



Town of North Reading Open Space and Recreation Plan

Prepared by Brown Walker Planners, Inc. with the North
Reading Open Space Plan Committee

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Section 1 – Plan Summary

This Plan continues the ongoing efforts by the Town of North Reading to protect natural resources, conserve open space, develop community gathering spaces and provide a variety of recreational opportunities. The previous Open Space and Recreation Plans were completed in 2007, 1995 and 1987.

Section 2 includes a statement of purpose and outlines the planning and public participation process undertaken for this Plan.

Sections 3 and 4 provide background information on the Town including history, demographic data, development patterns, and the natural environment. This information helps to set the community and natural context for the inventory of the Town's present open spaces and recreation facilities, contained in Section 5. Sections 6 through 8 identify the Town's future open space and recreation needs and outline community priorities. Finally, the detailed Action Plan in Section 9 provides a prioritized seven-year program to address the identified community needs.

The key open space and recreation priorities of the Town identified in this Plan are as follows:

- Provide a range of opportunities for all residents;
- Maintain a high quality of recreational land and facilities for all residents;
- Protect surface and groundwater resources;
- Protect unique natural and scenic features;
- Expand and improve access to public open spaces and recreation areas;
- Plan and coordinate protection and management of lands of conservation and recreation interest;
- Manage Town open space properties to protect natural resources while encouraging appropriate public use;
- Coordinate protection and management of natural resource areas, recreational resources, and open spaces with multiple jurisdictions.

Section 2 – Introduction

Statement of Purpose

The purposes of this Plan are to 1) provide information on the state of the community's open space and recreational resources and programs and identify trends that may effect these existing conditions, 2) assess community needs and desires as they relate to open space and recreation, and 3) to provide targeted recommendations that will help the Town of North Reading continue its mission to conserve natural resources, preserve and develop community open spaces, and provide sufficient recreation opportunities for its residents.

Guided by the 2007 Plan, Town departments, boards, committees and volunteers have worked together on numerous projects and initiatives to advance the community's open space and recreation goals. Since completion of that plan the town has:

- Constructed Arthur J. Kenney athletic field;
- Installed new playground equipment at Clarke Park;
- Built rain gardens at Martins Pond and Hood School;
- Installed water fountains, accessible toilets, and a pavilion at Ipswich River Park;
- Installed accessible toilets at Benevento Memorial Field;
- Continued work on trails at Eisenhaure Pond Park;
- Created the "turtle trail" at Martins Brook;
- Revised subdivision regulations to include Low Impact Development techniques;
- Adopted and revised bylaws to protect open space and natural resources including an Open Space Residential Development bylaw, and Affordable Housing Overlay District.

Building on these positive achievements, the 2012 Open Space and Recreation Plan will continue to provide a framework for town officials and residents to make informed decisions impacting open space and recreation. This Plan includes an updated inventory of the Town's conservation and recreation lands along with an analysis of needs used to define a new set of goals, objectives, and strategies.

Planning Process and Public Participation

The planning process and preparation of this Plan were coordinated by the planning firm of Brown Walker Planners, under the direction of, and with input from the Open Space and Recreation Plan Committee made up of staff and members of the Community Planning Department, Parks and Recreation Department, the Land Utilization Committee, and the Conservation Commission.

The planning process began in March 2012, with a project orientation meeting with the Open Space and Recreation Plan Committee and the consultant, Brown Walker Planners

to finalize the work schedule, discuss outreach strategies, review the status of action items from the 2007 Plan, and discuss new issues related to open space and recreation.

As a first step in the public outreach process the OSRPC and consultant developed a Community Survey that looked to identify community goals and priority projects, assess community satisfaction of open space and recreation resources, and invite input on community actions to preserve open space. A survey summary is included in the appendix.

The Open Space and Recreation Plan Committee hosted the project's first public forum on April 12th to bring members of the community together to discuss strengths and weaknesses of the Town's open space and recreation lands, facilities and programs, and to discuss ideas that may address identified needs. The meeting was advertised with flyers distributed at the Spring Town Meeting, posted on the City's web site, and listed in the North Reading Transcript. E-mail invitations were also sent to members of town committees and boards. Following the public forum, the consultants collected additional data, information and ideas from various stakeholder groups including leagues and other recreation providers, and town departments, boards and committees through telephone interviews.

The OSRPC hosted the second public forum on June 14th to present the draft plan and invite community discussion on the plan's findings and recommendations. The public was also invited to review the draft plan on the Town's web page and submit comments to the Open Space and Recreation Plan Committee. The plan's findings and recommendations were also presented at regular meetings of the Town Departments, Boards and Committees, and was submitted to the Metropolitan Area Planning Council for review.

Section 3 – Community Setting

Regional Context

Located in Middlesex County, North Reading is a suburban community just 16 miles north of Boston and 10 miles from the City of Lawrence. The Town encompasses 13.26 square miles and is bounded on the north by Andover and North Andover, Wilmington on the west, Reading on the south, and Middleton and Lynnfield on the east.

North Reading is well-sited between I-93 and I-95 and I-495 and Rte. 128 providing convenient access to commercial and industrial facilities as well as to downtown Boston, skiing and beach resorts.

REGIONAL PLANNING

North Reading is a part of the 101 cities and towns in the Boston metropolitan area that are represented by the Metropolitan Area Planning Council (MAPC). MAPC works with communities through eight sub-regional organizations whose members are appointed by chief elected officials and planning boards. North Reading is a member of the North Suburban Subregion (NSPC), which also includes the communities of Wilmington, Reading, Lynnfield, Wakefield, Stoneham, Woburn, Burlington, and Winchester.

MetroFuture is the regional development plan for Boston Metropolitan Area.¹ The plan includes goals and objectives as well as strategies for accomplishing these goals. Some of the strategies particularly relevant to North Reading's Open Space and Recreation Plan include:

- Protecting scenic roads (Strategy 7 G 28)
- Increasing bicycle, pedestrian and transit accessibility and safety (Strategy 6 D13)
- Bringing Strategic and Regional Perspectives to Local Open Space Planning (Strategy 7A)
- Passing the Community Preservation Act (Strategy 3E)

The nearby communities of Andover, North Andover and Burlington have most recently completed Open Space and Recreation planning efforts. Others, such as Wilmington, Wakefield, Woburn, Winchester, and Reading have Open Space plans that were completed in the last ten years, but have not been updated recently. Lynnfield last produced an Open Space and Recreation Plan in 1998. It will be important for the Town to coordinate open space planning efforts, particularly with neighboring communities that may share regional natural and recreational resources. In particular, two communities have indicated opportunities for collaboration with North Reading:

- North Andover – habitat protection, expansion of trail networks, water resource protection;

¹ MAPC, *Metrofuture*.

- Wilmington – protection of land along the Ipswich River, regional aquifer protection, protection of Martins Brook, well head protection, and development of recreational rail-trails.

LANDSCAPE CHARACTER

As part of the Ipswich River Watershed area, North Reading is located in one of the most historically and ecologically significant river systems in the region. The Ipswich River is part of the Great Marsh ecosystem which extends to New Hampshire, and more than 330,000 people depend on the river and its aquifers for drinking water. The Ipswich River is considered a highly stressed river basin, due to the fact that segments of the river run dry on a regular basis. American Rivers, a national river organization, designated the Ipswich River the third most endangered river in America in 2003.

History of the Community

North Reading was incorporated as a town in 1853, having earlier (1713) been the North Parish and part of what is now Wakefield and Reading, the First and West Parishes, respectively. The earliest human residents were probably the Algonquin people of the Massachusetts language group, whose campgrounds adjacent to several waterways have been documented by archaeologists. Many artifacts are now at the Peabody Museum at Phillips Academy. Most of the European settlers later worked at clearing and farming land. As the population grew, occupations diversified, a service sector developed, with schools, mills, taverns, shoe shops (a winter occupation for farmers), tannery, railroad station, fire engine company, and a militia training field.²

The economy of the town in the 17th and 18th century was based on subsistence farming with limited hop production. There was a sawmill by 1694 and grist and saw mills at the village center by 1794. Some small scale boot and shoe making was underway by 1820, and by 1850 small sheds or shops to make shoes were attached to almost every house in town. These shops produced cheap footwear that was sold south to clothe slaves. The Civil War effectively destroyed the town's industry. The principal products of the town in the early 20th century were milk, apples and fruits.³

Like many rural communities, the railroad brought change to North Reading, providing a means to transport freight between the large mills in Lawrence and Lowell, and introducing a way for passengers to travel far beyond their town borders. The railroad came to North Reading in 1850 and joined South Danvers (now Peabody) to Tewksbury where it connected to the Lowell mills via the Lowell and Lawrence Railroad. The Boston and Maine Railroad took over the line in 1887. Passenger service along the route ended in 1932, and freight service between North Reading and Wilmington ended in 1935.⁴



Photo 1: Boston and Maine Railroad, North Reading station, circa 1920s (North Reading Historical Society)

After World War II, North Reading began to transform into the community it remains today, an outlying suburb of the Boston Metro area. Much of the agricultural land has

² New England Environmental, Inc, pp. 4.2 – 4.3.

