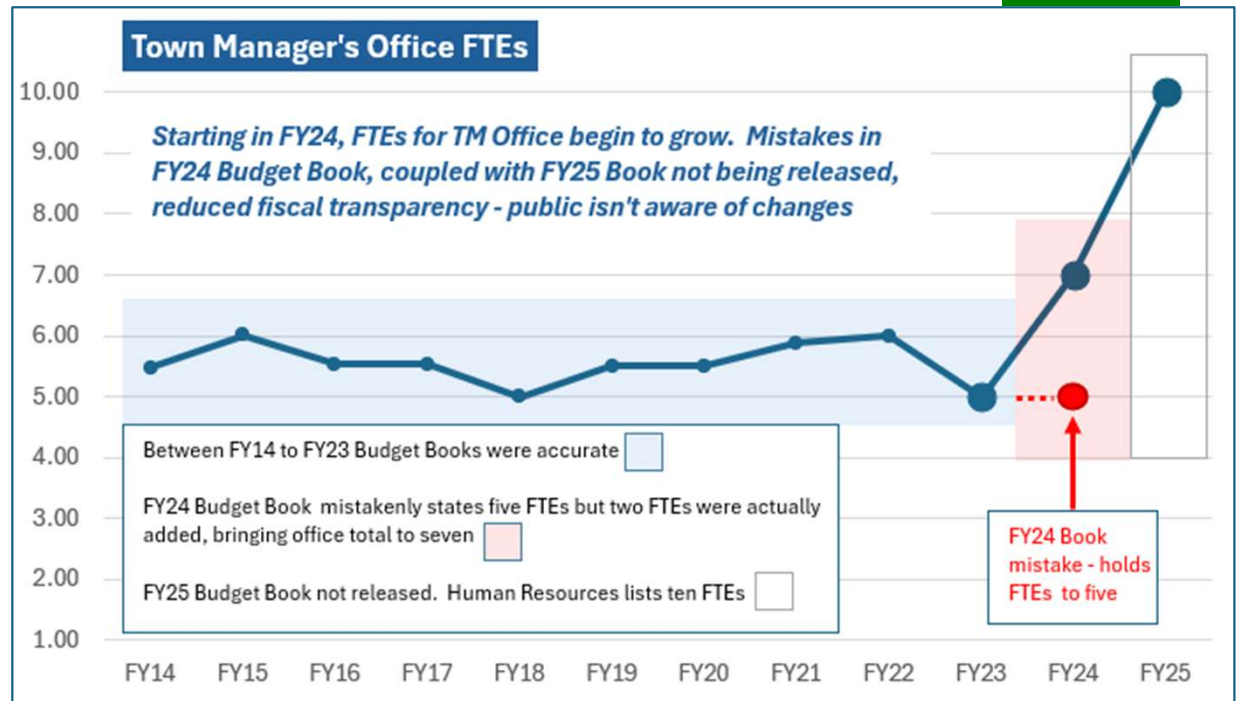
978-333-0385

Table-1

Town of Concord Regular Status Hires and Terminations YTD 2024 (October 31, 2024)

Department	10-31-2024 Headcount		YTD 2024 Hires		YTD 2024 Terminations			
	RFT	RPT	RFT	RPT	RFT		RPT	
					Resignations	Retirements	Resignations	Retirements
Finance	20		4					
Fire	51		2					
Human Resources	5		1		1			
Human Services	24	3	6	1	4	1		
Information Technology	9	1	2		1			
Library	19	6	2		4			
Light Plant	38		1		4	1		
Planning & Land Management	20	1	5		3			
Police	44		5		3	2		
Public Works	59		10		9	1		
Town Manager's Office	10		2					
Grand Totals	300	11	41	1	29	5		

Chart-1



FTEs Delivered via Public Records Request

Compared to FY23 Budget Book and FTE counts presented to Personnel Board (PB) on 10/13/24

Listing of positions (for TMO, HR & Sustainability) received via public records request - 12/04/24 YTD					Comparison	Comparison	Comments
Legal Name	Business Unit Description	Job Title Description	Regular Rate	FTE	FTE PB(4)	FTE FY23 Book(3)	
Carmody, Christopher	Town Manager's Office	Risk & Compliance Programs Manager	\$ 88,787	1.00			
Fountain, Andrea	Town Manager's Office	Executive Assistant to the Select Board	\$ 80,912	1.00			
Lafleur, Kerry	Town Manager's Office	Town Manager	\$ 237,544	1.00			
Loring, Mimi	Town Manager's Office	Economic Vitality Manager	\$ 104,050	1.00			
McAndrew, Shannon	Town Manager's Office	Management Specialist	\$ 77,485	1.00			- full time for 250th & TM study?
McIntosh, Donna	Town Manager's Office	Communications Manager	\$ 96,122	1.00			
Moore, Amanda	Town Manager's Office	Executive Assistant to the Town Manager	\$ 80,912	1.00			
Zammuto, Megan(5)	Town Manager's Office	Deputy Town Manager	\$ 161,890	1.00			
Hull, Martha(2)	Town Manager's Office	Senior Worker	\$ 15				- did not include in FTE cnt
Total	Town Manager's Office		\$ 927,717	8.00	10.00	5.00	
Porter, Jessica(6)	Human Resources	Assistant Town Manager	\$ 160,555	1.00			- likely listed under TMO for PB
Begley, Magnolia	Human Resources	Senior Administrative Specialist	\$ 63,877	1.00			
Connerney, Shana	Human Resources	Human Resources Generalist	\$ 85,862	1.00			
McCahon, Marie	Human Resources	Human Resources Generalist	\$ 89,336	1.00			
McMorrow, Erin	Human Resources	Assistant Human Resources Director	\$ 99,278	1.00			
Simard, Malyssa	Human Resources	Benefits Manager	\$ 83,803	1.00			
Crum, Kimberly(1)	Human Resources	Management Specialist/Consultant	\$ 163,200	1.00			- likely not listed in PB HR cnt
Total	Human Resources		\$ 745,911	7.00	5.00	5.38	
Total	HR & TMO		\$1,673,628	15.00	15.00	10.38	- Difference of 4.62 FTES compared to FY23 Book

(1) Estimated salary at \$85/hour. Doesn't account for vacation time or housing & other reimbursements

(2) Hours unknown so no yearly wage could be estimated - not included in FTE count

(3) FY23 Budget Book FTEs included in the count are for TMO and HR

(4) Information based on FTE counts presented to the Personnel Board on 10/13/24

(5) Job split into two senior positions [a] deputy town manager and [b] Director of Planning and Land Management

(6) Position is also for Interim HR Director. As with (5) will this position be split to create two senior administrators?

From: [Miguel Echavarri](#)
To: [Kerry Lafleur](#)
Cc: [Mary Hartman](#); [Terri Ackerman](#); [Mark Howell](#); [Wendy Rovelli](#); [Cameron McKennitt](#); [finance mail](#); [Anthony Ansaldi](#)
Subject: Question about FY24 Full-Time Employees (FTEs) - Proposed vs Actual
Date: Tuesday, December 17, 2024 2:24:59 PM
Attachments: [FTE-2 FY24 FTEs.pdf](#)
[PB-1 Personnel Board FTEs - FY24 - Presented in May 2024.png](#)

Dear Kerry,

In the FY24 Budget Book, the town proposed a total of 260 FTEs, which was supposed to be an increase of 5.15 FTEs (refer to FTE-2, bottom of page). However, actual FTEs presented in May to the Personnel Board (which was during FY24) show 290 FTEs (refer to PB-1). That's an increase of 30 positions.

Did the town grow its staff by 30 FTEs instead of 5.15? If not, **why** the large differential? In an earlier email, you told me that the Town Manager's Office should've listed 7.0 instead of 5.0 FTEs in the FY24 Book. Considering that error, **what** other budget units were misstated and (combined) do they add up to 30 FTEs?

Any clarity would be greatly appreciated. BTW, Nathan was great and got me the FY25 Account data. Thank you for your help in facilitating the release of this data.

Sincerely,

Miguel Echavarri

Homeowner – 255 Commonwealth Ave
978-333-0385

Town of Concord
Regular Status Hires and Terminations
 YTD 2024 (May 31, 2024)

Department	5-31-2024 Headcount		YTD 2024 Hires		YTD 2024 Terminations			
	RFT	RPT	RFT	RPT	RFT		RPT	
					Resignations	Retirements	Resignations	Retirements
Finance	19		2					
Fire	49							
Human Resources	3				1			
Human Services	23	3	6		3	1		
Information Technology	9	1	2		1			
Library	20	6			2			
Light Plant	38				2			
Planning & Land Management	19	1	4		3			
Police	43		4		1	1		
Public Works	57		4		6	1		
Town Manager's Office	10		2					
Grand Totals	290	11	24		19	3		

From: [Heidi Kaiter](#)
To: [finance mail](#)
Subject: Fw: Joint Meeting Take
Date: Tuesday, December 17, 2024 11:44:51 AM
Attachments: [image.png](#)

From: Heidi Kaiter <hkaiter@hotmail.com>
Sent: Tuesday, December 17, 2024 11:41 AM
To: Kerry Lafleur <klafleur@concordma.gov>
Cc: Megan Zammuto <mzammuto@concordma.gov>; Shannon McAndrew <smcandrew@concordma.gov>
Subject: Joint Meeting Take

Dear Concord Town officials,

It was an interesting meeting of the FinCom, Select Board, Town Management and School Administration and School Committee.

The meeting started with an announcement that there was a "ZOOM BOMB" so the meeting needed to be conducted in a webinar format.

That was very interesting considering that I had just sent a fresh letter to the select board about that very topic. Curious...

Question: What was the content of the "zoom bomb" which I assume was some external call in with an agenda? What happened? Was it just an excuse for the team to limit public interaction using a webinar format?

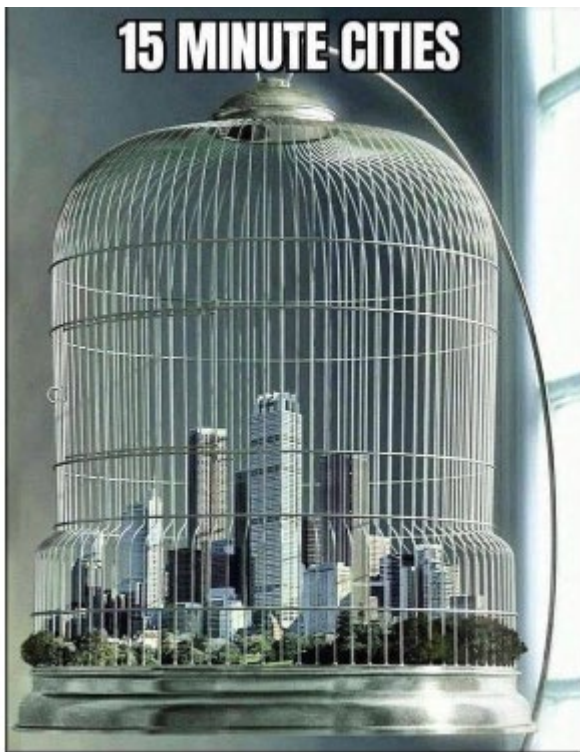
Then, at some point, the webinar format changed to the normal format to allow for public comments. However, I noticed that my personal chat was disabled.

Town of Concord Violation Reminder: First Amendment and Free Speech (prohibiting citizens from petitioning the government of grievances)

Grievances:

1. The pfas laden plastic turf field was installed to poison the water in town. Change my mind.
-

2. Endlessly overtaxing citizens via endless, expensive school project. (1.8 million for a glorified potty)
3. Globalist agendas being pushed through via propaganda campaigns and backed by grant bribes (the building 'matrix')
What will become of MCI property? 15-Minute UN/WEF/MBTA smart city?
4. Comment about expressing emotions during a meeting was uncalled for. It was disrespectful and an insult to a board member.
WARNING: Beware of those people who are monotone, emotionless when they speak, who lack a soul.



Concord will get a dose of its own medicine when MASSPORT pushes through their agenda to build up Hanscom hangars, just as Concord officials push through their globalist agendas on an unsuspecting populace.

Oh, the irony that Concord will be 'celebrating' the 250th this year, when tyranny rules the town.

My two cents...

From: [Kimber Lynn Z. Drake](#)
To: [Ann Clifford](#); [finance mail](#)
Subject: please support the CCHS amenities building...and THANK YOU
Date: Tuesday, December 17, 2024 9:46:09 AM

You don't often get email from kimber.drake@comcast.net. [Learn why this is important](#)

Hello CPC and FinCom,

I was delighted to hear that the school committee was able to find lower-cost options for the CCHS amenities building after a recent change in plumbing codes.

Let's please take advantage of this opportunity to get an amenities building in place, before prices go up again.

I understand that the majority of the field use is community, not cchs students, so it makes sense that the CPC be able to use some of its funds for this purpose. Please consider doing so.

And to FinCom, thank you very much for your approach of working closely and cooperatively with both the school committee and the town when developing guidelines. Your recommendations for Town Meeting are so important and influential. Please support the amenities building project.

To both committees, thank you also for your volunteer service to the citizens of Concord. I'm sure it's not easy, and probably feels thankless at times. Your efforts are much appreciated!

Best,

Kimber Lynn Drake

452 Laws Brook Road

From: [Jamie Ring](#)
To: [finance mail](#)
Subject: use of CPC funds for High School amenities building
Date: Monday, December 16, 2024 6:47:28 PM

Hello,

I wanted to contact the finance committee to express my support in making a request to the CPC to consider helping fund the bathroom amenities for the Concord Carlisle High School. I've understood there may be excess taxpayer/grant money available for town related projects and given this facility is used by students and teams from a variety of programs, not just the high school, it would seem a reasonable use of funds. Thank you for your consideration.

Jamie Ring
80 Riverdale Road
Concord, MA

From: [Keith Jones](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Doug White Turf Fields
Date: Monday, December 16, 2024 5:54:58 PM

You don't often get email from mckjiii@comcast.net. [Learn why this is important](#)

Dear Town Manager, Select Board and Finance Committee Members,
We are writing in support of replacement of the worn turf of The Doug White Fields with modern turf. We are long time Concord residents, and our children played multiple sports on the Doug White Fields, including high school lacrosse and soccer. These fields are essential part of our community youth sports programs and used by thousands of players each season. Conversion to grass fields would be unable to sustain this amount of use.