³ MA Dept. of Housing and Community Development, *Community Profiles*.

⁴ North Reading Bicentennial Commission.

been developed as housing, and, though there is some local industry concentrated within the southwestern portion of town and commercial development along Main Street (Route 28), it is predominantly a residential community.

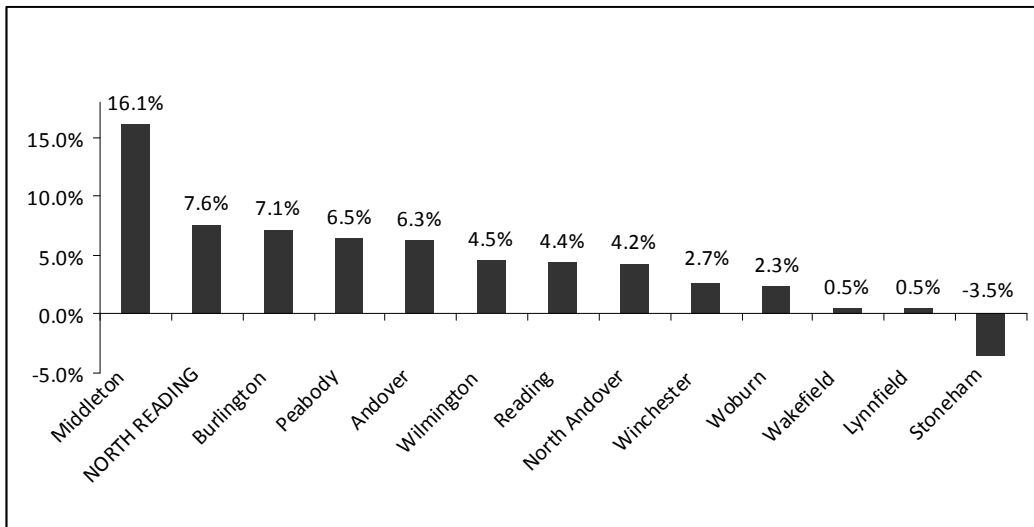
Population Characteristics

POPULATION TRENDS

Between 1920 and 1990 North Reading transformed from a rural town of just over 1,000 residents to a suburban bedroom community of 12,000 with growth rates averaging more than 50% a decade between the 1920's and the 1980's. Since then growth rates have moderated averaging 7.3% a decade between 1980 and 2010.

Compared to other communities in the region, North Reading is growing at a more rapid rate than all but Middleton.

Figure 1: Population % Growth: North Reading & Vicinity, 2000-2010⁵



Population projections show moderate growth for North Reading and the surrounding communities over the next 20 years.

⁵ US Census Bureau, 2010.

Table 2: Population Projections to 2035⁶

Town	2010 Population	2035 Population	Rate of Growth
Andover	33,201	37,400	16.0%
Burlington	24,498	27,392	17.6%
Lynnfield	11,596	13,395	18.6%
Middleton	8,987	10,880	22.3%
North Andover	28,352	33,500	24.8%
North Reading	14,892	15,130	9.7%
Peabody	51,251	53,376	10.2%
Reading	24,747	25,687	15.2%
Stoneham	21,437	23,716	18.4%
Wakefield	24,932	27,253	13.9%
Wilmington	22,325	24,514	16.9%
Winchester	21,374	22,475	10.2%
Woburn	38,120	40,335	11.9%

AGE OF RESIDENTS

Population demographics can influence open space and recreation needs. For example, while residents young and old differ in their recreational needs based on individual interests, there are some assumptions that can be made about the demand for facilities based on age. Families with young children tend to need neighborhood playgrounds. School age youth and adults need playfields for team sports, and increasingly, areas of healthful exercise such as running, walking, and tennis. Activities such as boating and fishing are popular with mid-life adults. Elderly residents are in need of pleasant, safe and accessible places to walk and sit, and places to go for group outings.

As with other communities in the Commonwealth and throughout New England, the population of North Reading is aging, but moderately. The US Census reported an increase in the median age between 2000 and 2010 from 37.8 to 42.0. This is older than the median age in Massachusetts (39.1), and the same as the NSPC sub-region. Over twelve percent of the Town's population is over 65, below the sub-region rate of 15.5%. At the same time, North Reading continues to have a large number of households that include families with children under the age of 18 (37.2% of all households) compared to the sub-region average (34.4%).

POPULATION DENSITY

Population density influences demand for public outdoor parks and recreation spaces. In high density areas, residences may lack private yard space. Typically these areas would benefit from neighborhood parks or playgrounds. In residential areas with lower density where many properties have private yards, there may be less of a demand for neighborhood parks, but equitable access to a variety of recreational activities is still an important consideration.

⁶ MAPC, *MetroFuture 2035 Update -- Projected Population, Households, and Group Quarters by Municipality*, March 2011.

North Reading ranks in the top third in the state for population density (95 communities are more densely settled, 255 are less densely settled). Communities with similar densities are listed in the figure below.

Table 3: Population Density, 2010⁷

Community	Population Density (persons per sq. land miles)
Hopedale	1,146
Lynnfield	1,144
Canton	1,139
Mansfield	1,133
NORTH READING	1,124
Medway	1,114
Gloucester	1,109
Pittsfield	1,098
Acton	1,098

Another way to gauge a community's development pattern is to compare the ratio of population to miles of road. A community that has a larger population in relation to miles of road tends to be more compactly settled and vice versa. North Reading ranks within the top third for this comparison as well. Communities with similar ratios are listed below.

Table 4: Population and Road Miles, 2010⁸

Community	Ratio of Population per Mile of Road
Gardner	173.71
Walpole	173.65
Norton	173.25
Gloucester	173.20
East Bridgewater	173.05
Medway	172.56
NORTH READING	171.25
Rockport	171.23
Foxborough	171.22
Bellingham	171.02
Grafton	170.13
Hingham	169.99

The following table shows the distribution of population within the town's four voting precincts. The most densely populated areas are voting precincts 2 and 4, which are also where many of the town's parks and active recreation areas are located.

⁷ MA Department of Revenue, *Community Comparison Reports*

⁸ *ibid*

Voting Precinct	Size (Acres)	Population	Pop Density	Housing Units	Housing Density
1	2969.7	3,644	1.23	1,259	0.42
2	1557.8	3,786	2.43	1,666	1.07
3	2342.4	3,844	1.64	1,397	0.60
4	1767.6	3,618	2.05	1,311	0.74

HOUSEHOLD AND FAMILY CHARACTERISTICS

Population characteristics can influence community preferences for open space and recreation. For example, single parent households may increase the demand for public recreation programs that can serve as childcare during work hours. A large percentage of individuals living alone may increase interest in organized adult recreational programs as people seek out social interactions. A high number of families with children can influence demand for playgrounds and youth recreation programs. The following figure provides a snapshot of family and household characteristics for North Reading and the NSPC subregion.

Figure 1: 2010 Household Composition: North Reading & NSPC Subregion

Household Type	North Reading	NSPC Subregion
Total Households	5,439	77,881
Households with individuals under 18 years	37.2%	34.4%
Households with individuals 65 years and over	23.15%	28.6%
Family Households	73.6%	71.3%
Households with Persons Living Alone	21.8%	23.9%

HOUSING

Based on 2010 Census figures there are 5,633 housing units in North Reading, a nearly 16% increase since 2000. The number of occupied rental units increased by 82% during the same period indicating nearly half of all units built from 2000 to 2010 were rental units. Vacancy figures also rose during the decade from 75 vacant units in 2000 to 191 in 2010. Sixty-one of the units vacant in 2010 were rental, compared with only 6 vacant rentals in 2000.