As you are surely aware, grass fields require a significant amount of maintenance, including water and fertilizer. This will create additional costs and it is our understanding The Friends of CC Playing Fields organization has accumulated \$1.5M to pay for turf replacement and not unnecessarily burden the Concord-Carlisle taxpayers.

We hope you will agree the replacement of the existing turf on The Doug White Fields with a modern turf surface is the best decision.

Respectively,
Linda and Keith Jones
114 Grove Street

From: [Mark Rus](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Please Support the Replacement of Turf at Doug White Fields
Date: Monday, December 16, 2024 5:18:30 PM

Some people who received this message don't often get email from markrus@gmail.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

I am writing to formally request that the decision be made to replace the turf at Doug White Fields with modern turf. I believe this is the best option for our community for several reasons.

The Doug White Fields are used by thousands of players each season, across multiple sports. This equals hundreds of hours of continuous usage. These fields are used by both high level youth sports programs and state championship level high-school programs who require quality playing surfaces. But Concord weather produces rain, snow, sleet, heat and drought that all affect the quality and availability of grass fields.

Therefore, turf is the only surface that can accommodate both the volume of usage and weather while remaining consistent, playable, and available.

In addition, the Friends of CC Playing Fields organization has accumulated over \$1.5M over the past 16 years for the eventual replacement of this turf. Those funds are available and ready to use, but cannot be used for grass fields given that grass would dramatically limit access to the youth sports programs that have helped fund the replacement.

I have three children who use the fields constantly as part of CCYS (where I've volunteered as a coach for years and also serve as Travel Soccer Director), CCYL, and Flag Football. My daughter hopes to play field hockey one day when she is older, which I understand is also played on the turf fields. I am uncertain as well on what the future of Cushing field access will be for our town soccer and other programs, with the redevelopment of Peabody post closure...this could further reduce our town's field capacity. Overall, the proven detrimental effects of drastically limiting our children and young adults' access to healthy outdoor sports and recreation time (which I believe would happen if grass fields are introduced at Doug White), combined with the negative financial effects on the community of having to find the capital to fund it, means that the best path forward for the town is to replace the turf with modern turf (via accessing the Friends of CC Playing Fields \$1.5M, which also offers a capital efficient way forward for the taxpayers of Concord).

Thanks for all you do for Concord

Mark & Mara Rus

20 Authors Road

From: [Ben Small](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Doug White Fields request
Date: Monday, December 16, 2024 4:02:10 PM

Some people who received this message don't often get email from ben.small@birchviewcapital.com. [Learn why this is important](#)

Caution: This is an external email and has a suspicious subject or content. Please take care when clicking links or opening attachments. When in doubt, contact the IT Department (support@concordma.gov).

Dear Select Board, Town Managers, and Finance Committee,

Before I start, I just wanted to thank you for all your hard work for our town. I know it's not easy. I am writing because I have been brought up to speed on the situation with the Doug White Fields and I believe it's essential that we replace the turf at Doug White Fields with modern turf.

I grew up in Concord and actually played sports on what used to be the grass fields behind the high school. We called it the "Dust Bowl", because it was so hard to maintain the grass, and that was only with a few high school sports teams using the fields. Today, I am on the board of CC Youth Lacrosse and have coached two sons who have played town lacrosse, town soccer, town flag football, and Liverpool soccer. All four of these programs are run on the Doug White Fields, so I called them a second home and know how much use these fields get. In addition to these incredible youth programs, we also have top tier high school varsity and JV soccer, lacrosse, rugby, and field hockey programs on these fields. There is no way grass fields could accommodate all of this use with the type of weather we get here in New England.

As I have come to understand, the Friends of CC Playing Fields organization has accumulated over \$1.5M over the past 16 years for the eventual replacement of this turf. Those funds are available and ready to use, but cannot and will not be used for grass fields. Grass fields just wouldn't be able to handle the load of all the youth sports programs (which of course have set aside all of this money to help fund the replacement turf fields in the first place) not to mention the high school programs.

I recognize that there have been environmental concerns in the past with the rubber crumb turf fields, but I am looking right now at a recent EPA study showing no evidence of incremental toxicity exposure to athletes from rubber crumb. Grass fields also have environmental impacts. Think about all the water and fertilizers required not to mention the gas powered lawn mowers to mow it all. And how about the cost of ripping out the turf and putting in all the new sod, since you would no longer have the \$1.5 million from the Friends of CC Playing Fields organization.

It just seems like a no brainer to me.

Thank you for your consideration.

Ben Small
Board Member CC Youth Lacrosse
CC Youth lacrosse coach, CC Flag Football coach, and former CC Youth soccer coach
390 Elm Street

Ben Small
COO
Birchview Capital
617-359-3820
ben.small@birchviewcapital.com

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From: [Paul Tibbitt](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Doug White Field Replacement
Date: Monday, December 16, 2024 3:55:46 PM

You don't often get email from ptibbitt@yahoo.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

I am writing to add my voice to those in favor of replacing the turf at Doug White Fields with modern turf. As a father of 3 sons participating in multiple sports in town (2 actively) and many years as a volunteer coach, this is an important topic for our family and one for which I have taken the time to educate myself

Based on the data (and my own personal experience) the Doug White Fields are heavily used nearly year round across multiple sports. The current level of usage is only possible using an artificial surface. Throw in the variable, often in-climate weather in New England, and grass would not satisfy the current need. I read a comment in the Bridge on Friday that usage could be spread across more facilities throughout town. Unfortunately that is not a viable solution as the facilities around town are very often at capacity during the school year, with many teams having to share a limited number of appropriate fields.

I am certainly not anti-grass and would get behind that option if I thought it was a realistic. I am, however, anti-social media for kids, anti-obesity, anti-gaming multiple hours a day - all of which could be unintended consequences of taking a critical outdoor facility out of circulation multiple days a year due to weather and overuse.

Thank you for your careful consideration and service to the town.

Paul Tibbitt
120 Bartlett Hill Rd.
781.424.1485

From: [Brynn Chaffee](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Doug White Turf Fields
Date: Monday, December 16, 2024 3:53:14 PM

Some people who received this message don't often get email from brynnchaffee7@gmail.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

My name is Brynn Chaffee. As one of the 2025 varsity field hockey captains, I am writing to formally request that the decision be made to replace the turf on Doug White Fields with modern turf. I believe this is the best option for our community for several reasons.

Doug White Fields are used by thousands of players each season, across many sports. It's now expected, at the high school athletic level, to have turf fields for highly competitive play. Our fields are used by both high-level youth sports programs and state championship-level high-school programs that require quality playing surfaces.

Turf is the only surface that can accommodate both the volume of usage and weather while remaining consistent, playable, and available. With the replacement of grass, it would change every game. Grass fields would also make CC an unpleasant opponent as it is a surface that changes how teams play heavily.

I have personal experience playing on grass fields in middle school and it is a drastic difference from playing on turf. The Concord-Carlisle Field Hockey program is a very strong program with highly skilled athletes who depend on turf for practicing and competing.

In addition, the Friends of CC Playing Fields organization has acquired over \$1.5 million over the past 16 years for the eventual replacement of this turf. Those funds are available and ready to use, but cannot be used for grass fields given that grass would dramatically limit access to the youth sports programs that have helped fund the replacement.

Thank you for your time and consideration.

Please consider the future of CC athletes and make the right decision to maintain turf fields at CCHS.

Sincerely,
Brynn Chaffee
152 Deacon Haynes Road, Concord, MA, 01742

From: [Peter Alternative](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Replacing the turf at Doug White Fields
Date: Monday, December 16, 2024 12:46:11 PM

Some people who received this message don't often get email from myleswyatt2@gmail.com. [Learn why this is important](#)

Replacing the turf at Doug White Fields

Dear Select Board, Town Managers, and Finance Committee,

I am writing to formally request that the decision be made to replace the turf at Doug White Fields with modern turf. I believe this is the best option for our community for several reasons.

Doug White Fields are used by thousands of players each season, across multiple sports. This equals hundreds of hours of continuous usage. These fields are used by both high level youth sports programs and state championship level high-school programs who require quality playing surfaces. But Concord weather produces rain, snow, sleet, heat and drought that all affect the quality and availability of grass fields.

Therefore, turf is the only surface that can accommodate both the volume of usage and weather while remaining consistent, playable, and available. .

In addition, the Friends of CC Playing Fields organization has accumulated over \$1.5M over the past 16 years for the eventual replacement of this turf. Those funds are available and ready to use, but cannot be used for grass fields given that grass would dramatically limit access to the youth sports programs that have helped fund the replacement.

Thank you for your time and consideration.

Peter Alternative
109 oak road
concord, ma.

From: [WILLIAM RUSH](#)
To: [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#)
Cc: [finance mail](#); [Kerry Lafleur](#); [Megan Zammuto](#)
Subject: Turf replacement at Doug White Memorial Fields
Date: Monday, December 16, 2024 11:42:31 AM

You don't often get email from roger.rush@comcast.net. [Learn why this is important](#)

Dear Select Board members,

I want to register my full support as a Concord Town rate payer for the content of the letter copied below from the Friends of Concord Carlisle Girls Soccer regarding the replacement turf on the Doug White Memorial Fields. Please endorse the use of the funds saved by this group for the turf replacement and do not support any additional cost to the town ratepayers. The current tax burden we have, not least of which for the new middle school, is crippling enough without adding to it.

Roger Rush

67 Conant Street

From: **FOCCG Soccer** <focccgs@gmail.com>

Date: Sun, Dec 15, 2024 at 10:44 AM

Subject: Important information regarding Doug White Fields

To: FOCCG Soccer <FOCCGS@gmail.com>

Dear CCHS Girls Soccer Families,

We are writing to ask for your support as we look to have the turf on the Doug White Memorial Fields replaced. As members of the local sports community, we believe it is crucial that these fields remain high-quality, consistent, and playable to meet the needs of both youth sports and high school programs. There is a large, organized, group of people within the Town of Concord who are lobbying hard to have the turf fields replaced with natural grass. As a board, we feel very strongly that this will drastically impact our soccer program as well as thousands of other athletes who use these fields on a regular basis.

The unpredictable New England weather — ranging from rain, snow, and sleet to intense heat and drought—poses significant challenges for natural grass fields. Grass fields simply cannot withstand the volume of usage or the varying weather conditions we face throughout the year. In contrast, turf fields provide a reliable, year-round surface that can accommodate the high demand for practices, games, and tournaments.

The Doug White Turf Fields serve both high-level youth sports and state championship-level high school programs. It is imperative that these athletes have access to a consistent, playable surface to ensure the quality of their training and competition. Turf is the only surface that can offer this level of consistency, regardless of the weather, and remain available for use throughout the entire year.

While we understand that there are environmental concerns regarding turf, it's important to consider that grass fields also require significant resources.

Maintenance, mowing, irrigation, and fertilization come with both environmental and financial costs. Additionally, grass fields require constant upkeep to keep them in playable condition, especially when lining fields for multiple sports such as football, lacrosse, field hockey, and soccer. Turf fields, on the other hand, only require the

lines to be applied once during manufacturing, saving time, money, and resources. It should also be noted that the Friends of CC Fields has over \$1.5 million reserved to pay for this turf replacement. This would not be funded by taxpayers. If we were to move to grass fields, this would become an ongoing taxpayer expense.

For all of these reasons, we believe replacing the Doug White Turf Fields with artificial turf is the best decision for our community, and we encourage you to support this important initiative. By maintaining and improving our turf fields, we will continue to provide a high-quality, sustainable, and accessible space for all athletes in Concord and Carlisle. We are in no means “anti-grass”, however, changing our turf fields to natural grass will decimate our program as the fields would become consistently unavailable, unplayable, and poor quality. Please help ensure that the people who will make this decision understand that.

Please consider attending the Select Board meeting tomorrow, Monday, December 16th. A strong presence will help the members of the town leadership understand the importance of our stance. We will share the Zoom link in a separate email.

Information regarding the select board meeting can be found here: Info is <https://www.concordma.gov/1180/Select-Board>

If you are interested and able, please consider sharing your views with the following town leaders:

- Town Managers:
 - Kelly LaFleur, Town Manager - klafleur@concordma.gov
 - Megan Zammuto, Deputy Town Manager/Dir. Planning and Land Management - mzammuto@concordma.gov
- Select Board:
 - Mary Hartman, Chair - mhartman@concordma.gov
 - Mark Howell, Clerk - markhowell@concordma.gov
 - Terri Ackerman - tackerman@concordma.gov
 - Cameron McKennitt - cmckennitt@concordma.gov
 - Wendy Rovelli - wrovelli@concordma.gov
- Finance Committee:
 - Eric Dahlberg, Chair - finance@concordma.gov

Thank you for your attention to this matter, and for your ongoing commitment to supporting local sports.

Sincerely,

Friends of Concord Carlisle Girls Soccer

Sandy Graham

Peter Annunziata

Amy Caggiano

Carrie Delaney

Laura Hutchinson Cox

Lori Johnson

From: [Mark Chaffee](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: CCHS replacement fields
Date: Monday, December 16, 2024 9:45:21 AM

Some people who received this message don't often get email from mchaffee10@hotmail.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

I am writing to formally request that the decision be made to replace the turf at Doug White Fields with modern turf. I believe this is the best option for our community for several reasons.

Doug White Fields are used by thousands of players each season, across multiple sports. This equals hundreds of hours of continuous usage. These fields are used by both high level youth sports programs and state championship level high-school programs who require quality playing surfaces. But Concord weather produces rain, snow, sleet, heat and drought that all affect the quality and availability of grass fields.

Therefore, **turf is the only surface that can accommodate both the volume of usage and weather** while remaining consistent, playable, and available.

In addition, the Friends of CC Playing Fields organization has accumulated **over \$1.5M over the past 16 years for the eventual replacement of this turf**. Those funds are available and ready to use, but **cannot be used for grass fields** given that grass would dramatically limit access to the youth sports programs that have helped fund the replacement.

Thank you for your time and consideration.

Please don't make a mistake that will end up increasing costs; this is the time to choose the best option for the future of Concord sports and the wallets of residents.

Mark Chaffee
152 Deacon Haynes Road

From: [Jennifer Bridgman](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Doug White Fields
Date: Monday, December 16, 2024 8:39:48 AM

You don't often get email from jlhoneyman@comcast.net. [Learn why this is important](#)

Dear Town Managers, Select Board, and Finance Committee,

I'm writing to express my support for the replacement of the Doug White Turf fields with new, modern turf. My daughters are 14 and 16 years old and have used these fields for sports since they were very young all the way through today in high school. I understand the current turf has reached the end of its life span, and also understand there is support for replacing these fields with grass fields. I believe changing these fields to grass would alter CC sports negatively for many, many years to come, as well as alter the way games are played. My daughters play field hockey, among other sports, and playing field hockey on grass is an entirely different game than playing on turf. This will impair the teams' abilities to be competitive in a league where other teams are regularly practicing and playing games on quality turf fields.

In addition to specific sport disadvantages, the highly variable weather in Concord would cause teams to lose countless hours of playing time because of necessary cancellations to protect grass fields in poor weather conditions. The Doug White fields are used by thousands of players each season and it's important that the fields are of high quality to support the level of play that happens here. Turf is the only surface that can support the hundreds of hours of continuous usage the fields receive. The Friends of CC Playing Fields has accumulated over \$1.5M over the past 16 years for the replacement of the current turf fields with new turf fields. Those funds are available and ready to use for turf only, which will significantly help defray the cost to the town of replacing the current fields.

I believe a driving force behind the movement to put grass fields in at Doug White is environmental impact, but as I understand it, the comparison between turf and grass is close to being a wash, making the many downsides of grass fields in this location simply not worth whatever small gains they may provide. The EPA recently released a long term study showing no evidence of incremental toxicity exposure to athletes from rubber crumb. And while turf certainly does have an environmental impact, grass does too and requires constant maintenance, mowing, irrigation and fertilization, which is both costly and has environmental impact.

I hope you will advocate for athletes, families, and CCHS programs by supporting the replacement of the Doug White turf fields with new turf fields, and take advantage of the funds available for this project from the Friends of CC Playing Fields. Thank you for your time reading my letter, and for all of the work you do to support Concord.

Sincerely,
Jennifer Bridgman
100 Alcott Road

From: [Sean Ruhmann](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [finance mail](#); [Terri Ackerman](#); [Wendy Rovelli](#)
Subject: Please keep the Doug White Fields Turf
Date: Monday, December 16, 2024 6:31:44 AM

You don't often get email from sean.ruhmann@mac.com. [Learn why this is important](#)

Dear All,

I am a concord resident at 10 Wood Street. I have two children at CCHS and have spent a lot of time at the Doug White Fields.

Please keep these fields Turf.

Although i love grass fields (for certain sports), from a use, functionality and cost standpoint, it does not make sense to convert these fields to grass.

These fields get used too much to sustain grass. If converted, the fields would very quickly become dirt patches, without significant resources to maintain and re-sod repeatedly and regularly.

In addition, not all sports can play on grass. Field Hockey, as one example, is now a turf sport (so much so that US colleges now have special turf fields for their teams). If the field hockey programs were to play on grass it would put CC players at a disadvantage vs other local towns/teams and also for any players seeking to continue playing in college.

I could expand on the above but will keep this email short.

kind regards,
Sean Ruhmann

----- Forwarded message -----

From: FOCCG Soccer <focccgs@gmail.com>
Date: Sun, Dec 15, 2024 at 10:44 AM
Subject: Important information regarding Doug White Fields
To: FOCCG Soccer <FOCCGS@gmail.com>

Dear CCHS Girls Soccer Families,

We are writing to ask for your support as we look to have the turf on the Doug White Memorial Fields replaced. As members of the local sports community, we believe it is crucial that these fields remain high-quality, consistent, and playable to meet the needs of both youth sports and high school programs. There is a large, organized, group of people within the Town of Concord who are lobbying hard to have the turf fields replaced

with natural grass. As a board, we feel very strongly that this will drastically impact our soccer program as well as thousands of other athletes who use these fields on a regular basis.

The unpredictable New England weather — ranging from rain, snow, and sleet to intense heat and drought—poses significant challenges for natural grass fields. Grass fields simply cannot withstand the volume of usage or the varying weather conditions we face throughout the year. In contrast, turf fields provide a reliable, year-round surface that can accommodate the high demand for practices, games, and tournaments.

The Doug White Turf Fields serve both high-level youth sports and state championship-level high school programs. It is imperative that these athletes have access to a consistent, playable surface to ensure the quality of their training and competition. Turf is the only surface that can offer this level of consistency, regardless of the weather, and remain available for use throughout the entire year.

While we understand that there are environmental concerns regarding turf, it's important to consider that grass fields also require significant resources. Maintenance, mowing, irrigation, and fertilization come with both environmental and financial costs. Additionally, grass fields require constant upkeep to keep them in playable condition, especially when lining fields for multiple sports such as football, lacrosse, field hockey, and soccer. Turf fields, on the other hand, only require the lines to be applied once during manufacturing, saving time, money, and resources. It should also be noted that the **Friends of CC Fields has over \$1.5 million reserved to pay for this turf replacement. This would not be funded by taxpayers. If we were to move to grass fields, this would become an ongoing taxpayer expense.**

For all of these reasons, we believe replacing the Doug White Turf Fields with artificial turf is the best decision for our community, and we encourage you to support this important initiative. By maintaining and improving our turf fields, we will continue to provide a high-quality, sustainable, and accessible space for all athletes in Concord and Carlisle. We are in no means “anti-grass”, however, changing our turf fields to natural grass will decimate our program as the fields would become consistently unavailable, unplayable, and poor quality. **Please help ensure that the people who will make this decision understand that.**

Please consider attending the Select Board meeting tomorrow, Monday,

December 16th. A strong presence will help the members of the town leadership understand the importance of our stance. We will share the Zoom link in a separate email. Information regarding the select board meeting can be found here: Info is

<https://www.concordma.gov/1180/Select-Board>

If you are interested and able, please consider sharing your views with the following town leaders:

-

Town Managers:

-

Kelly LaFleur, Town Manager - klafleur@concordma.gov

-

Megan Zammuto, Deputy Town Manager/Dir. Planning and Land Management - mzammuto@concordma.gov

-

Select Board:

-

Mary Hartman, Chair - mhartman@concordma.gov

-

Mark Howell, Clerk - markhowell@concordma.gov

-

Terri Ackerman - tackerman@concordma.gov

-

Cameron McKennitt - cmckennitt@concordma.gov

-

Wendy Rovelli - wrovelli@concordma.gov

-

Finance Committee:

-

Eric Dahlberg, Chair - finance@concordma.gov

Thank you for your attention to this matter, and for your ongoing

commitment to supporting local sports.

Sincerely,

Friends of Concord Carlisle Girls Soccer

Sandy Graham

Peter Annunziata

Amy Caggiano

Carrie Delaney

Laura Hutchinson Cox

Lori Johnson

From: [Sue Reynolds](#)
To: [Kerry Lafleur](#); [Mary Hartman](#); [finance mail](#); [Megan Zammuto](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#)
Subject: Replacing Doug White Turf Fields
Date: Sunday, December 15, 2024 7:57:33 PM

Some people who received this message don't often get email from suereyn@gmail.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

My name is Sue Reynolds, and my husband, Chad and I have been Concord residents for ten years and our three children have benefitted from the use of the Doug White turf fields every season for various sports since we moved here. We were both CCYL coaches for the past 8 years, former CCYS soccer coaches and both currently sit on the boards for Friends of CCHS Girls and Boys Lacrosse along with Friends of CCHS Alpine Ski.

We would urge you to support the use of funds that have been put aside to replace the Doug White turf fields. When we pay a fee to sign up for a particular sport, we all pay for the maintenance of the fields (a \$50 fee per season per child was built into the cost of signing up for any town sports team). These funds were wisely collected for the maintenance of the turf field. It is my understanding that the funds can only be used for that purpose and therefore when the turf is deemed unplayable, we would be left waiting for grass fields to somehow be paid for, installed and maintained by another source. Using these funds for anything other than reconditioning or replacing the turf would be misuse of the saved funds.

While we understand some of the drawbacks of turf fields, it seems impossible to think that grass fields could handle the amount of use the turf fields handle in a given day. We have so many active adults and children in this community, it is not feasible to think that all of the activities and events that are currently happening on the turf could happen on grass. The sheer number of athletes and games combined with inclement weather could result in massive rescheduling issues and a variety of safety issues.

Thank you for your consideration,

Sue and Chad Reynolds

From: [Carrie Chaffee](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Cc: [Mark Chaffee](#)
Subject: CCHS replacement fields
Date: Sunday, December 15, 2024 7:33:50 PM

Some people who received this message don't often get email from carriechaffee@gmail.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

I am writing to formally request that the decision be made to replace the turf at Doug White Fields with modern turf. I believe this is the best option for our community for several reasons.

Doug White Fields are used by thousands of players each season, across multiple sports. This equals hundreds of hours of continuous usage. These fields are used by both high level youth sports programs and state championship level high-school programs who require quality playing surfaces. But Concord weather produces rain, snow, sleet, heat and drought that all affect the quality and availability of grass fields.

Therefore, **turf is the only surface that can accommodate both the volume of usage and weather** while remaining consistent, playable, and available. .

In addition, the Friends of CC Playing Fields organization has accumulated **over \$1.5M over the past 16 years for the eventual replacement of this turf**. Those funds are available and ready to use, but **cannot be used for grass fields** given that grass would dramatically limit access to the youth sports programs that have helped fund the replacement.

Thank you for your time and consideration.

Please don't make a mistake that will end up increasing costs; this is the time to choose the best option for the future of Concord sports and the wallets of residents.

Carrie Chaffee

152 Deacon Haynes Road

From: [Rigazio Troxler](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [finance mail](#); [Wendy Rovelli](#)
Subject: Request for Turf Replacement at Doug White Fields
Date: Sunday, December 15, 2024 3:16:58 PM

Some people who received this message don't often get email from jtroxler@hotmail.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

I am writing to formally request the decision to replace the current turf at Doug White Fields with modern turf. I believe this is the most beneficial choice for our community for several important reasons.

Doug White Fields serves as a vital resource for thousands of players each season, across multiple sports. These fields are utilized for hundreds of hours each year by both high-level youth sports programs and state championship-level high school teams, all of which require high-quality, reliable playing surfaces. However, Concord's unpredictable weather—ranging from rain and snow to extreme heat and drought—frequently impacts the quality and availability of grass fields.

Given these conditions, turf is the only surface capable of withstanding both the heavy usage and diverse weather conditions while maintaining a consistent, playable, and safe environment throughout the year.

Additionally, the Friends of CC Playing Fields organization has raised over \$1.5 million over the past 16 years specifically for the replacement of the current turf. These funds are ready and available for use, but they cannot be allocated to grass fields, as grass would significantly limit access to the youth sports programs that have contributed to this fund.

I respectfully request your support in making the decision to move forward with replacing the turf at Doug White Fields. This investment will ensure our community continues to have a high-quality, accessible playing surface for years to come.

Thank you for your time and consideration.

Sincerely,

Caroline and Mark Rigazio
142 Chestnut St. Concord

From: [Lee Hadlow Halloran](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Turf replacement @ Doug White
Date: Sunday, December 15, 2024 2:09:05 PM

Some people who received this message don't often get email from lhadlow@gmail.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

I am writing to express my support for the immediate replacement of the existing turf at Doug White Fields with modern turf. As a parent of three kids who benefit from these high quality playing surfaces and a volunteer for CCYL, I see firsthand how important these fields are for the long-term sustainability of our exceptional youth and high school sports programming.

Our community depends on us to ensure our programs can continue to thrive, and turf fields are essential to making that happen.

Doug White Fields are used by thousands of players each season across multiple sports, with hundreds of hours of continuous use by high-level youth and state championship high-school programs. Turf is the only surface that can handle this high volume of use and unpredictable weather while remaining consistent, playable, and available.

The Friends of CC Playing Fields have raised over \$1.5M over 16 years for turf replacement, which is ready to be used but cannot be applied to grass fields, as grass would severely limit access for the youth sports programs funding the project.

Thank you for your consideration.

Lee Halloran

From: [Rob Morrison](#)
To: [Mary Hartman](#); [Kerry Lafleur](#); [Mark Howell](#); [Wendy Rovelli](#); [Donna McIntosh](#); [finance mail](#); [Megan Zammuto](#)
Subject: Doug White Fields - a slightly different viewpoint I hope!
Date: Sunday, December 15, 2024 11:54:49 AM

Dear select board, town, manager, and finance committee,

As a coach for Concord youth soccer and at the Fenn School for over 20 years, I have witnessed the impact of the installation of turf fields at two different locations. I'd like to highlight a few ideas that I haven't heard from the Concord community so far.

Turf fields need little annual maintenance. Periodically, the crumb is re-brushed back into the substrate, but this is a relatively quick and easy job. Natural fields need regular mowing and lining on a biweekly basis. What is the cost in terms of pollution and actual dollars in order to line and mow grass fields throughout the town?

To maintain top-class grass fields for top-class programs at CCHS, these fields will need to be pampered. Usage in the autumn will fall almost exclusively to the high school program to support their varsity, junior varsity, and freshman teams. A soccer pitch can only take so much usage, and evening practices under the lights will most likely be eliminated in order to let the fields have a chance to rest. The fields will need to be installed with sprinkler systems and fertilized regularly. When insecticide or herbicide needs to be applied, the fields will be closed. Irrigation, fertilization, pest control, mowing, and lining have environmental and monetary costs.

Before the turf fields were developed, Concord grass soccer fields were maxed out by usage by the various soccer programs in town. The grass fields in general were in poor shape. The field inside the oval track had large areas of barren dirt, which became mud whenever it rained. Two other fields were established on Emerson, one was primarily used by the CCHS Men's varsity soccer program for preseason tryouts. That field was generally torn to pieces by the time the school year started because of the intensive use by 50+ boys trying out for the team. I'm not sure where the women's program practiced, but I suspect they had an equal effect. After the building of the turf fields, there was a dramatic improvement in the condition of the grass field throughout town. The fields at Emerson reverted to their original function as outfield spaces for the baseball and softball diamonds, thus eliminating the need for the town to set up the goals and line and maintain the soccer fields.

The fields at Rideout, Peabody and Sanborn also suffered from overuse and from damage when games were played in the rain. Generally, there were numerous cancellations in the fall and spring because of the lack of playable fields, but at times, games were played on wet pitches, and this created lasting damage to the soccer fields. Fields had to be closed on a rotating annual basis in order to allow the grass to recover, and this created more

scheduling headaches.