Figures also show that North Reading's housing is overwhelmingly single family though within the decade between 2000 and 2010 nearly 10% of units developed were within dwellings of three or more units. According to the US Census 2010, more than two thirds of North Reading householders moved into their current dwelling after 1990.

According to the Massachusetts Department of Housing and Community Development 533 of North Reading's 5,597 year round housing units are included in the Subsidized Housing Inventory (SHI) placing the town's affordable housing at 9.5%, just shy of the commonwealth's goal of 10%. The Town reached this percentage primarily due to the development of the former J.T. Berry site (Edgewood Apartments) that includes 406 rental units, all of which are counted in the Inventory even though 25% have

affordability restrictions. Other communities in the NSPC subregion range have affordable housing inventories of between 5.3% to 10.3% with a region average of 7.8%.

INCOME, EDUCATION, AND OCCUPATION

A review of socioeconomic characteristics reveals how North Reading compares with its neighbors:

- The median household income for 2010 was \$96,016 a nearly 25% increase since 2000 and the fourth highest of the nine NSPC towns, falling close to the Towns of Wilmington (\$98,982) and Reading (\$99,439). This was more than \$26,000 lower than the highest median income in the region (Winchester) and \$27,000 higher than the lowest median income in the region (Woburn). It is well above the state median of \$62,072.
- As with elsewhere in the region, service producing industries lead in total employment over goods producing industries. In the goods producing industry, construction employed largest percent (9%) of the local workforce.. Within the service producing industry, employment was dominated by Trade, Transportation and Utilities (42%) which includes wholesale and retail trade and transportation businesses. Education and Health Services was the next largest employment sector employing 12% of employees. Local employment is dispersed between 409 employers in the service industry and 110 employers in the goods industry.⁹
- North Reading's average unemployment rate of 6.0% (2011) is lower than the region-wide average of 6.6% and the state-wide average of 7.8%.¹⁰
- North Reading ranks third with NSPC subregion communities for the percent of resident (4.6%) who live in poverty. This 2010 figure is three times higher than the 2000 figure of 1.5%. The average rate for the NSPC subregion is 3.9% with a high of 6.6% and a low of 1.3%.
- Ninety three percent of North Reading students graduating in 2011 had plans to attend college and approximately 44% of the adult population over 25 have received a bachelor's degree or higher. These are slightly higher than the state-wide statistics.¹¹

While this data would suggest that, in general, North Reading is an affluent town, it is important to provide open space and recreation services that are accessible and affordable to all. There are a number of residents and families in North Reading who are living on limited means or fixed incomes. For example, while higher income households are able to pay for private recreation and have the resources to travel to recreation centers outside the Town, low and moderate income families are more dependent on free public recreation that is readily accessible.

MAJOR INDUSTRIES

The following table lists top employers in North Reading. This list includes businesses with a North Reading address reporting more than 100 employers.

⁹ MA Executive Office of Labor and Workforce Development, 2012

¹⁰ MA DOR, *2011 Labor Force and Unemployment Data*.

¹¹ US Census.

Table 5: Top Employers in North Reading, 2011¹²

Company	Location	# of Employees	Industry Code
Teradyne Inc	River Park Dr.	1,000-4,999	4236
Gerald S Jamgochian & Co	Park St.	250-499	5239
Dec Tam Corp	Concord St.	100-249	5629
Dynamics Electrical	Concord St.	100-249	2382
Electrical Dynamics Inc	Concord St.	100-249	2382
Kitty's Restaurant & Lounge	Main St.	100-249	7221
Moynihan Lumber & Hardware	Chesnut St.	100-249	4441
USPS	Main St.	100-249	5419
Walmart	Main St.	100-249	4521
YRC	Concord St.	100-249	4842

ENVIRONMENTAL JUSTICE AND EQUITY

In 2002 the Massachusetts Executive Office of Energy and Environmental Affairs (EOEEA) adopted an Environmental Justice Policy to provide equal protection and meaningful participation for all Massachusetts residents with respect to environmental regulations and policies. This policy also supports equitable access to environmental assets, which include parks, open space, and recreation areas.¹³ The State has identified communities that contain Environmental Justice Populations (see Map 2) – those with high percentages of minority, non-English speaking, low-income, and foreign-born populations.

North Reading has a very small but growing minority population (718 or 4.8% of the total population as of the 2010 Census) and what appears to be a growing number of households at poverty level, it does not have any identified Environmental Justice communities (which would represent a combination of these characteristics).¹⁴ While North Reading does not have any identified EJ populations, this plan considers ways to reduce any inequities in access to parks and recreation amenities.

¹² MA Executive Office of Labor and Workforce Development (data from Infogroup)

¹³ Full text of Environmental Justice Policy at <http://www.mass.gov/envir/ej/>.

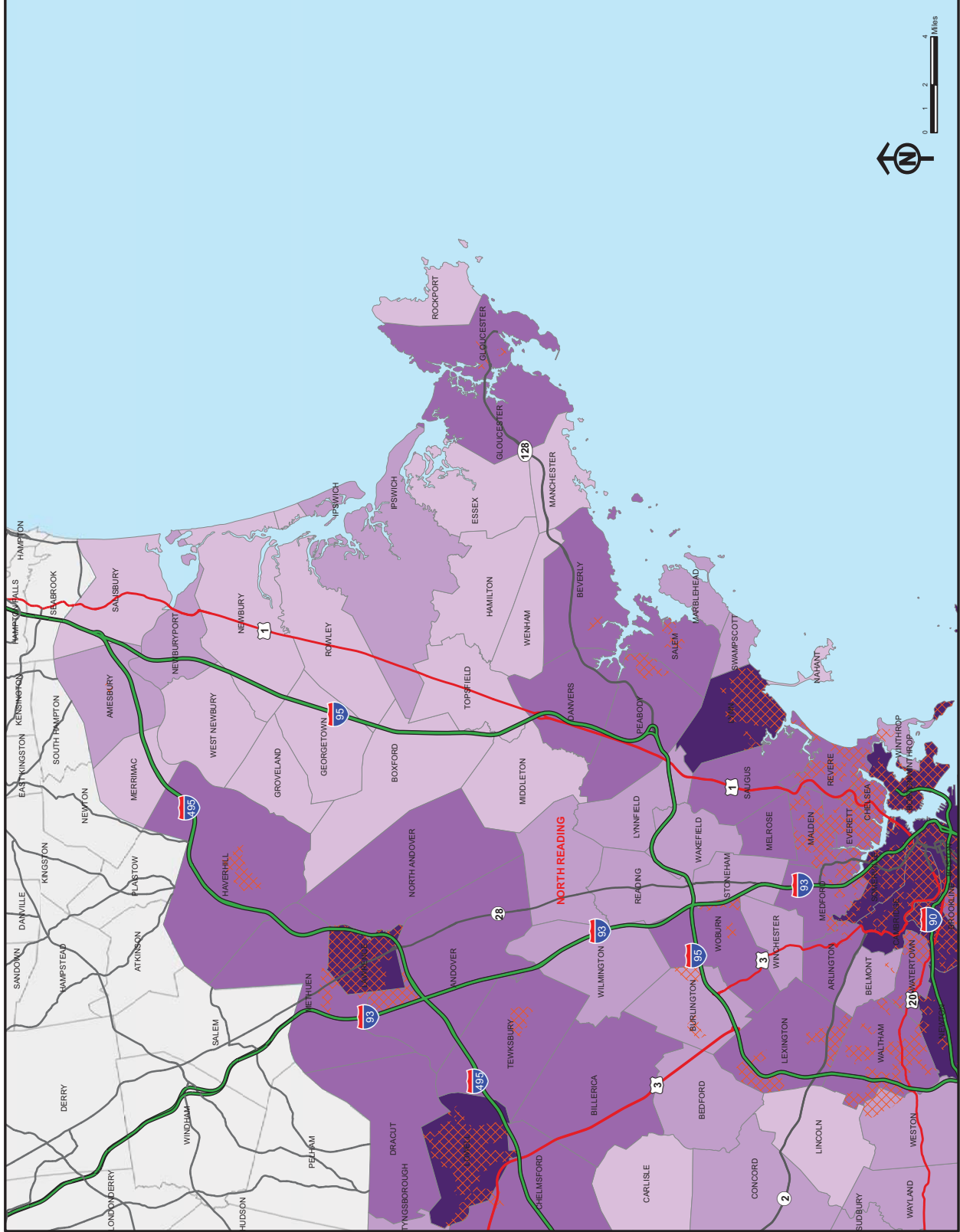
¹⁴ US Census 2010 and American Community Survey 5-Year estimates.