I think we should also consider the impact of canceled games and practices upon our youth. Getting kids off their screens is so valuable to their physical and mental health these days. When I go to the Doug White Fields on Thursday evening, every corner of the turf is being used by youth teams. Up to 10 different teams are practicing on those two fields. Those are all kids who would most likely be sitting around playing video games or watching TV if they didn't have their weekly evening practice. Before we built a turf field at Fenn. we would cram the kids into the gym when it rained just to let them run around a little bit and let off steam. This certainly did not replicate the exercise or the skill building that could take place when practicing in the rain on a turf field.

Finally ,as a significant donor to the fund responsible for the construction of the turf field, I would consider the removal of these fields as a betrayal of our agreement with CCHS and the Town of Concord. I am proud to have been a supporter of these efforts and I would hate to see all these improvements go to waste.

As always, thank you for your service to Concord.

Yours sincerely

Rob Morrison
63 Monument St.

From: [Carl Calabria](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Turf at Doug White Fields
Date: Sunday, December 15, 2024 11:44:26 AM

You don't often get email from carlcalabria@comcast.net. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

I am writing to formally request that the decision be made to replace the turf at Doug White Fields with modern turf.

I am a long-time Concord resident, and my three children all played high school soccer on the Doug White turf fields. At age 66, I still play competitive soccer on the Concord United Dragons and have come to especially appreciate the safety aspects of playing on a consistent and compliant surface. I once played on a perfectly maintained grass pitch at a soccer club in Denmark. There has been nothing like it since, and it was pure joy. It was watered daily and maintained by a ground crew, and it was used for no more than two matches per week. During my 20 years of playing soccer in Massachusetts, however, I have yet to play on a grass field that remotely comes close. I would happily choose the turf field at Doug White over any grass field in the state. Grass fields in our climate that are used frequently simply cannot be maintained to a reasonable level of quality without exorbitant cost. It only takes one depression, rut, or muddy patch to cause a serious ankle, knee, or muscle injury. It only takes one match completed in heavy rain to seriously damage an otherwise well-maintained grass field. Maintenance of a grass field also requires the use of pesticides and fertilizer. Those of us who live adjacent to wetlands and waterways are advised by the Natural Resource Commission to avoid the use of these chemicals so as not to pollute our waterways. Why, then, would we choose to install a grass field that will require these chemicals for the indefinite future and in close proximity to our high school children?

Another consideration that seems monumental is the amount of water needed to maintain a healthy grass field. In the last several years, there has been no debate about the number and severity of droughts we have experienced here in Concord. Why would we possibly consider a change that would increase water use? Would a grass field at Doug White be subject to the same water restrictions during times of drought as residents of the town? If so, how could we expect to maintain any semblance of a reasonable playing surface?

I wonder if the town would consider replacing its aging asphalt tennis courts with grass. Tennis can be played on grass, clay, and asphalt. Why is there not even a single grass tennis court in town? The answer provides guidance for the decision before you. A grass tennis court in our climate would not stand up to frequent use and would be too costly to maintain.

In conclusion, the combination of enhanced safety, consistent play, weather resistance, cost-effectiveness, and environmental benefits make artificial turf soccer fields a superior choice over natural grass.

Respectfully,

Carl Calabria

261 Heaths Bridge Rd.

From: [Dawn McCullough](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: CCHS Field Replacement
Date: Sunday, December 15, 2024 10:59:47 AM

You don't often get email from dawnmccullough@icloud.com. [Learn why this is important](#)

Hello,

I am writing in support of replacing the existing turf fields with newer turf rather than grass. The turf will be paid for by current funds set aside and requires much less maintenance. The grass fields will require maintenance, which will be costly; they are far inferior play for our athletes and will likely be treated with chemicals.

Best,

Dawn McCullough

From: [Wilson Kerr](#)
To: [finance mail](#)
Subject: Thank You and Support For The Amenities Building
Date: Saturday, December 14, 2024 6:55:39 PM

To The FinCom,

I want to **thank you** for your hard work on the preliminary guideline numbers. I watched your November 21 meeting and was pleased to hear understanding and collaboration emerge as a theme. In particular, Lindsey Lis and her spreadsheets were fantastic and she made the complex calculations easy to understand. She also mentioned the uncertainty of the schools out of district costs and it was refreshing to hear this acknowledged. Chair Eric Dalberg stressed cooperation and communication and SC Chair Carrie Rankin specifically called out the new "tone and tenor" of the working relationship between the FinCom and the SC, at their Dec 10 SC meeting. After years of thinly disguised hostility and acrimony by members of the FinCom toward our schools (under past leadership), this change is noticeable and appreciated. While tough choices undoubtedly lie ahead and belts will need to be tightened (and, I hope, new revenue generated), I want to commend the FinCom for this new constructive approach.

Also, I urge you to support the new amenities building at CCHS. I watched and/or attended the meetings where you asked the SC for more details and options, before they pulled the TM warrant. The SC has worked hard to deliver on this ask and costs have come down. It was also recently disclosed that 70% of the field usage benefits the larger community. To have rented, unlit, unheated plastic outhouses in-place for a DECADE not only violates plumbing codes and ADA compliance and wastes money, but also needlessly exposes Concord to liability if a disabled or elderly person were to injure themselves given the known shortcomings of the current amenities. Please support the pending SC warrant article and please support/explore the use of CPC funds to help offset costs. As you know, the CPC apparently has \$3M in "excess" taxpayer-funded potential grant money that could help reduce the TM ask/taxpayer burden.

Thank you for ALL the hard work and the countless hours you give to our town,

Wilson Kerr
20 Damon St.
Concord

From: [William Roger Rush](#)
To: [Mary Hartman](#)
Cc: [Cameron McKennitt](#); [finance mail](#)
Subject: Re: Concord Town budget
Date: Friday, December 13, 2024 1:39:42 PM

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Hi Mary,

Thank you for your response. I implore you and the Select Board to take action to hold budget increases to a minimum. The burden rate payers are going to be saddled with for the new middle school is enough without extra demands from town departments. Efficiency and cost effectiveness are words that come to mind in that respect. As householders we have to be prudent with our money, so too should town officials. A zero level budget or close to would be very welcomed.

Roger

On Dec 9, 2024, at 7:09 PM, Mary Hartman <mhartman@concordma.gov> wrote:

Dear Mr. Rush

Thank you for your email. Questions like yours make better policy decisions.

Neither the town nor the schools have presented final budgets. The numbers presented to the Finance Committee are very preliminary and used to inform the spending guideline set by the Finance Committee. The Select Board will have our first look at the detail's behind the town manager's proposed budget in January. That is our best opportunity to ask questions. I encourage you to attend the January Select Board meetings and voice your concerns. In the meantime, I can assure you that individual town departments do not have their own financial controllers and spending for Gerow and Estabrook were approved at Town Meeting.

Regards,

Mary

Mary Hartman
Chair, Town of Concord Select Board

Please be advised that the Massachusetts Attorney General has determined that email to and from a government email address is a public record unless the content of the email falls within one of the stated exemptions under the Massachusetts Public Records Laws.

From: William Roger Rush <Roger.Rush@comcast.net>

Date: Monday, December 9, 2024 at 11:44 AM

To: finance mail <finance@concordma.gov>, Mary Hartman <mhartman@concordma.gov>

Cc: Cameron McKennitt <cmckennitt@concordma.gov>

Subject: Concord Town budget

[You don't often get email from roger.rush@comcast.net. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification>]

Dear Ms Hartman and Mr Dahlberg,

I want to applaud the Finance Committee's efforts to restrict Town of Concord budget plans for 2026. I sat through the joint meeting of the Select Board and the Finance Committee when the town CFO present some outrageous budget projects. I have no faith in the town managers either, they seem to be pushing for whatever they can get with little consideration for the expanding burden to rate payers. There needs to be better responsibility on their part. It is time the Select Board and Finance Committee pushed back and more aggressively seek strong and realistic justification for budget matters. The Town rate payers demand such diligence.

The question I would ask is, why are any budget increases needed?

As a homeowner in the town I have to budget and save to make improvements especially seeing in retirement I am on a fixed budget. For example, the Concord schools get and have gotten huge chunks of Town funds but continue to push for more such as upgraded playing field toilet facilities. Not that I disagree, we should have adequate facilities there but take a different approach with them by telling them to find the money from their existing budget or borrow the money and have repayments incorporated within the existing school budget. I am also aware that Town departments have potential duplication in staffing roles, for example, financial controllers for each

department I believe. I would ask if anyone has looked at town staffing numbers and the justification for those? After all staff costs are a major element of the budget, so can some slimming down exercise better budget control?

To me, no one has ever explained the white elephant investment in Gerow Park and why the town has spent so much on the Estabrook legal case which probably only benefits a minority of our town's folk. Spend the money where you get the most benefit for the town tax payers.

Thank you for your attention.

Roger Rush
67 Conant Street

From: [Nikki Morrissey](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Doug White Feild Replacement
Date: Friday, December 13, 2024 12:45:45 PM

You don't often get email from nmorrissey@abschools.org. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

My name is Nikki Morrissey, and I served on the board of CCYL for 8 years, as the president for 4 years, and as a youth lacrosse coach. I have been a Concord resident for fourteen years and am the Co-President of FOCCGL (Friend of Concord-Carlisle Girls Lacrosse).

The most crucial point to address is that we all paid for the maintenance of the fields (a \$50 fee per season per kid was built into the cost of signing up for CCYL or any town sports team). These funds were earmarked for the maintenance of the turf field. Using these funds for anything other than reconditioning or replacing the turf would misrepresent collected field funds.

The accessibility and further maintenance of the turf fields are essential considerations. Weather conditions could cause massive rescheduling issues and poor field conditions if there were to be a grass replacement (further impacting the safety of our users). Concord-Carlisle's outdoor athletic facilities (T1 & T2) have been privately funded and publicly maintained through donors, parents, and user fees (use of the turf fields). Doing away with our turf fields would be a massive injustice to our town, donors/supporters, youth and adult sports, and, most notably, our high school teams.

One comment I always receive for visiting towns, teams, players, coaches, and spectators is how amazing CC Athletics fields are, with access to three turf fields. These fields are constantly in use after school and on the weekends. This accessibility, safety, and daily maintenance would be a serious hindrance if we do not replace the existing fields with new turf (as funds were collected to pay for over the past decade and a half).

Thank you for your consideration,

Nikki Morrissey

--

Nikki Morrissey

she/her

School Counselor

ABRHS

(978) 264-3300 ext. 41030

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From: [Jason Fortier](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Doug White Field Replacement
Date: Friday, December 13, 2024 10:58:36 AM

Some people who received this message don't often get email from jasonfortier@hotmail.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee -

I am a long-time Concord resident, having grown up in this town and having raised three children here. I am writing to encourage the Select Board to replace the Doug White turf field at the high school with a new turf field. It is clear that the fields are in need of replacement sometime in the next few years, and I am strongly in favor of installing a new turf field sooner rather than later. I feel any conversation about moving to a grass field ignores the year-round benefits that come from a reliable playing surface.

Concord is fortunate to have a number of strong athletic programs, both at the high school level and at the youth level. These teams, including soccer, lacrosse, field hockey, and football, all enjoy the benefits of playing on a turf field. Not only do turf fields provide a predictable surface, but they allow activities to continue during periods when grass fields become unplayable due to rain or mud. A grass field will run the risk of needing to be closed in early spring to ensure the surface is not torn up before the grass begins to grow, and since high school spring sports begin in March, this will be a real issue every year. What would the expectations be for our teams if the fields were closed for a few weeks every spring? Or worse yet, if a grass field is torn up early in the year, it would be in terrible shape for the rest of the season, which would, in turn, be unsafe for the players.

A move to a grass field, and the surface quality issues that inevitably come with it from heavy use, will be detrimental to the sports programs that mean so much to many families in this town. I fear that constituencies that don't fully grasp this importance are out of touch with the families that have children involved with these sports. My own kids have benefited greatly from these programs, from a son on the recent CCHS state champion soccer team (which I would venture to say brought pride and joy to a large swath of Concord), to two daughters on soccer and lacrosse teams. In fact, my oldest daughter benefitted so much from her CCHS lacrosse experience that she is now playing at the Division 1 level at Dartmouth College, where ALL of the fields she competes on are turf - it would be beyond comprehension for her team to be forced to play on a grass surface at this point.

The benefits of these teams come in the form of person growth, leadership skills, life-long friendships, and valuable memories. I know teams will continue to exist if we move backwards to grass fields at the high school, but I am certain the quality and quantity of the programs will take a step backwards. Without a reliable, year-round, surface it seems inevitable that practice and playing time will decrease, and the quality of games played on these fields will decrease. I have seen statistics that a turf field can support 3 - 4 times the number of hours of activities compared to a grass field. This is hugely significant for fields that are currently used by so many teams at the high school and in youth sports. Estimates for the number of hours of athletic play per year that a grass field can handle vary, but in general the consensus seems to be somewhere between 600 - 800

hours per year, and certainly less than 1,000 hours per year. The 2024 Concord Recreation Facilities Strategic Plan clearly notes that the Doug White turf fields are used in excess of 1,000 hours each. If we move to grass and need to reduce the number of hours the fields can be used, we clearly will need to cut practices and limit the number of teams with access. This is not a minor change and it would affect 1000's of athletes, when taking into account all of the high school programs, youth programs, and their opponents. In the long run, this would be a step backward for the proud traditions we have developed in this town.

And as a final note, it is my understanding that substantial funds have been raised for an eventual turf replacement ever since the original Doug White fields were installed. In general, our town's youth sports programs collect user's fees that in part go towards the eventual field replacement, with an implicit understanding that any existing turf field would be replaced with a new turf field when the time comes. It would be misrepresenting the intentions of these programs to make a last-minute switch to a grass field at this point, and it is also clear that the funds will not be used for a grass field. Similarly, in 2008 Chris Whelan and Anthony Logalbo stated in a memo to the Concord Community Preservation Committee that the "FCCF [Friends of Concord-Carlisle Fields] has also agreed to set aside funding on an annual basis for the future replacement of the "turf" surface."

Please take these points into consideration, and I strongly recommend the Select Board moves to replace the aging Doug White turf fields with new turf fields.

Thank you,
Jason Fortier

From: [Caroline Kasparian Myler](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Replacing the turf at Doug White Fields
Date: Wednesday, December 11, 2024 8:49:31 PM

Some people who received this message don't often get email from carolinekmyler@gmail.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

I am writing on behalf of CC Youth Lacrosse, as the director of girls program, to appeal that the TURF at the Doug White Fields is replaced with modern TURF.