Open Space and Recreation Plan 2012 North Reading, MA

Map 2 Population

- Legend**
- NH Cities / Towns
 - MA Cities / Towns
 - 2010 Population
 - < 2,500
 - 2,500 to 9,999
 - 10,000 to 24,999
 - 25,000 to 64,999
 - > 65,000
 - Environmental
 - Justice neighborhoods

Prepared by
Brown Walker Planners, Inc.
June 2012
Data sources: MassGIS.
Map is intended for Town
of North Reading planning
purposes only.



Growth and Development Patterns

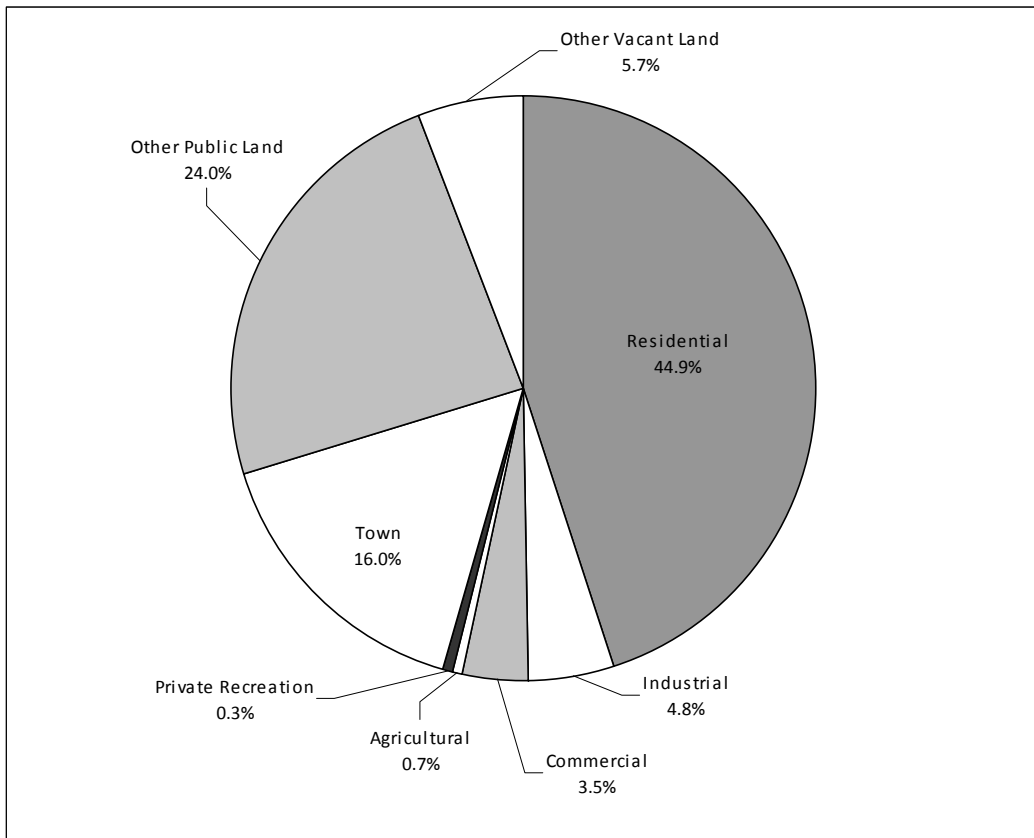
PATTERNS AND TRENDS

The general pattern of land use in North Reading consists of a linear core of more intensive commercial development, scattered industry, and higher-density housing running north and south along Route 28. The southwest corner of Town along Concord Street contains most of the more recent industrial development, and the Park Street business district accentuates the Town Center with its local businesses, schools, and town service buildings. Medium and low-density residential areas lie outside these more highly developed areas, with scattered tracts of undeveloped land which serve as reminders of the town’s rural heritage.¹⁵

Current Land Use Profile

The following chart shows the distribution of land use as a percentage of all land in North Reading.

Figure 2: Percentage of Land Use (in Acres)[†]



[†] This chart reflects land use, not ownership. Town land is not categorized by use or jurisdiction in this chart. Data is based on an analysis of Town Assessor’s data, June 2012.

¹⁵ New England Environmental, Inc., p. 4.4.

Table 6: Developable Lands North Reading (2006)¹⁶

Assessor Classification Description of Developable or Potentially Developable Land	Acres	% of all Land
Residential	225	2.36%
Commercial	7	0.08%
Industrial	12	0.13%
Total Developable Land	232	2.44%

Other properties (totaling 498 acres) are owned by the Town or other entities and are assessed as Vacant land. Of the vacant land, about 230 acres are considered by the Town Assessor to have development potential. This is about half of the remaining vacant land in Town, or about 4% of all land. A more complete inventory of Town-wide open space is included in Section 5.

Building Permit Activity

Residential development has kept pace with the population growth trends with building permits peaking in the late 1990s boom and fewer in recent years.

Figure 2: North Reading Building Permit Activity¹⁷

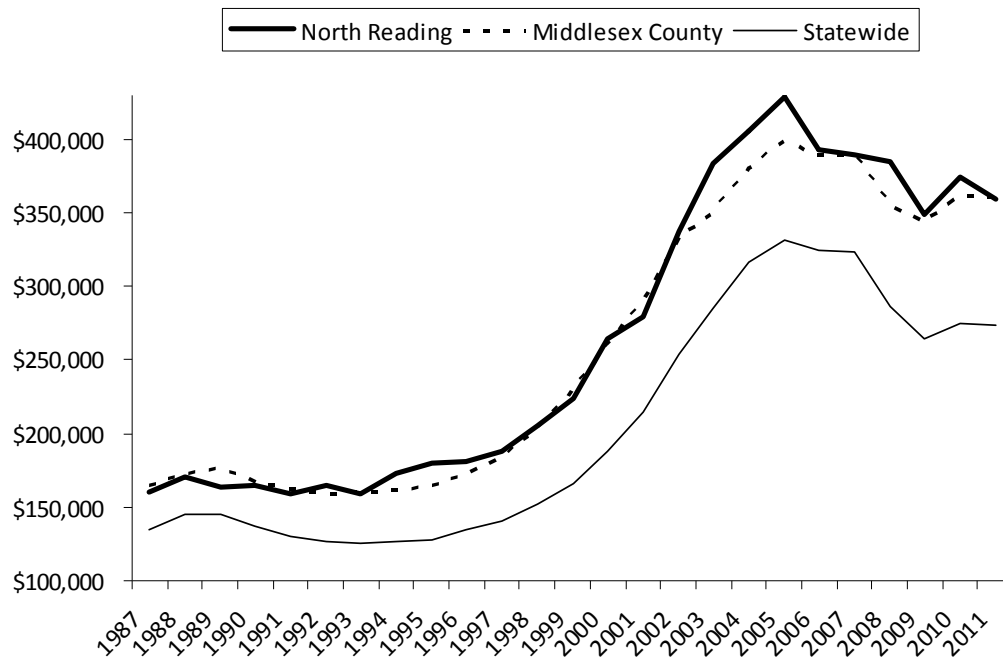


Housing costs and demand can sometimes come into conflict with open space protection goals. North Reading home sales prices have followed state-wide trends, falling in response to the recent economic downturn. The slow down in the housing market presents an opportunity for proactive measures on the part of the Town to identify land protection priorities as well as opportunities for future housing creation.

¹⁶ Ibid.

¹⁷ US Census.

Figure 3: Median Home Sales Price (Calendar Year)¹⁸



INFRASTRUCTURE

Transportation System¹⁹

North Reading’s citizens depend heavily upon private automobiles for transportation. The town lies at the intersection of State Routes 62 and 28. Local roads such as Haverhill Street, Central Street, Concord Street, and Marblehead Street also serve as major routes within the town. Interstate 93 lies a short distance west of North Reading and can be reached via Concord Street, Route 62 and Route 125 at the Andover town line.

The Town is a member of the Massachusetts Bay Transportation Authority (MBTA), but receives no public transportation services. Public railway connections are available in Reading, Wilmington, and Andover, and public bus service is available in Andover. Numerous established trucking firms provide both local and long-distance services. Boston’s docks, railroad and bus terminals, and Logan International Airport provide land, sea, and air carrier services to points around the world. Lawrence Municipal Airport in neighboring North Andover provides small plane services.

Solid Waste Disposal

The Solid Waste and Recycling Division of the Department of Public Works is responsible for the collection of residential solid waste (trash) and recyclable materials from the residents of North Reading.

¹⁸ The Warren Group, TownStats.
¹⁹ New England Environmental, Inc., p. 4.8.

The specific functions of this division include:

- Administering the Town's Solid Waste Collection and Curbside Recycling Collections contracts under which all solid waste and recyclable goods are collected;
- Responding to citizen inquiries and complaints relative to the solid waste program;
- Maintaining and staffing the Town's lawn waste disposal area; and
- Conducting an annual Hazardous Waste Collection Day, through which residents of North Reading may properly dispose of household quantities of hazardous materials.

The Town currently contracts with JRM Hauling for solid waste removal services, which charges the Town on a per ton basis. While the Town pays for every pound of solid waste hauled, it pays the same for recycling regardless of the amount or recyclables collected. Recycling more to reduce solid waste is therefore a viable strategy for reducing service costs that impact how tax dollars are spent.

The Town has in place a number of policies and initiatives to help reduce solid waste production. Residents are currently limited to four (4) 30-gallon containers or bags per week, not exceeding 50 pounds in weight. In addition, one large item per week (mattresses, sofas, etc.) is permitted. A recent curb audit determined that 89% of households recycle and 89.5% of households produce two or fewer allowed containers a week, suggesting that an appropriate strategy to reduce waste further may be to reduce the container limit from four to three. The audit also found that generally, those household with greater than two containers were not recycling. The Town's efforts to reduce solid waste has helped the community reduce trash production from an average of 65 pounds per household per week in 2005 to 48 pounds per week in 2010. Recycling accounts for roughly 25% of the Town's solid waste.

Water Supply

Before 1936, North Reading relied upon private wells for its water. From 1936 to 1954, the Town imported water from Wilmington. Between 1954 and 1980, five wellfields were developed within the Town. Additional water, as needed has been imported from Andover beginning in 1995.²⁰ Today North Reading provides about 1.37 million gallons of water per day (500 million gallons a year) to its residents and businesses. About seventy percent of which is purchased from Andover at a rate that is not considered advantageous to the Town. The balance comes from the Town's public supply system. In addition about 15% of homes in North Reading now have irrigation wells to supplement the public supply.

North Reading has public wellfields adjacent to the Skug River (Central Street wellfield), near Martins Pond (Lakeside wellfield and Route 125 wellfield), and near Martins Brook where it re-enters the Town town from Wilmington (Railroad Bed wellfield). In addition

²⁰ New England Environmental, Inc., p. 4.9; Camp Dresser & McKee, *Report on Contamination at the Stickney Well*, 1986.

to the wells, the Town owns and maintains two water treatment plants, pumping stations, three water storage tanks, approximately 80 miles of water mains, 750 fire hydrants and 4,600 water service connections and water meters.

Water use restrictions (odd/even outdoor water use) have been in place year-round due to extremely low flows in the Ipswich River for a number of years and the Department continues to investigate ways to reduce water consumption further. Initiatives include a rain barrel program that provides rain barrels at a reduced price to encourage alternative non-potable water use and educational outreach that focuses on reducing water use for lawns and gardens.

The Town is also revising its drought and restriction plan and is seeking funding to develop a Capital Improvement Plan. The Town's long term goal to lower water costs and improve capacity and efficiency is to purchase its water from the Massachusetts Water Resource Authority (MWRA).

Aquifer Recharge Areas

An aquifer is a groundwater supply capable of yielding a significant volume of water for a useful well. Aquifers of sufficient capacity to serve as a municipal water supply are scarce and found only in locations with certain geologic and hydrologic conditions. Most aquifers with such a volume were formed in valleys carved into bedrock millions of years ago by ancient rivers that drained the continent.

The Town's aquifers and its primary recharge areas are in the area around Martins Pond and in various areas along the Ipswich River and Martins Brook. The locations of North Reading's public water supplies and aquifer protection areas are displayed on Map 8.

Sewer and Wastewater Disposal

North Reading has no public sewer system or wastewater treatment facility. The High School complex and some larger developments operate private on-site wastewater treatment plants. Development of a wastewater system is being explored however, as a strategy to protect the town's water resources and to increase business development within the community.

The Town completed a Comprehensive Wastewater Management Plan in 2007 that recommended a series of steps the Town could take to develop a wastewater disposal system for areas in town most in need. The sites recommended as most appropriate however, have not proven to be suitable. The Town is currently reviewing the report to seek alternative development strategies that will eliminate the need for a Town-owned treatment plant. Distributing waste to the public system in Lawrence appears to be the most viable option at this point in the inquiry.

Storm Water Program

North Reading's also seeks to protect water resources with a stormwater program. The Town through its Department of Public Works provides information to the public about the cause and effect of Stormwater and the Town's policies, regulations and initiatives that address it.

In 2010 the Town created the Water and Wastewater Commission to focus on stormwater issues and guide community decisions and actions. The same year it also adopted updated stormwater rules and regulations to provide greater clarity of the Town’s Stormwater Management Bylaw and improve effectiveness of its administration and enforcement.

The Department of Public Works is updating its Geographic Information System (GIS) mapping of stormwater infrastructure.

LAND USE CONTROLS

Adopted and revised bylaws to protect open space and natural resources including Open Space Residential Development bylaw, and Affordable Housing Overlay District

North Reading’s Zoning By-Law divides the Town into 14 zoning districts (shown on Map 3).

Table 7: North Reading’s Zoning Districts

Zoning Districts
Residence A (RA)
Residence R (RR)
Residence B (RB)
Residence C (RC)
Residence D (RD)
Residence E (RE)
Residence M (RM)
Local Business (LB)
General Business (GB)
Highway Business (HB)
Industrial A (IA)
Industrial B (IB)
Industrial C (IC)
Industrial I/O-1

Residential Districts

Residential districts in North Reading provide for a variety of densities for residential uses, ranging from a minimum lot area of 20,000 square feet in the RB District to 120,000 square feet in the RD District. All residential districts require a minimum open space of 60% of the total lot area. Single family residential uses are permitted in all residential districts. Apartments of 3 or less independent dwelling units are permitted by special permit in all residential districts if they are owned and operated by the North Reading Housing Authority. Multi-family complexes of 4 or more units are permitted only in the RM District.

The RE District allows for a Planned Unit Development (PUD) on parcels of at least 100 contiguous acres. A mixture of residential and commercial buildings, community

facilities, and useable open space may be developed by special permit from the Community Planning Commission. The development requirements include dimensional and setback requirements that allow greater flexibility in design than standard subdivision requirements. At least 20% of the tract must be set aside as open space and may be conveyed to the Town or held jointly by the owners of units within the PUD.²¹

Non-Residential Districts

Non-residential uses are permitted only in business or industrial districts in North Reading. Single family dwellings are also permitted by right in the LB District, but otherwise residential uses are not permitted. Minimum lot size for the LB and GB districts is 20,000 square feet, with a 10% open space requirement and a maximum height of 2.5 stories. Highway Business allows for a mix of retail, office, and service establishments, and provides for more intensive development by increasing the height to 4 stories, and indicating a maximum building area of 70%. Most industrial uses are regulated by special permit in the industrial districts. Minimum lot area for all industrial districts is 40,000 and maximum building area for most of the districts is 40%, with a 20% open space requirement, and a 4 story maximum height. The I/O-1 provides for a more intensive type of development that includes a mix of office research, limited manufacturing and service-oriented industries that provide local employment opportunities. The maximum height is increased to 50 feet and maximum building area is increased to 50%.

Other Land Use Controls

North Reading adopted an Open Space Residential Development bylaw (OSRD) in 2008 to replace its former Cluster Residential Development bylaw. The intent of the OSRD is to encourage more efficient forms of development and environmentally sensitive design that consume less land and protect open space and natural resources as well as provide a variety of housing choices. The bylaw provides that the Community Planning Commission may grant a special permit for the developments of six or more units in the RA, RR or RE districts provided the development meets the standards outlined in the bylaw including providing 50% of the total land as permanently protected common usable open space.