CC Youth Lacrosse is predominately a Spring program. When we open our girls program in late March, we have to squeeze grades 3-6 on TURF #2 because the upper grass fields are not yet playable (they are still too wet). We often have to postpone the start of our 1st and 2nd grade program until late April, as the only field available to them on Sunday mornings is the upper grass. It's always an unknown when the grass fields will be open/if they will remain open. As TURF has fewer weather related variables, we are able to ensure that our program is able to host many of our games, making it much easier for players and their families and not have to deal with last minute cancellations and the dreaded game rescheduling process of other towns in our league.

Lacrosse is a sport where different lines are needed for the women's and men's game. On TURF there is the ability to permanently line the fields for multiple formats (football, women's/men's lacrosse, field hockey, and 11v11, 9v9, and 7v7 soccer). On grass, the lines would have to be redrawn constantly. Overall, grass fields require constant maintenance, mowing, irrigation and fertilization, which is also costly.

Over the last 16 years, CCYL, has contributed yearly to the Friends of CC Playing Fields fund in order to plan for the eventual replacement of the TURF. Those funds (over \$1.5M) are available and prepared to cover the cost of the TURF removal and replacement with TURF. The funds cannot be used for grass fields as the grass would greatly decrease the access our program (that have helped fund the replacement) has to playing fields.

Thank you for your time and consideration.

Best Regards,
Caroline Myler
Director, Concord-Carlisle Girls Youth Lacrosse

From: [James Atwood](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Doug White Fields
Date: Wednesday, December 11, 2024 2:29:21 PM

Some people who received this message don't often get email from jimatwood133@gmail.com. [Learn why this is important](#)

Dear Town Leaders,

I'm writing to express my enthusiastic support for replacing the turf at the Doug White fields instead of switching to grass.

There is no possibility that the grass fields could offer any approximation whatsoever of the usage that the turf fields afford us; even with an inconceivably large maintenance budget that would never be approved anyway. I doubt there is much disagreement with this point from any interest group.

I also believe that the fields are perfectly safe and environmentally acceptable. The studies that the "pro grass" side like to reference are highly selective and unconvincing. And you can come up with a study to agree with you on just about anything in this day in age. That doesn't make it right. There are plenty of studies supporting turf.

What is clear is that this country has been using turf fields for generations and continues to do so without any significant identifiable negative effect. Pro sports teams that could afford to have a new grass field for every game still choose turf.

Let's not react to yet another claim of a crisis that does not exist, but rather serve the citizens. If you put this to a town vote, you would find that in overwhelming numbers we want the turf fields. And what the citizens want is what the citizens should get. This is, after all, America.

Regards,
Jim Atwood
133 Stow St.

From: [Kelly B. Crowley](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Replacing the turf at Doug White Fields
Date: Wednesday, December 11, 2024 1:27:43 PM

Some people who received this message don't often get email from kburkec@gmail.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

Please consider my letter to formally request that the decision be made to replace the turf at Doug White Fields with modern turf. I believe this is the best option for our community.

Doug White Fields are used by thousands of players each season, across multiple sports. This equals hundreds of hours of continuous usage. These fields are used by both high level youth sports programs and state championship level high-school programs who require quality playing surfaces. But Concord weather produces rain, snow, sleet, heat and drought that all affect the quality and availability of grass fields.

Therefore, turf is the only surface that can accommodate both the volume of usage and weather while remaining consistent, playable, and available. .

In addition, the Friends of CC Playing Fields organization has accumulated over \$1.5M over the past 16 years for the eventual replacement of this turf. Those funds are available and ready to use, but cannot be used for grass fields given that grass would dramatically limit access to the youth sports programs that have helped fund the replacement.

Thank you for your time and consideration.

Kelly Crowley
25 Jennie Dugan Rd.

From: ken.fischl@yahoo.com
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Replacing the Turf Fields
Date: Wednesday, December 11, 2024 12:47:57 PM

You don't often get email from ken.fischl@yahoo.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

I am writing to formally request that the decision be made to replace the turf at Doug White Fields with modern turf. I believe this is the best option for our community.

When we first moved to town and had two toddlers, this same debate happened (2013?) and I didn't really understand why we needed turf. But, now that the turf fields have been built and my kids are in middle school, I see huge advantages of having turf over grass. The town's grass fields are often closed (climate change towards very heavy rains) and not level. The old Sanborn grass soccer field had such a big hole that a cone had to be placed over it. This hole was not fixed after 3 years! Practices are often cancelled on the grass. It can be difficult to find place for make-up games as there is heavy demand on all of Concord's field space. Turf benefits from being an all-weather surface and I see the turf being used on weekends from 8am-8pm by multiple sports. We have plenty of grass fields already. Taking away the turf would have a detrimental effect on children's sports and exercise.

Thank you for your time and consideration.

Ken Fischl
34 Holden Ln
Concord, MA

From: [Kevin Jones](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Doug White Fields replacement
Date: Wednesday, December 11, 2024 11:51:03 AM

Some people who received this message don't often get email from kevinjones1018@gmail.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

My name is Kevin Jones and I am a parent, coach, and fan of all sports in town. I am writing to formally request that the decision be made to replace the turf at Doug White Fields with modern turf. I have done a bit of research and believe a hybrid of actual grass and modern field turf would be the best possible solution. I believe some NFL teams have installed this as well as some European soccer teams. Although this option would probably be more costly than installing new modern field turf as well as natural grass (although I think with maintenance, watering and fertilization over the years on a natural grass surface will undoubtedly be a big expense) I believe this is the best option for our community for several reasons.

We all know the Doug White Fields are the primary fields used and preferred by many players and coaches across a multitude of sports. Due to such high demand nearly 12 months out of the year, weather permitting, I think we can all agree these fields need to be able to be durable and usable. Although I do not fully like a field turf and would much prefer to play, coach or be a spectator on real grass, I believe the longevity of the field turf is what is needed for that location. I appreciate all the arguments for having a natural field but with the amount of youth, high school and adult activities on these fields, the only option is something that will hold up throughout the year.

I believe investing in a hybrid technology of grass & turf is the only surface that can accommodate both the volume of usage and weather while remaining consistent and playable, as well as having many of the benefits of an all natural playing surface. If this solution is not an option then I would be in favor of a new age full synthetic field for the Doug White Fields

Thank you for your time and consideration.

All the Best,

Kevin Jones

From: [Greg Karczewski](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Cc: [Melissa Karczewski](#)
Subject: Request to Replace Turf at Doug White Fields
Date: Wednesday, December 11, 2024 11:36:33 AM

Some people who received this message don't often get email from gkarczewski@gmail.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

I respectfully request your approval to replace the turf at Doug White Fields with modern synthetic turf. These fields serve thousands of players across multiple sports and require a surface that can handle heavy use and Concord's unpredictable weather. Turf is the only option that ensures consistent playability and availability.

The Friends of CC Playing Fields have raised \$1.5M over 16 years to fund this replacement, but these funds cannot be used for grass fields as they would significantly limit access for the youth sports programs that raised the funds.

Thank you for your consideration.

Sincerely,

Greg Karczewski

262 Monsen Road

From: [Shep Shepard](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Replacing the turf at Doug White Fields
Date: Tuesday, December 10, 2024 8:45:59 AM

Some people who received this message don't often get email from brendanshepard@gmail.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

I am writing to formally request that the decision be made to replace the turf at Doug White Fields with modern turf. I believe this is the best option for our community for several reasons.

Doug White Fields are used by thousands of players each season, across multiple sports. This equals hundreds of hours of continuous usage. These fields are used by both high-level youth sports programs and state championship-level high-school programs which require quality playing surfaces. But Concord weather produces rain, snow, sleet, heat, and drought that all affect the quality and availability of grass fields.

Therefore, turf is the only surface that can accommodate both the volume of usage and weather while remaining consistent, playable, and available.

In addition, the Friends of CC Playing Fields organization has accumulated over \$1.5M over the past 16 years for the eventual replacement of this turf. Those funds are available and ready to use, but cannot be used for grass fields given that grass would dramatically limit access to the youth sports programs that have helped fund the replacement.

Thank you for your time and consideration.

Sincerely,

Shep Shepard
Father of Tyler Shepard (CCHS 2026)

From: [William Roger Rush](#)
To: [finance mail](#); [Mary Hartman](#)
Cc: [Cameron McKennitt](#)
Subject: Concord Town budget
Date: Monday, December 9, 2024 11:44:25 AM

[You don't often get email from roger.rush@comcast.net. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification>]

Dear Ms Hartman and Mr Dahlberg,

I want to applaud the Finance Committee's efforts to restrict Town of Concord budget plans for 2026. I sat through the joint meeting of the Select Board and the Finance Committee when the town CFO present some outrageous budget projects. I have no faith in the town managers either, they seem to be pushing for whatever they can get with little consideration for the expanding burden to rate payers. There needs to be better responsibility on their part. It is time the Select Board and Finance Committee pushed back and more aggressively seek strong and realistic justification for budget matters. The Town rate payers demand such diligence.

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Thank you for your attention.

Roger Rush
67 Conant Street

From: [FOCCG Soccer](#)
To: [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#); [Kerry Lafleur](#)
Subject: Doug White Turf Field Replacement
Date: Sunday, December 8, 2024 8:25:39 PM

Some people who received this message don't often get email from foccgs@gmail.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

I hope this message finds you well. My name is Sandy Graham and I am the President of the girls soccer program at CCHS. I am writing in support of the critical need for replacement of the turf at Doug White Fields. Thousands of athletes play on these fields throughout the year. These fields serve both high-level youth sports and state championship-level high school programs, seeing hundreds of hours of usage, often under challenging weather conditions.

As you know, Concord's climate presents a variety of challenges — from rain and snow to droughts and extreme heat — all of which impact the quality and availability of natural grass fields. While grass can provide an attractive playing surface, it simply cannot accommodate the high volume of usage and variable weather that Doug White Fields experiences without constant maintenance and downtime.

Turf fields, on the other hand, offer a consistent, durable, and reliable surface that ensures the fields remain playable regardless of weather. Importantly, turf does not require the extensive irrigation, fertilization, mowing, and other ongoing maintenance that grass fields demand. Grass fields not only entail high maintenance costs but also require frequent re-lining for various sports, which adds further time and financial burden.

I am aware of the common concern that some feel that exposure to the rubber in the artificial turf may be toxic to those who play on the artificial surface. However, the Environmental Protection Agency has recently released a long-term study confirming that there is no evidence of incremental toxicity exposure to athletes from the rubber.

Furthermore, the Friends of CC Playing Fields have successfully accumulated over \$1.5 million over the past 16 years specifically for turf replacement. These funds are readily available for this purpose but cannot be used for grass fields. Transitioning to grass would severely limit access to the youth sports programs that have contributed to this fund, undermining the very community involvement that has made this financial support possible.

Given these factors, I urge you to consider the long-term benefits of turf for Doug White Fields. The ability to provide consistent, high-quality playing surfaces for a broad range of sports — while minimizing maintenance costs and environmental impact — makes turf the

clear choice for the future of these fields.

Thank you for your time and consideration. Please feel free to reach out if you have any questions or would like to discuss this further.

Best regards,
Sandy Graham
President of Friends of Concord Carlisle Girls Soccer

foccggs@gmail.com

graham.sandyj@gmail.com

617-775-4359

From: [Seth van der Swaagh](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Replacing the turf at Doug White Fields
Date: Saturday, December 7, 2024 4:16:45 PM
Attachments: [Original Doug White Fields Agreement.pdf](#)
[EPA turf study.pdf](#)

Some people who received this message don't often get email from ccyseth@gmail.com. [Learn why this is important](#)

Dear Town Manager, Deputy Town Manager, Select Board, and Finance Committee,

I am writing to express my support for the immediate replacement of the existing turf at Doug White Fields with modern turf. As the President of Concord-Carlisle Youth Soccer and The Friends of Concord-Carlisle Playing Fields, I oversee a program with around 1,300 participants and am deeply invested in ensuring our field space remains available and playable.

The existing turf is well past its usable life, and funding for replacement exists via the Friends of CC Playing Fields. Replacing the turf will allow our youth and high school sports programs continued access to a high-quality playing surface. While some may advocate for grass, it is not a suitable option for these fields due to the high volume of usage they receive. Grass would not withstand the demands placed upon it and would dramatically limit the availability of these fields for our children.

Doug White Fields are used by thousands of players across several sports each season, and grass simply cannot sustain this level of use while remaining playable. Additionally, if these fields were turned to grass, the weather conditions in Concord would frequently necessitate field closures, and use during or after heavy rain would cause significant damage. These fields are essential for both competitive youth sports and championship-quality high school teams, who rely on consistent, playable, and available surfaces.

Furthermore, the Environmental Protection Agency recently released a study showing no evidence of incremental toxicity exposure to athletes from rubber crumb. And grass also has environmental impacts, requiring regular irrigation, fertilizer, and gas-powered mowing.

The Friends of CC Playing Fields was established, in agreement with the Town of Concord, to fund the maintenance and eventual replacement of these fields. The agreement with the Town stipulates that funds must be set aside for the "eventual replacement of the turf surface," implying a like-for-like replacement. And we would not use the collected funds for a grass surface that dramatically limits access for the sports organizations who have funded the replacement.

I hope this information, along with the attached agreement and EPA study, allows the Town Manager to confidently move forward with a decision to replace the existing turf with new, modern turf as soon as possible. I am very happy to discuss this further if it would be helpful.

Sincerely,

Seth van der Swaagh
President, Concord-Carlisle Youth Soccer

President, The Friends of Concord-Carlisle Playing Fields

From: [Justin Richardson](#)
To: [Gina Stark](#)
Cc: [finance mail](#); [Kerry Lafleur](#); [Elizabeth Hughes](#); [Megan Zammuto](#); [Steve Dookran](#); [Ron Holsinger](#)
Subject: RE: Pedestrian Safety
Date: Thursday, December 5, 2024 7:18:39 AM
Attachments: [image001.png](#)

Hi Gina,

For larger projects such as this, CPW Engineering will typically set up a webpage on the website specific to the project. We would typically do this after the construction contract has been awarded so that we can provide updates on the construction. When the webpage is set up, I will send you the link.

In discussions with Officer Holsinger, he has offered to move the speed board to that section of Thoreau Street in the next few days. The board collects traffic/speed data that will be used to determine if speeding is an issue. CPD will also continue their traffic enforcement on Thoreau Street. CPW Engineering will review the area to determine if a reduction in lane width is applicable. If deemed applicable, the reduction in lane width will be implemented by moving the fog line (white edge line) closer to the roadway centerline and thus providing a larger roadway shoulder. In some cases, the reduction in lane width has a traffic calming effect by causing vehicles to travel slower. Just to make you aware, if applicable, this will not be completed until the weather is conducive for pavement markings and CPW's 2025 Pavement Markings contract has been executed with the selected contractor.