The Floodplain District is an overlay district, which includes wetlands and floodplains in the Town. Where its requirements conflict with those of the underlying zoning district, the more restrictive requirements are enforced. The Floodplain boundaries are based on the 100-year floodplain, as designated by the Federal Emergency Management Agency (FEMA).

The Aquifer Protection District is an overlay district whose boundaries are determined by the primary and secondary recharge areas of the Town's public wellfields. Certain uses associated with a high risk of groundwater contamination are prohibited without exception and certain other uses require a special permit. Single-family dwellings are permitted by right, and certain commercial buildings on lots of at least 40,000 square feet with septic systems up to 1,500 gallons-per-day capacity are permitted by right in

²¹ New England Environmental, Inc., p. 4.7.

the secondary recharge areas only. There are restrictions on earth removal, grading, the extent of impervious coverage, snow disposal, and removal of vegetative cover.

Within the boundaries of the Historic District, review by the Historic District Commission of all changes to exterior architectural features is required. Standards are based on certain architectural criteria relating to scale, proportion and detail.

Wireless Facilities must be reviewed and approved by special permit of the Community Planning Commission (CPC) and applicants are encouraged to locate them on existing structures and are required to comply with certain dimensional requirements including height and setbacks.

The Berry Center Smart Growth Overlay District (SGA) was established as part of the requirements of the Chapter 40R Act described earlier in this section to regulate redevelopment of the former J.T. Berry property. Regulations outline the requirements of site development including housing affordability.

The Town's Wetlands Bylaw protects wetlands, related water resources and adjoining lands which have a significant or cumulative effect on the quality of these resources. This bylaw falls under the jurisdiction of the Conservation Commission and regulates activities within 100 feet of the wetland areas. Specifically, the bylaw creates a 12 foot no-disturb zone around all wetlands resources, and permits no more than 22% of the 100 foot buffer area to be covered by impervious surface material, and no more than 75% of the area to be altered significantly from its natural state. The Conservation Commission is also responsible for implementing the Wetlands Protection Act (and related Riverways Protection Act, see Section 4).

In 2008 the town adopted an Affordable Housing Overlay District to creating opportunities to increase housing diversity throughout town and develop affordable housing including housing eligible to be included on the Chapter 40B Subsidized Housing Inventory. Zoning regulations outline use and site standards as well as affordability requirements.

LONG-TERM DEVELOPMENT PATTERNS

Scheduled and Proposed Subdivisions / Expansions to Infrastructure

As of the completion of this plan, there were no scheduled or proposed subdivisions or new developments in North Reading.

Potential Land Use Change (Buildout)

The most recent build-out analyses to project future growth in North Reading were conducted more than ten years ago. Build-out analyses illustrate the maximum development permitted according to the current local zoning in place. This information can be used to estimate future demands on public infrastructure and the environment. The first study, by MAPC in 2000, projected the potential for the addition of 913 total new residential units. The second study, undertaken by the Town's Community Planning Commission (CPC) in 2001, projected the potential for 1,329 potential new

homes. Reasons for the discrepancy in these projections are outlined in the Town's Community Development Plan and listed below:²²

- The Community Development Plan did not exclude large portions of wetlands, flood zone and river zone development whereas MAPC did;
- The Community Development Plan included potential for in-fill development on parcels that had existing development, MAPC only considered development potential on currently undeveloped parcels;
- The Community Development Plan build-out factors for subdivisions were based upon historical North Reading subdivision build-out data whereas MAPC's were not.

Build-out analyses are intended to be used as tools to guide development, but do not estimate the rate of development or how long it would take to reach build-out. Additional limitations of undeveloped land or the potential for redevelopment of existing parcels were not necessarily considered in the analysis. Therefore, the potential development densities and projected new units may be higher or lower than projected.

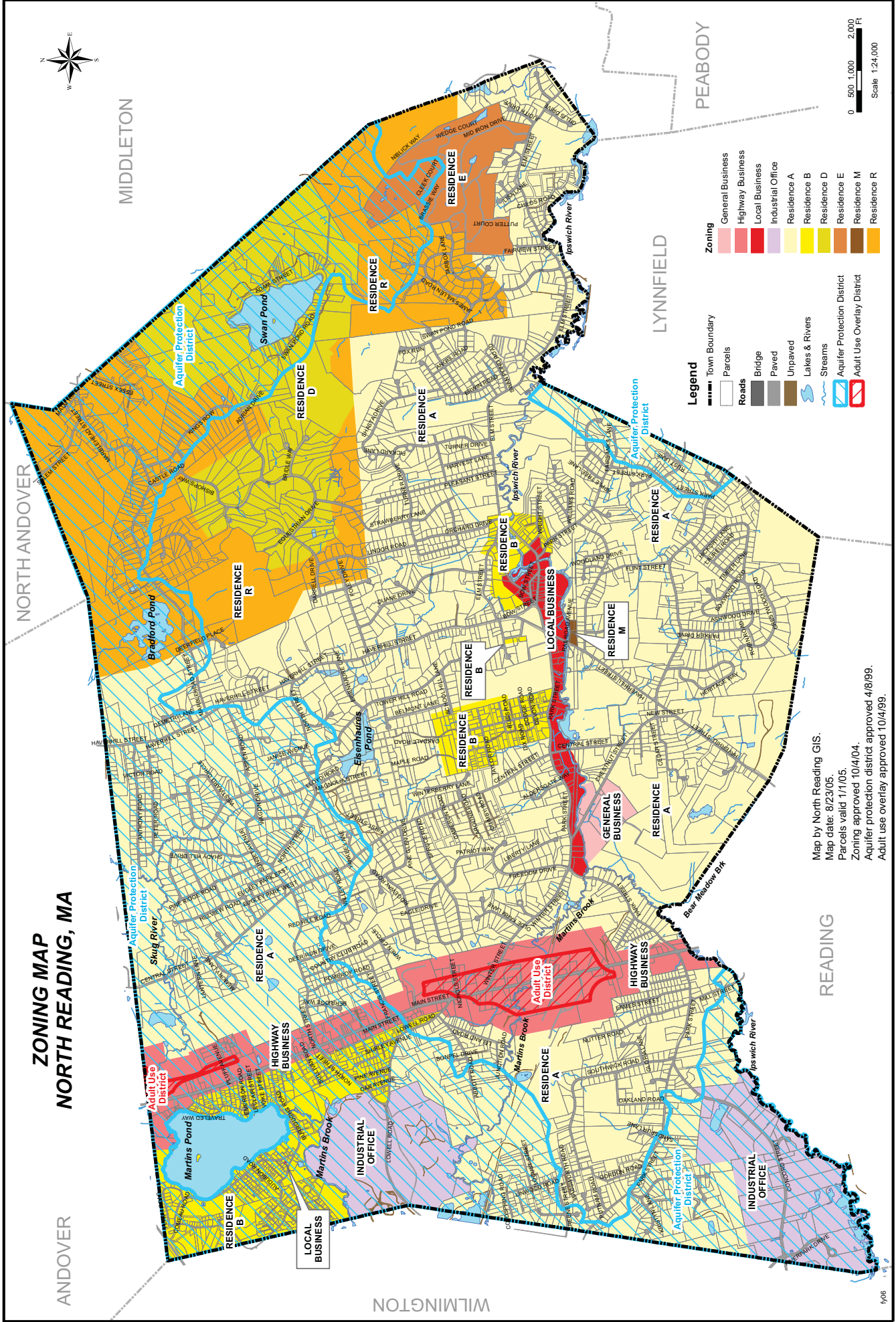
Implications of Growth and Development Patterns

Water supply protection continues to be an important factor to consider in any decisions about guiding future growth and development in North Reading. Protection of existing wells from contamination is a critical task. Town officials should continue to update and enforce local regulations including the Floodplain District, Aquifer Protection District, septic system regulations, stormwater runoff regulations, hazardous materials storage, and wetlands protection bylaws. Water preservation efforts will continue to be necessary, as well.

North Reading is a residential community and will likely continue to be so in the future. Its convenience to regional employment centers and attractive small town character will continue to attract new residential development. At the same time, the community places a high value on its open spaces, public parks, and recreation areas. A balance will have to be struck between providing adequate services and affordable housing for residents while still protecting the valuable natural, scenic, and recreational resources of the Town.

²² Terrasphere, p. 16.

ZONING MAP NORTH READING, MA



Legend

- Town Boundary
- Parcels
- Roads
- Bridge
- Paved
- Unpaved
- Lakes & Rivers
- Streams
- Acquifer Protection District
- Adult Use Overlay District

Zoning

- General Business
- Highway Business
- Local Business
- Industrial Office
- Residence A
- Residence B
- Residence D
- Residence E
- Residence M
- Residence R

Scale: 1:24,000
0 500 1,000 2,000 Ft

Map by North Reading GIS.
Map date: 8/23/05.
Parcels valid 1/1/05.
Zoning approved 10/4/04.
Acquifer protection district approved 4/8/99.
Adult use overlay approved 10/4/99.

Section 4 – Environmental Inventory and Analysis

Geology, Soils and Topography²³

The landform of North Reading is generally flat to gently rolling. The highest elevation is 230 feet above mean sea level on United States Geological Survey datum, with an average elevation of approximately 100 feet.

The advance and retreat of the continental ice sheet more than 10,000 years ago left North Reading's preglacial bedrock covered with a variety of glacial deposits which have a direct bearing on the suitability of much of the Town's land for development and other purposes. The ice sheet left a variety of deposits in the Town, of which two general types, compact basal till and outwash deposits, form the parent material for the majority of the Town's soils.

Compact basal till was formed beneath the actively moving ice sheet, and is an unsorted assemblage of all particle sizes including clay, silt, sands, gravel, and boulders. Because of the composition of basal till, it is very dense, and is hence commonly referred to as "hardpan." Infiltration is extremely slow through the hardpan, and as a result water is often perched in the soil above the dense till layer. Because of this, many soils formed in basal till have severe limitations for septic disposal. Often, these soils are quite wet during the spring, but become very dry during the summer months. In North Reading, many of the till deposits occur in conjunction with shallow-to-bedrock areas. Some till areas have sandier layers near the surface, and may be suitable for development. However, many of the wetlands which are found on the tops and slopes of hills are the result of an underlying basal till deposit. Surface indications of till include stony and boulder-filled ground, and areas which are crossed by stone walls.

As the ice sheet melted, glacial outwash deposits were formed in front of the "stalled" ice sheet. Similarly, kame terraces were formed between stagnant ice and adjacent hillsides. Both formations contain stratified (layered) deposits of sand and gravel. Meltwater leaving the glacier carried gravel, sand, silt, and clay particles with it, leaving the stones and boulders behind in the stagnant ice. Because gravel and sand is relatively heavy, these materials were deposited in well-sorted layers fairly close to the melting ice, while the water continued to carry the lighter silts and clays away from the glacier. Because of the well-sorted coarse textured deposits, which lack silts and clays, many soils formed in these areas yield rapid "perc" test rates, and are viewed as good building sites. However, the extremely rapid permeability of many of these soils may be a disadvantage in aquifer recharge areas, as contaminants can quickly enter the groundwater. While many of these deposits are very well-drained, wetlands are found in outwash plains when they are located in a low position on the landscape. A good surface indicator of an outwash plain is the presence of "kettle hole" depressions in a relatively level area which lacks surface stones and boulders. Kettle holes were formed

²³ New England Environmental, Inc., pp.3.1-3.2.

as outwash buried remnant ice blocks, which later melted, leaving the circular “kettle hole” depressions which often hold a small pond or wetland.

The USDA has determined that about 39% of the soils in North Reading are favorable for residential development, in light of the fact that the Town is not served by municipal sewers and instead relies on sub-surface disposal of sanitary waste. The favorable soils are typically better drained, sandier soils which are found in outwash deposits and yield acceptable percolation rates pursuant to the requirements of Title V of the State Sanitary Code. Soils draining faster than 2 minutes per inch are considered poor filters of septage, and should be considered a constraint to development in aquifer recharge areas. Most of the remaining soils are moist to wet because of imperfect drainage (such as the many areas underlain by dense basal till), shallowness to bedrock, or a high water table during a portion of the year. Other soils unfavorable to development are steeply sloped, or contain densely packed glacial till which is too impermeable for septic systems. Hence, as in much of New England, glaciation has left significant obstacles to development in North Reading.

Map 4 shows all soils in North Reading grouped into three general categories according to the degree of limitation to development. This is a generalized assessment based on development limitations to residential dwellings with basements.

Open Space and Recreation Plan 2012 North Reading, MA

Map 4 Soils

Legend

Soils	Urban Land	Birdsall	Canton	Charlton	Charlton Hollis Rocky Outcrop	Deerfield	Freeborn Muck	Hinckley	Hollis Charlton Rocky Outcrop	Merrimac	Montauk	Paxton	Raynham	Ridgebury	Hollis Rocky Outcrop	Saco	Scarboro	Scituate	Sudbury	Swansea Muck	Udorthents	Wareham	Whitman	Windsor	Woodbridge

Soil Survey Geographic (SSURGO) database was provided by the National Soil Survey Data Center (NSD) for the Soil Survey of Middlesex County. The depicted soil boundaries and interpretations derived from them do not eliminate the need for on-site sampling, testing, and detailed study of specific sites for intensive uses. This map and its interpretations are intended for planning purposes only.

Prepared by Brown Walker Planners, Inc. June, 2012
 Data sources: MassGIS, Town of North Reading. Map is intended for planning purposes only.