The measures mentioned above will be implemented in the short term.

Thank you.

Justin Richardson, PE | Assistant Town Engineer

Office: (978) 318-3210 | direct (978) 318-3213

jrichardson@concordma.gov

From: Gina Stark <ginasborella@gmail.com>
Sent: Wednesday, December 4, 2024 10:31 AM
To: Justin Richardson <jrichardson@concordma.gov>
Cc: finance mail <finance@concordma.gov>; Kerry Lafleur <klafleur@concordma.gov>; Elizabeth Hughes <ehughes@concordma.gov>; Megan Zammuto <mzammuto@concordma.gov>; Steve Dookran <sdookran@concordma.gov>; Ron Holsinger <rholsinger@concordma.gov>
Subject: Re: Pedestrian Safety

Justin, Thanks for your response, also. I will update the neighborhood on the Walden project. Where do we see and get updated on this on the town website? When I search 'Complete Streets' or 'Walden Street' I get 1000 pages of nothing more recent than 2023 which appears to be the sidewalk improvement downtown.

Regarding Traffic Calming, I must not be communicating clearly. I know that Officer Holsinger responded to me and understand there is no immediate budget for sidewalk improvements on Thoreau St. However, Officer Holsinger was not given any other response or solution to the problem. My question, again, is what can be done in the meantime? As I have stated, it is increasingly hard for children and aging/elderly adults to maintain safety in their everyday lives. The traffic is too fast and there is no safe place to get off the road while walking to school, as example. I can think of at least 4 things that could be implemented and enforced easily at a minimal expense. What solutions will be considered?

Thanks again for the response.

Gina (Borella) Stark
952-240-8374

On Wed, Dec 4, 2024 at 9:07 AM Justin Richardson <jrichardson@concordma.gov> wrote:

Hi Gina,

Below are the answers to your questions:

1. Your request was discussed at the 9/16/2024 Traffic Management Group (TMG) Meeting, and Ron Holsinger, a member of the TMG, responded to your request via email on 10/24/2024. The result of the discussion at the TMG was that this project was not a planned improvement that was on the Town's radar and was not included in the approved Complete Streets Prioritization Plan list. The project was added to a list of requested sidewalk and crosswalk locations that the TMG maintains as a result of several similar requests. This list is used to by CPW as backup for our Pedestrian Safety and Bike Improvements capital funding requests, and we also use projects from this list when applicable State and Federal grants become available for the Town to apply for.
2. We are working on the agreement between MassDOT and the Town to have it executed within the next few weeks. We will then select a Design Consultant to perform the survey and prepare a design. If all goes according to plan, we may be able to have a bid out in late spring or summer of 2025. After the project is bid and a contractor selected, we hope to have construction start later in 2025.

I hope this answers your questions. Feel free to reach out to me if you have any other questions.

Thank you.

Justin Richardson, PE | Assistant Town Engineer

Office: (978) 318-3210 | direct (978) 318-3213

jrichardson@concordma.gov

From: Gina Stark <ginasborella@gmail.com>

Sent: Tuesday, December 3, 2024 3:06 PM

To: Justin Richardson <jrichardson@concordma.gov>

Cc: finance mail <finance@concordma.gov>; Kerry Lafleur <klafleur@concordma.gov>; Elizabeth Hughes <ehughes@concordma.gov>; Megan Zammuto <mzammuto@concordma.gov>; Steve Dookran <sdookran@concordma.gov>

Subject: Re: Pedestrian Safety

Thanks for the response. Yes, this is good news. I do have some questions as I am sure the neighbors will, as well. Immediately the questions are:

1. Where is the traffic calming request I submitted? Has anyone seen it? Is it being considered? What else do you need from me and the neighborhood?
2. What is the timeline on the contract review and start of construction?

Gina (Borella) Stark
952-240-8374

On Tue, Dec 3, 2024 at 1:40 PM Justin Richardson <jrichardson@concordma.gov> wrote:

Ms. Stark,

You requested an update on the Town's Complete Street Grant application. CPW Engineering submitted an application requesting \$500,000.00 for the construction of an asphalt sidewalk on Walden Street from Magnolia Street to Brister's Hill Road, which was Item #4 on the Town's approved prioritization plan with MassDOT. I have attached a map that shows the scope of the work. We are excited because we were just informed by MassDOT that we will be awarded our requested amount.

Currently, the Town is reviewing the agreement with MassDOT. Once the agreement is executed, CPW Engineering will begin the process of finding a consultant to perform the design of the project.

Please let me know if you have any questions related to the Complete Streets Grant.

Thank you.

Justin Richardson, PE | Assistant Town Engineer

Office: (978) 318-3210 | direct (978) 318-3213

jrichardson@concordma.gov

From: Gina Stark <ginasborella@gmail.com>
Sent: Monday, December 2, 2024 10:47 AM
To: Megan Zammuto <mzammuto@concordma.gov>
Cc: finance mail <finance@concordma.gov>; Kerry Lafleur <klafleur@concordma.gov>; Elizabeth Hughes <ehughes@concordma.gov>; Steve Dookran <sdookran@concordma.gov>
Subject: Re: Pedestrian Safety

Some people who received this message don't often get email from ginasborella@gmail.com. [Learn why this is important](#)

Hi,

I have not heard from anyone. I am still hoping to get an update on the pending grant and what we can do in the meantime about keeping everyone safe. I have been reading through the Complete Streets Funding Guidelines. It seems the response time is pretty structured and the entire process is about 6 months?. Can someone provide an update regarding where are we at in the application process? Lastly, I would like to know what the options are for safety that can be implemented more immediately. I have yet to receive an update on the neighborhood request for 'Traffic Calming', as well. I look forward to your response.

Program Schedule and Milestones

The Complete Streets Funding Program deadlines are detailed in the graphic below. Tier 1 Complete Street policies may be submitted and reviewed by MassDOT at any time. Tier 2 Prioritization Plans may be submitted up to one month in advance of a Tier 3 funding round. MassDOT reviews Tier 3 applications and awards funds twice a year. All municipalities must move through the program sequentially, completing steps from the previous tier. A Municipality Requirements Checklist is provided in Appendix B.

FIGURE 3: PROGRAM DEADLINES

	TIER 1	TIER 2	TIER 3	TIER 3
	POLICY	PRIORITIZATION PLAN	CONSTRUCTION APPLICATION	NOTICE TO PROCEED
ROUND 1	Rolling	April 1	May 1	August
ROUND 2	Rolling	September 1	October 1	February
MASSDOT RESPONSE	3 weeks	4 weeks	3 months	2 months from award notification

Gina (Borella) Stark
952-240-8374

On Tue, Nov 19, 2024 at 10:09 PM Gina Stark <ginasborella@gmail.com> wrote:

Thanks for the response again. I have, indeed, filled out the form and have supplied signatures from the immediate neighbors plus some. I'm happy to keep going here and gather more. It was given to Officer Holzinger 6 weeks ago or more . Has it not been

submitted for review or consideration? How do I confirm this is in front of the proper people at the proper time? I'm confused by the disconnect here and why it takes so long to obtain communication, information and feedback.

It would be great to hear from Steve as the need to solve this is urgent. A VW GTI passed over the double yellow line to over take another car on Thoreau Street last week. There has been no sign of the requested police speed enforcement, no sidewalk, no pedestrian lane and young children and aging citizens trying to safely use the road. There has been no response from the school safety office in response to the email I've send providing license plates and evidently no submittal of the traffic calming request I completed 6 weeks ago or more.

What am I missing? Please help.

Gina

952-240-8374

On Tue, Nov 19, 2024, 8:45 PM Megan Zammuto <mzammuto@concordma.gov> wrote:

Hello Ms. Stark,

Thank you for your reply. I will defer to my colleague **Steve** to connect you with the latest Complete Street materials for your review.

Traffic calming requests typically come to our [Traffic Management Group](#). Our policy and form to report a problem can be found here. [Microsoft Word - 2022 Traffic Calming Policy\[100\].doc](#).

I recognize your concern about students traveling safety to and from school as a key priority. Members of our Transportation Advisory Committee have been strong advocates for the Safe Routes to School program, and we were recently awarded a grant to implement various signage and line painting modifications that were identified in a recent walk audit for the Thoreau School. I think our preference would be to expand this assessment to other schools in Town – and I will ask **Elizabeth** to follow up directly to share if there are any additional audits being planned at this time.

Thank you again for your comments and suggestions on this topic.

Megan J. Zammuto (she/her)

Deputy Town Manager

Town of Concord

[22 Monument Square](#)
[Concord, MA 01742](#)
978-318-3006
mzammuto@concordma.gov

From: Gina Stark <ginasborella@gmail.com>
Sent: Wednesday, November 13, 2024 4:51 PM
To: Megan Zammuto <mzammuto@concordma.gov>
Cc: finance mail <finance@concordma.gov>; Kerry Lafleur <klafleur@concordma.gov>; Elizabeth Hughes <ehughes@concordma.gov>; Steve Dookran <sdookran@concordma.gov>
Subject: Re: Pedestrian Safety

Thanks for responding.

I understand that there is a 'transportation and mobility vision' and a contract with Sentac. That part is clear to me. I have, indeed, looked through all the information online. It is pretty poorly outlined to be frank. There are many links to inconclusive and disjointed information. Where is the information on the Complete Streets grant and why is the complete loop for Thoreau and Walden not feasible? It seems like the addition to integrate both would be nominal. It is a small, yet key portion to our thriving downtown and historic attractions. Afterall, the train station is on Thoreau Street. The parking lot at Crosby's is used for commuter overflow. The tourists walk down Thoreau St. I know this because I stop people and ask. Obviously the study did not include any of this type of research.

That said, while we work on the sidewalks, there are other ways to keep pedestrians safe that do not require the finances of installing a sidewalk. We should maybe start there. I have suggestions, the first of which is reducing the speed limit and actually enforcing it. The second is that public works actually maintains the shoulders appropriately. There are 3 kids that live less than a half mile from school that have to walk on the road. Winter is upon us soon. What are the options here?

I am looking forward to more insight and getting this figured out. Thanks for your time.

Gina (Borella) Stark
952-240-8374

On Tue, Nov 12, 2024 at 8:36 PM Megan Zammuto <mzammuto@concordma.gov> wrote:

Hello Ms. Stark,

My apologies for the delay in responding. Thank you for sharing your concerns about

pedestrian safety along Thoreau Street and Walden Street. We recognize the importance of safe, accessible sidewalks to support Concord's residents and visitors and appreciate your proactive input.

Pedestrian improvements are central to Concord's **Transportation and Mobility Vision**, developed by our **Transportation Advisory Committee (TAC)** to address Concord's diverse transit needs. This vision emphasizes creating a transportation system that prioritizes pedestrian safety and accessibility, with the goal of a more connected and walkable community.

Currently, our consultants at Stantec are focusing on the first action outlined in this plan, which involves assessing and managing our existing street and sidewalk infrastructure. Walden Street has been identified as a priority area based on feedback from recent public forums and surveys. The Town applied for a Complete Streets grant to support sidewalk construction here, and we are awaiting a decision from MassDOT.

Although Thoreau Street between the Concord-Carlisle High School driveways has not yet been specifically prioritized, we understand the importance of this corridor. This and other key areas may be considered in future plans to enhance pedestrian safety as we work toward the community's shared transportation vision.

Thank you again for your valuable input. Please feel free to reach out with any further questions or insights. For more details on the TAC's goals and the Transportation and Mobility Vision, you can also visit [this link](#).

Sincerely,

Megan J. Zammuto (she/her)

Deputy Town Manager

Town of Concord

[22 Monument Square](#)

[Concord, MA 01742](#)

978-318-3006

mzammuto@concordma.gov

From: Gina Stark <ginasborella@gmail.com>

Sent: Friday, October 25, 2024 11:43 AM

To: finance mail <finance@concordma.gov>; Kerry Lafleur <klafleur@concordma.gov>;

Megan Zammuto <mzammuto@concordma.gov>; Elizabeth Hughes

<ehughes@concordma.gov>

Subject: Pedestrian Safety

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Dear Town of Concord Officials,

I am writing to express my deep concern regarding the safety of pedestrians in our town due to the lack of adequate sidewalks in many areas. As a resident of Concord, I have witnessed firsthand the risks faced by pedestrians, particularly children and the elderly, who are forced to share the road with vehicles.

The absence of sidewalks, particularly on Thoreau Street between the two CCHS driveway entrances and along Walden St up to Route 2 and Walden Pond, create a dangerous environment for pedestrians, increasing the likelihood of accidents and injuries. This is particularly troubling given the growing number of pedestrians, cyclists, and motorists sharing our roads.

It is my understanding that, in prior years, the need for sidewalks was determined by the automobile volume and the number of residences, rather than the volume of bike and foot traffic. Should a pedestrian audit be conducted, I am certain the findings will show the crucial need to shift our focus away from counting automobiles to counting pedestrians. Living on Thoreau Street, not only do we lack a safe way of getting children to school, we see a steady stream of pedestrian traffic all year long from the train station/Crosby's market towards Walden Pond. Therefore, I request that the town allocate funds to study pedestrian safety and mobility, which is equally, if not more important than automobile infrastructure. By investing in both, we can create a transportation system that is safe, accessible, and sustainable for all.

I urge the town of Concord to prioritize pedestrian safety and invest in the construction of sidewalks along major roadways and residential areas. This would not only improve the overall quality of life for our residents but also contribute to a more pedestrian-friendly community for tourists that help support the local economy.

Thank you for your attention to this important matter. I look forward to your prompt response and action on this urgent issue.

Sincerely,

Gina (Borella) Stark
952-240-8374



Concord Finance Committee
AGENDA ACTION REQUEST

December 19, 2024

8

Minutes

Requested by: Don Kupka, Clerk

Action Sought: Seek Approval

Proposed Motion(s)

MOVE to approve...

Additional Information

Attached are the minutes of the November 18, 2024, joint tri-board meeting with the Select Board and School Committees and November 21, 2024 regular meeting of the Finance Committee.

Board Action

<i>Motion</i>	<i>Second</i>	<i>In favor</i>	<i>Opposed</i>	<i>Disposition</i>

**Town of Concord
Minutes of the November 18, 2024
Joint Committee Meeting of Finance Committee,
Select Board, and School Committee
FY26 Capital Budget Process
Hybrid Meeting**

Members Present: Peggy Briggs, Eric Dahlberg, John Garofalo, Pat Geyer, Don Kupka, Lyndsey Lis, Dee Ortner, Karlen Reed, Paul Rodriguez.

Members Absent: Suresh Bhatia, Kathy Cuocolo, Greg Guarriello, Quazi Sadruzzaman, Sri Tupil, Lois Wasoff.

Others Attending: Anthony Ansaldi (CFO), Zach Lamoureux (Senior Financial Analyst); Mary Hartman, Mark Howell, Terri Ackerman, Wendy Rovelli, and Cameron McKennitt (Select Board), Kerry Lafleur (Town Manager), Megan Zammuto (Deputy Town Manager), Jessica Porter (Assistant Town Manager), Andrea Mountain (Executive Assistant to Select Board); Carrie Rankin, Alexa Anderson, Tracey Marano, Julie Viola, Cynthia Rainey, Brian Waterson (Concord Public Schools and Concord-Carlisle Regional High School Committee members); Dr. Laurie Hunter (Superintendent), Bob Conry (School Assistant Superintendent – Finance); and members of the public.

1: Call to Order of the Finance Committee Meeting at 6:00 p.m. by Chair Eric Dahlberg.

2: FY26 Capital Budget Process – Presentation of five-year financial forecast (FY26-FY30): Mr. Ansaldi reviewed the slide deck in the meeting packet, touching on the five-year revenue and expenditure forecasts. He highlighted where the revenues came from (property taxes, state aid, local receipts, and other financing sources), the levy limit calculation, and the expense drivers for FY26 (town government, joint accounts, schools, and capital outlay). Assumptions in these estimates include a 4% increase for FY26 for both revenues and expenses and a 10% - 12% increase in health insurance costs. Mr. Ansaldi noted that free cash as certified in 2024 was \$9,820,395, representing about 8% - 9% of the annual budget. He encouraged the three boards assembled to create capital stabilization plans from excess free cash. His calculations showed that the projected unused levy capacity is expected to drop from \$2.6M in FY25 to below zero starting in FY28, because the FY28 projected expense will exceed the projected revenues. Mr. Ansaldi said that might prompt a Proposition 2 ½ override.

FinCom members inquired about the break-even point of a budget increase where the levy capacity does not go below zero. Other board members asked for more information about the unused levy capacity calculations, bonding for the Middle School, debt service levels, OPEB (other post-employment benefits / health costs), free cash percentages, excluded debt levels, the 4% growth estimates, the schools’ and Town’s main cost drivers, and maintaining existing service levels in the face of subjective and mandatory regulations.

FY26 Capital Budget Process – General Overview of ten-year Capital Improvement Plan (FY26-FY35): Mr. Ansaldi presented the unvetted categories of ten-year capital improvement

requests for the Town (\$376M) and Concord Public Schools (\$28M) and noted that he and Ms. Lafleur would meet the next week to prioritize the list in preparation for the December 16 capital planning meeting. He reviewed the Tier I capital requests (up to \$250K/request, paid with cash) at a 3% outlay goal, which would be about \$4M for FY26. Mr. Ansaldi noted the Tier II capital requests (\$250K - \$2M, paid from borrowing and staying within the levy limit), which would be \$6.5M for FY26. He also presented information on possible Tier III capital requests (above \$2M) which will include a \$5M Warrant Article for FY26 for road improvements, funded from a Town Meeting vote as debt excluded from the levy limit (excluded debt) and to be followed by a Special Town Election to confirm the vote. The total requested capital outlay for FY26 (including Concord Public Schools) is \$18M. Future years' Tier III capital requests could add another \$118M from FY27 – FY30 for additional road work and new facilities for the Public Works Department and the Public Safety Department.

Dr. Hunter discussed potential use of a “performance management” approach to potential energy saving investments to ensure that the investment is paid through related cost savings, noted that the Ripley Building is not included in the current projections at this time, and school buses will continue to be in the Operating Budget. Mr. Conry noted that the Amenities Bldg at CCHS will be discussed in a separate meeting and noted that spending will be fairly level through '28, with a bump up in '29 and '30. Mr. Conry addressed the Concord Public School's capital requests of \$908K (net, total is \$1.5M, less \$627K assumed funded by third-party performance management agreements and energy grants) for FY26. These improvements include repairing the roof at Thoreau, irrigation for fields for the new Middle School, improving lighting at Alcott, and fixing the building exterior at Willard. Capital requests for CPS for FY27-FY30 add roughly \$4.2M to the FY26 amount. Dr. Hunter and Mr. Conry also included information in the packet about the Regional School's capital plans for the amenities building (roughly \$2M, to be discussed further by the Regional School Committee). Dr. Hunter noted that the Regional School District expects to use private donations to fund a new outdoor track facility. The District will look into replacing the Memorial Field turf, HVAC units on the high school roof, and creating a stabilization fund for future capital requests.

Chair Hartman noted that several pieces of land are becoming available and are under discussion for future use by the Town, and asked that the Ripley Bldg (Preschool classrooms and Schools Admin) needs be needs be added to that discussion.

Superintendent Hunter noted that over \$1 million is needed for the Thoreau School, however the amount to be requested has been reduced as they will utilize \$200k from a previous capital project, a \$400k CPC grant, have received a bequest of \$200k, and are attempting to raise additional funds. The capital request is expected to be approx. \$200k.

FinCom members asked whether the Tier III capital requests for the Public Works and Public Safety departments could occur in different years, rather than be lumped together in FY28, and about the Thoreau school roofing issues. FinCom members also requested Mr. Ansaldi to prepare the traditional “pile-on” slide, showing the long-term debt retirement, or declining debt, progress, for the next capital planning meeting. Other board members inquired about the total Town asset balance, tax level increases due to the capital requests, the effects of level payments vs. level principal debt funding, construction cost estimates for the Public Works and Public Safety buildings, the process to collect the 194 Town requests for capital improvement funds, concession stand size in the amenities building, Thoreau campus improvements, taking public

comment at the December 16 meeting, using some of the Middle School stabilization fund, private fund raising, and the upcoming Budget Book format.

Mr. Ansaldi noted that a digital budget book will be available next year, and all budget books and the capital forecast will be available on the Town's web site.

3: Recap of Action Items/Adjournment: The next FinCom meetings are November 21, 2024, and December 19, 2024, at 6:30 p.m., and the next Joint Meeting on the Capital Improvement Plan is December 16, 2024, at 6:00 p.m. Chair Dahlberg adjourned the FinCom's portion of the joint meeting at 7:20 p.m.

YouTube: Ctrl+Click to follow link: [November 18, 2024 Concord Select Board, Finance Committee, and Joint School Committee Meeting video](#)

Meeting Documents Link to August 19, 2024 Joint Meeting Packet: [Meeting packet for November 18, 2024 Joint meeting of Select Board, Finance Committee and Joint School Committee.](#)

**Town of Concord
 Minutes of the November 21, 2024
 Meeting of Finance Committee
 Hybrid Meeting**

Members Present: Peggy Briggs, Kathy Cuocolo (on-line), Eric Dahlberg, John Garofalo, Pat Geyer (on-line), Greg Guarriello, Don Kupka, Lyndsey Lis, Dee Ortner, Karlen Reed, Paul Rodriguez, Sri Tupil, Lois Wasoff.

Members Absent: Suresh Bhatia, Quazi Sadruzzaman.

Others Attending: Anthony Ansaldi (CFO), Carrie Rankin (Concord Public Schools and Concord-Carlisle Regional High School Committee member); Dr. Laurie Hunter (Superintendent); and members of the public.

1: Call to Order of the Finance Committee Meeting at 6:30 p.m. by Vice Chair Lois Wasoff.

2: Public Comment: None.

3: Minutes: The FinCom considered the meeting minutes of October 24, 2024 (regular and joint meeting with the Carlisle Finance Committee) and of November 7, 2024. As for all three sets, Ms. Ortner moved to approve as presented and Mr. Guarriello seconded the motion. The vote was unanimous for approval.

4: Chair Dahlberg joined the meeting @6:20 and assumed leadership from Vice Chair Wasoff mid-way through item 5.

5: Finance Committee’s FY26 Guidelines – Discuss and Vote on Preliminary FY26

Guidelines: Vice Chair Wasoff opened the discussion and asked Ms. Lis to review five proposed preliminary guideline scenarios. Ms. Lis went through each scenario and spreadsheet in the meeting packet, which included the FinCom’s earlier budgeting and ability-to-pay metrics of 1.37% (projected real personal income growth), 3.22% (projected inflation relevant to Concord’s town and school expenses) and 3.36% (projected nominal personal income growth).

Summary Table:

Scenario	CPS	CCRS	Town	Totals	Excess Levy Capacity
FY25 budgets approved at Town Meeting	\$46,515,714	\$23,150,489	\$32,745,639	\$102,411,842	
Scenario 1 – 3.57% aggregate increase;	\$47,873,028 (\$0 reduction) subtracted	\$24,174,081 (\$0 reduction)	\$34,021,742 (\$0 reduction)	\$106,068,851 (\$0 reduction)	2.29%

FY26 forecasts	\$500K for MS savings				
Scenario 2A – 3.38% aggregate increase	(\$106,905 reduction)	\$77,714 increase	(\$162,751 reduction)	(\$191,942 total reduction)	2.42%
Scenario 2B – 3.31% aggregate increase	(\$106,905 reduction)	\$0 reduction	(\$162,751 reduction)	(\$269,656 total reduction)	2.51%
Scenario 3 – 2.44% aggregate increase	(\$547,079 reduction)	(\$138,461 reduction)	(\$472,620 reduction)	(\$1,158,160 total reduction)	3.30% (current level)
Scenario 4 – 3.22% aggregate increase	(\$171,108 reduction)	\$34,309 increase	(\$224,968 reduction)	(\$361,767 total reduction)	2.60%
FY26 Prelim Guideline – 2.44% aggregate increase	\$47,358,692 (\$514,336 reduction from FY26 forecast)	\$23,957,154 (\$216,927 reduction from FY26 forecast)	\$33,597,025 (\$424,717 reduction from FY26 forecast)	\$104,912,871 (\$1,155,980 reduction from FY26 forecasts)	3.30% (current level)

Notes: Scenario 1 reflects a \$500K reduction to reflect the Middle School consolidation savings. Excess levy capacity reflects the amount of the Town’s ability to raise real property taxes and still stay within the levy limit and not trigger the need for a Proposition 2 ½ override vote at a Town Election or Special Town Election. Scenario 2B removes the \$77,714 increase to CCRSD.

Committee members expressed their deep appreciation to Ms. Lis for her extensive work developing the preliminary guideline scenarios with analysis and supporting data. Members questioned how the guidelines reflected the Middle School savings generated by the consolidation of the two middle schools into one and building the new Middle School (\$500K); whether the CPS Tier 1 capital expenses for FY26 (\$340K for two new busses) should be excluded from the guidelines; and whether to exclude the CPS and CCRSD out-of-district special education tuition costs for FY26 (\$1,857,620 for CPS, \$3,923,009 for CCRSD) from the guidelines.

FinCom members expressed their desire to treat the Schools and Town fairly and to not penalize the budgeting units for expenses that are out of their control. They noted the unpredictability of special education costs in Concord and Carlisle, the shifting of risk between Town and Schools for surprise expenses, the need for “head room” in the levy capacity, delays in seeing new development which would generate new taxable sources, i.e., new growth, the rise in Town expenses since 2011, the existence of shared costs among Town, CPS, and CCRSD, and the five-year budget forecast.

Dr. Hunter and Mr. Ansaldi added their preliminary observations regarding the scenarios inputs, including relevant terms of the CCRSD Regional Agreement and the use of Circuit Breaker funds for out-of-district tuitions. Ms. Rankin noted that the School Committees would see their FY26 budgets at their January meeting. Chair Dahlberg observed that the philosophy behind using a preliminary guideline was to guide the budget entities. He confirmed that the final guideline will be adopted at the December 19, 2024 FinCom meeting.

Committee members generally supported the 2.44% preliminary guideline of Scenario 3 because it holds the excess levy capacity at its current level of 3.30% and therefore will maintain the Town's good fiscal position and help prevent the Town and its citizens from facing a budget override vote in FY28. Members noted that adoption of a preliminary guideline greater than 2.44% would probably result in a reduction of the Town's levy capacity and push the Town quickly towards the override. Members also agreed to apply the preliminary guideline target to the underlying operating costs only, and to exclude the Middle School savings, out-of-district special education tuitions, and CPS Tier 1 capital from the guidelines calculation as these costs are either uncontrollable or unique.

One committee member expressed concern that the 2.44% preliminary guideline could create a hardship on the Town and Schools to meet the recommended budget cuts. Another was concerned that 2.44% is not a sufficient stake in the ground to prompt changes sufficient to prevent future overrides. Other committee members commented that adopting a 2.44% preliminary guideline would send an appropriate message to the Town, Schools, and Town Meeting that we need to reduce our spending now, as additional revenue sources are not likely to arise in the near future and the five-year budget forecast foresees an override vote needed to cover the FY28 Town and School budgets. Chair Dahlberg noted that the preliminary guideline was not FinCom's final answer.

A vote was taken on motion by Vice Chair Wasoff, seconded by Mr. Garofalo, to adopt a 2.44% aggregate preliminary guideline. The motion passed 12 Aye, 1 Nay, 0 Abstained. Chair Dahlberg noted that he would send the preliminary guideline results with an explanatory memo to the budget entities; he will ask them to provide feedback by December 16. Chair Dahlberg then set a new FinCom meeting for December 16 following the joint capital planning meeting so the FinCom can review and discuss the feedback received from the Town and Schools on the preliminary guideline.

Ms. Lis said she would work with Mr. Ansaldi to evaluate the tax impact of the preliminary guideline on the median assessed value of a single family residence. Ms. Briggs asked Mr. Ansaldi to update the five-year town and schools budget forecast using the 2.44% preliminary guideline before the December 16 FinCom meeting.

5: Finance Committee's Policies – Discussion regarding Free Cash, Excessive Levy Capacity, and Other Policies: Mr. Kupka suggested we should revisit the FinCom policies and practices on free cash, currently around \$8 million, and the levy capacity. Committee members discussed the current 5% policy for free cash, the need and uses for stabilization funds, and the need for spending flexibility. Chair Dahlberg suggested that he and Mr. Ansaldi should discuss by December 16 whether and how to form a work group or subcommittee that would set up or modify the Town's free cash and excess levy capacity policies.

6: Liaison Reports: In addition to the reports in the meeting packet, Mr. Tupil reported that none of the warrant articles being developed by the Planning Board (parking, zoning, and ADU – additional dwelling units – bylaw changes and floodplain changes) appear to merit FinCom attention for Town Meeting at this time. Vice Chair Wasoff reported that the Housing Roundtable will be held December 10 by Zoom.

7: Correspondence: Chair Dahlberg noted an unsigned letter to the FinCom regarding a taxpayer's concerns about high property taxes.

8: Finance Committee's Report to Town Meeting for FY26 – Discuss: Mr. Kupka showed several slides with early ideas for the FinCom annual report, focusing on the cost of providing services in Concord. The FinCom Annual Report is due for a FinCom final vote on May 8, 2025. He encouraged the FinCom to make a one-page handout with its Warrant Article recommendations and place them on the Town Meeting tables, in addition to the FinCom Report. Mr. Kupka emphasized the size of the enterprise fund costs (light, water, solid waste, etc.).

9: Recap of Action Items/Adjournment: Chair Dahlberg will send a memo to the budget entities and the Carlisle Finance Committee about the preliminary guideline, asking for responses by December 16. He will also work with Mr. Ansaldi on setting up a work group to examine our free cash and levy capacity policies. Mr. Kupka will continue working on the Annual Report. Ms. Lis and Mr. Ansaldi will work on creating a table showing the tax impacts of the 2.44% preliminary guideline. The next FinCom meetings are the Joint Meeting on Capital Improvement Plan on December 16, 2024, 6:00 p.m., the FinCom's meeting on December 16 immediately following the joint capital planning meeting, and the FinCom's regular meeting on December 19, 2024, 6:30 p.m. Chair Dahlberg adjourned the FinCom meeting at 9:12 p.m.

YouTube: Ctrl+Click to follow link: [November 21, 2024 Finance Committee meeting video](#)

Meeting Documents Link to August 19, 2024 Joint Meeting Packet: [Meeting packet for November 21, 2024 FinCom meeting.](#)

FY24 Financial Summary – Expenditures

Proposed Staffing Changes

The FY24 proposed staffing levels represent an increase in Full-Time Equivalents (FTEs) of 5.15 compared to FY23. Total Town Government FTEs are proposed to increase from to 255.34 to 260.49.

Town Government Full-Time Equivalents (FTEs) 10-Year Budget History

Budget Unit	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24 Proposed	FY23-FY24 Change
1A Town Manager's Office	5.48	6.01	5.53	5.53	5.00	5.50	5.50	5.88	6.00	5.00	5.00	0.00
1B Human Resources*	4.00	4.00	4.00	4.07	4.00	4.00	4.00	4.01	5.21	5.28	5.90	0.62
1C Information Systems	3.23	3.25	3.34	3.75	3.75	4.99	5.75	5.75	6.75	7.75	9.00	1.25
1D Town Meeting and Reports	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1E Facilities Administration	2.02	2.02	3.02	3.05	4.04	7.00	8.50	10.50	9.00	9.00	9.00	0.00
1F Parks & Playgrounds	0.00	0.00	0.00	0.00	0.00	0.00	1.29	1.00	1.13	2.00	2.00	0.00
1G Resource Sustainability	0.00	0.00	0.20	0.50	0.50	1.50	1.50	1.00	1.00	1.00	1.00	0.00
1H Visitors' Center	0.13	0.13	0.13	0.04	0.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2A Legal Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3A Finance Administration	5.00	5.00	5.00	5.00	5.00	6.00	7.50	6.00	5.00	5.00	6.00	1.00
3B Treasurer-Collector	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	4.00	-1.00
3C Town Accountant	5.25	5.25	5.50	5.50	5.50	5.50	3.50	3.50	3.00	3.00	3.00	0.00
3D Assessors	4.14	4.14	4.40	4.44	4.44	4.44	4.40	4.40	4.40	4.40	4.38	-0.03
3E Town Clerk	3.45	3.45	3.45	3.45	3.45	3.45	3.60	4.60	4.60	5.52	5.52	0.00
3F Elections	0.31	0.82	0.32	0.81	0.23	0.98	0.79	1.19	0.68	1.24	0.98	-0.27
3G Registrars	0.10	0.10	0.10	0.10	0.12	0.09	0.00	0.00	0.00	0.00	0.00	0.00
4A Planning	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.50	6.00	0.50
Board of Appeals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4B Natural Resources	3.86	3.86	3.86	3.86	3.91	3.91	3.91	4.67	5.50	5.46	5.41	-0.05
4C Inspections	4.92	4.94	5.39	5.66	5.66	5.66	5.66	5.50	5.32	5.32	6.51	1.19
4D Health	4.04	4.04	4.16	4.16	4.30	4.30	4.30	4.00	4.00	4.00	5.00	1.00
4E Economic Vitality & Tourism	0.00	0.00	0.00	0.00	0.00	0.00	1.72	1.52	1.52	2.06	3.18	1.13
4F 141 Keyes Road	0.50	0.50	0.00	0.50	0.50	0.50	0.00	0.00	0.00	0.00	0.00	0.00
5A Library	25.71	27.13	27.12	27.86	28.16	27.81	29.67	27.85	29.28	31.38	31.38	0.00
5B Senior Services	7.89	8.50	8.93	9.06	9.31	9.86	10.72	10.59	10.76	10.76	10.86	0.10
5B1 Harvey Wheeler Community Ctr	1.41	1.02	1.02	1.02	1.02	1.00	1.00	1.00	1.00	1.00	1.00	0.00
5C Recreation Services	1.00	1.00	0.50	0.75	1.00	1.00	1.00	1.00	1.00	1.00	0.00	-1.00
5C1 Hunt Recreation Center	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	0.00	-1.00
5D Human Services	0.00	0.00	1.48	1.48	1.48	1.49	1.00	1.00	1.00	1.00	1.00	0.00
5E Veterans' Services	0.38	0.38	0.45	0.45	0.49	0.50	0.49	0.49	0.49	0.49	0.46	-0.03
5F Ceremonies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6A Police Department	45.30	45.30	46.30	46.30	46.30	46.30	47.30	48.30	48.30	48.30	49.03	0.73
6B Animal Control Officer	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6C Police and Fire Station	0.50	0.50	0.03	0.03	0.03	0.03	0.03	0.00	0.00	0.00	0.00	0.00
6D Fire Department	39.90	43.90	43.90	43.90	44.90	44.69	48.53	48.53	48.53	49.04	50.04	1.00
6E Emergency Management	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5F West Concord Fire Station	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7A CPW Administration	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	0.00
7B Engineering	7.10	7.10	7.00	7.00	7.00	7.00	7.00	7.23	7.23	7.23	6.23	-1.00
7C Highway Maintenance	13.19	13.19	13.28	13.78	13.78	13.36	13.36	12.80	12.80	12.80	12.80	0.00
7D Winter Maintenance	1.77	1.77	1.77	1.77	1.77	1.77	1.77	1.72	1.72	1.72	1.72	0.00
7E Parks and Trees	9.43	9.43	9.43	8.75	8.75	8.25	8.25	6.92	6.92	7.84	7.84	0.00
7F Cemetery	1.47	1.47	1.47	1.19	1.19	1.19	1.19	1.24	1.24	1.24	2.24	1.00
7G 133 and 135 Keyes Road	1.00	1.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7H1 Road Improvements	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7H2 Heavy Equipment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7H3 Drainage Program	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7H4 Sidewalk Maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7I Street Lighting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Totals	217.48	224.20	227.08	229.76	230.73	237.07	248.24	247.20	248.39	255.34	260.49	5.15

Δ to Previous Fiscal Year **1.69** **6.72** **2.88** **2.68** **0.97** **6.34** **11.17** **-1.04** **1.19** **6.95** **5.15**

Notes:

- * Human Resources: +0.62 FTE temporary for FY24 only to complete implementation of Classification & Compensation Study.
- * IT: +1.00 FTE transfer from Engineering (GIS Analyst to consolidate) and +0.25 FTE for FY24 only to update GIS layers (ARPA funded).
- * Planning: +0.50 FTE to complete funding of Transportation Planner (100% General Fund).
- * Police: +0.73 FTE to provide for a Clinician if grant-funding is not secured again in FY24.

From: [Nicolle Keally](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Doug White Fields
Date: Monday, December 16, 2024 9:40:07 AM

Some people who received this message don't often get email from nhkeally@gmail.com. [Learn why this is important](#)

Dear Select Board, Town Managers, and Finance Committee,

I am writing to formally request that the Doug White Fields are replaced with modern turf. My reasons are below:

Having multiple turf fields helps differentiate Concord and create a place where residents can engage in sports across the seasons. The Doug White Fields are utilized by thousands of athletes each year, including state championship-level high school sports. Therefore, the fields must be both durable and of high quality.

Environmental rationale will be used as a reason to go with grass. In reality, maintaining a high-quality grass field at this location is not feasible given the weather and usage. Grass fields, to remain in top condition, cannot be heavily used and are extremely costly to maintain. They require constant care, fertilization, and extensive irrigation, consuming between 0.5 million to 1 million gallons of water annually. Recently the Environmental Protection Agency recently released a study showing no evidence of incremental toxicity exposure to athletes from rubber crumb.

Concord lacks an abundance of town fields for youth sports. The CCYS program maximizes the use of every available field, yet we still face shortages at times. Losing access to Doug White Fields, even temporarily, would severely impact our sports programs and therefore the health of our children as athletics provide a positive way for them to engage with each other and exercise.

Funds are already available to support the turf replacement, and the cost of maintaining new turf fields will be significantly lower than any alternative.

Sincerely,

Nicolle Keally

361 Simon Willard Road

917-744-7865

From: [Jennifer Bridgman](#)
To: [Kerry Lafleur](#); [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#)
Subject: Doug White Fields
Date: Monday, December 16, 2024 8:39:48 AM

You don't often get email from jlhoneyman@comcast.net. [Learn why this is important](#)

Dear Town Managers, Select Board, and Finance Committee,

I'm writing to express my support for the replacement of the Doug White Turf fields with new, modern turf. My daughters are 14 and 16 years old and have used these fields for sports since they were very young all the way through today in high school. I understand the current turf has reached the end of its life span, and also understand there is support for replacing these fields with grass fields. I believe changing these fields to grass would alter CC sports negatively for many, many years to come, as well as alter the way games are played. My daughters play field hockey, among other sports, and playing field hockey on grass is an entirely different game than playing on turf. This will impair the teams' abilities to be competitive in a league where other teams are regularly practicing and playing games on quality turf fields.

In addition to specific sport disadvantages, the highly variable weather in Concord would cause teams to lose countless hours of playing time because of necessary cancellations to protect grass fields in poor weather conditions. The Doug White fields are used by thousands of players each season and it's important that the fields are of high quality to support the level of play that happens here. Turf is the only surface that can support the hundreds of hours of continuous usage the fields receive. The Friends of CC Playing Fields has accumulated over \$1.5M over the past 16 years for the replacement of the current turf fields with new turf fields. Those funds are available and ready to use for turf only, which will significantly help defray the cost to the town of replacing the current fields.

I believe a driving force behind the movement to put grass fields in at Doug White is environmental impact, but as I understand it, the comparison between turf and grass is close to being a wash, making the many downsides of grass fields in this location simply not worth whatever small gains they may provide. The EPA recently released a long term study showing no evidence of incremental toxicity exposure to athletes from rubber crumb. And while turf certainly does have an environmental impact, grass does too and requires constant maintenance, mowing, irrigation and fertilization, which is both costly and has environmental impact.

I hope you will advocate for athletes, families, and CCHS programs by supporting the replacement of the Doug White turf fields with new turf fields, and take advantage of the funds available for this project from the Friends of CC Playing Fields. Thank you for your time reading my letter, and for all of the work you do to support Concord.

Sincerely,
Jennifer Bridgman
100 Alcott Road

From: [Kelly Ryan](#)
To: [Megan Zammuto](#); [Mary Hartman](#); [Mark Howell](#); [Terri Ackerman](#); [Cameron McKennitt](#); [Wendy Rovelli](#); [finance mail](#); [Kerry Lafleur](#)
Cc: [Chris Ryan](#)
Subject: Support for Doug White Fields at Upcoming Select Board Meeting
Date: Monday, December 16, 2024 9:45:06 PM

Some people who received this message don't often get email from kellygryan@gmail.com. [Learn why this is important](#)

Dear Select Board,

I hope this message finds you well.

I am writing to express my support for the installation of turf fields as opposed to traditional grass fields in our community.

As we strive to enhance our athletic facilities and provide the best possible environment for our athletes, I believe that turf fields present numerous advantages that can significantly benefit our sports programs and the community as a whole.

First and foremost, turf fields offer enhanced durability and resilience. Unlike grass, which can become muddy and unplayable after heavy rain or prolonged use, turf fields maintain their playability in various weather conditions. This means that our athletes can practice and compete consistently without the interruptions that often plague grass fields.

The ability to use these fields year-round ensures that our teams can train effectively and remain competitive.

Additionally, turf fields require less maintenance than traditional grass fields. The costs associated with mowing, watering, and fertilizing grass can add up significantly over time. In contrast, turf fields have a longer lifespan and lower maintenance requirements, allowing us to allocate our resources more effectively. This could free up funds for other important initiatives within our athletic programs or community projects.

Another critical consideration is the safety of our athletes. Turf fields are designed with shock-absorbing materials that reduce the risk of injuries compared to natural grass surfaces. Studies have shown that turf can provide better traction, reducing the likelihood of slips and falls during play. As we prioritize the health and safety of our young athletes, this factor cannot be overlooked.

Moreover, turf fields can accommodate a wider variety of sports and activities. Their versatility opens the door for more community events, tournaments, and recreational opportunities for residents of all ages. This increased usage can foster community spirit and encourage a more active lifestyle among our citizens.

In conclusion, continuing to invest in turf fields can yield numerous benefits for our community, from improved safety and performance for our athletes to reduced maintenance costs and increased usage opportunities.

I urge you to consider the long-term advantages of this transition and to support the

development of turf fields in our area.

Thank you for your time and consideration. I look forward to seeing our community thrive with enhanced athletic facilities.

Sincerely,
Kelly Ryan

Kelly G. Ryan
(617) 827-1974
kellygryan@gmail.com