Open Space and Recreation Plan 2012 North Reading, MA

Map 5 Surficial Geology

Legend

Shallow Bedrock

Abundant Outcrop

Postglacial Deposits

Artificial Fill

Beach and Dune Deposits

Floodplain Alluvium

Salt Marsh Deposits

Swamp Deposits

Early Postglacial Deposits

Marine Regressive

Inland Dune

Glacial Stratified Deposits

Coarse

Glacioclastic Fine

Glaciomarine Fine

Till Bedrock

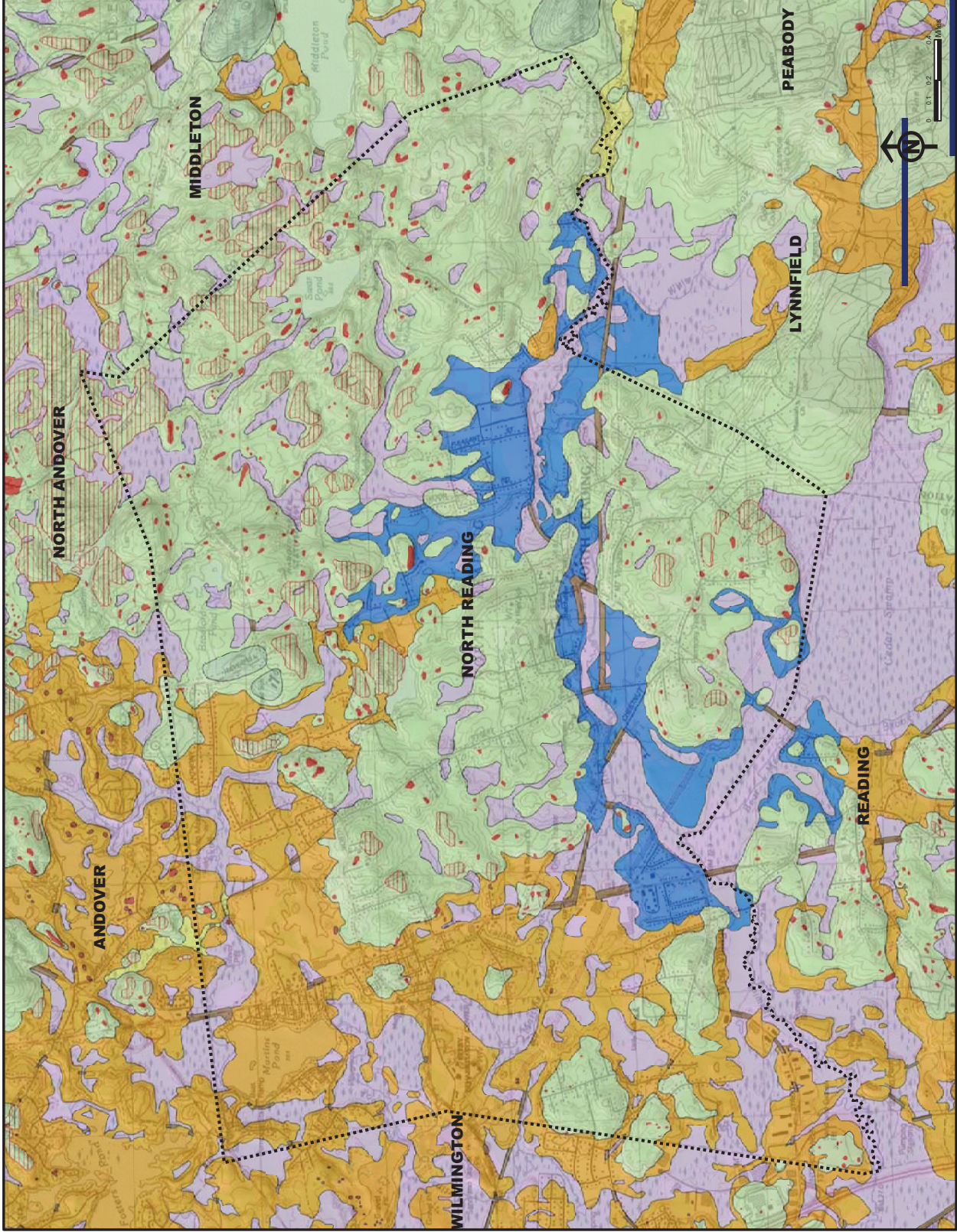
Thick Till

End Moraine Deposits

Bedrock Outcrop

Thin Till













Prepared by
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June 2012
Data sources: MassGIS,
Town of North Reading,
USGS topographic maps
Map is intended for planning
purposes only.



Open Space and Recreation Plan 2012 North Reading, MA

Map 6 Soil Suitability

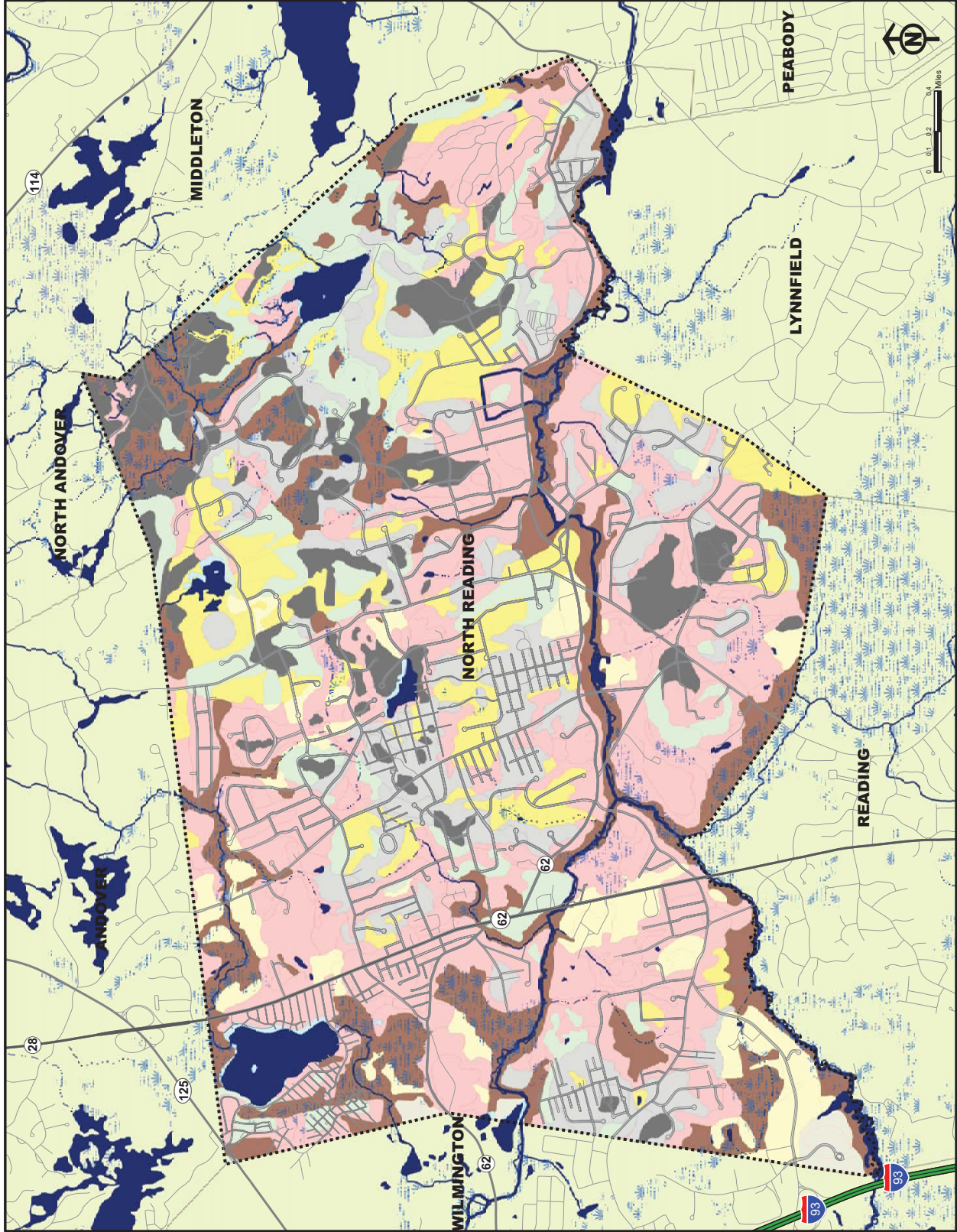
Legend

- Soils**
-  Slope > 15%
 -  Large Stones
 -  Depth to Rock
 -  Poor Filter
 -  Percs Slowly
 -  Ponding, Flooding
 -  Variable Soil
 -  Gravel Pits
 -  Water Body
- Water Bodies**
-  Pond, Lake, Ocean
 -  Wetland
 -  Tidal Flat

Soil Survey Geographic (SSURGO) database was produced by the USDA, NRCS and cooperating agencies in the Soil Survey of Middlesex County.

The depicted soil boundaries and interpretations derived from them do not eliminate the need for onsite sampling, testing, and detailed study of specific sites. The map and its interpretations are intended for planning purposes only.

Prepared by
Brown Walker Planners, Inc.
January 2012
Data sources: MassGIS,
City of Newburyport, Bing
Map is intended for City
of Newburyport planning
purposes only.



Landscape Character

The Town is a suburban community which retains some of the character of its early rural heritage. Gentle rises and flat meadows descend to the Ipswich River Basin, which traces a path through the southern portion of the Town just south of the historic Town Center. Smaller streams and brooks meander through the central and western portions of North Reading with four ponds and connected wetland systems scattered throughout the northern half of the Town. Much of the undeveloped land is forested and there are traces of stone walls from the Town's early agricultural heritage.

Water Resources

North Reading's water resources, including rivers and streams, ponds, wetlands, flood areas, water supply protection areas and aquifers are shown on Map 8.

RIVERS AND STREAMS

A watershed is a topographically delineated area that is drained by a stream system – that is, the total land area above some point on a stream or river that drains past that point. Also referred to as drainage basins or river basins, watersheds are hydrological units of reference that can encompass a variety of physical and biological features and may cross a number of political boundaries. Larger watersheds are composed of a number of sub-watersheds, which drain into smaller feeder streams and rivers.

The Town of North Reading lies within the watershed of the Ipswich River. The Ipswich River is part of the Great Marsh ecosystem which extends to New Hampshire, and more than 330,000 people depend on the river and its aquifers for drinking water. The Ipswich River is considered a highly stressed river basin, due to the fact that segments of the river run dry on a regular basis. American Rivers, a national river organization, designated the Ipswich River the third most endangered river in America in 2003.

The vast majority of the drainage from small streams and brooks flows toward the river. The Skug River, which originates along the Andover-North Andover border, enters North Reading on its northern border and flows westerly into Martins Pond. The Skug is too small for boats, but can be skated in the winter. Martins Brook flows out of Martins Pond, enters Wilmington, re-enters North Reading, and forms an important tributary to the Ipswich River. It also contributes to groundwater supply at the town's Central Street wells during the dry season when groundwater is replenished by streamflow. The four-mile canoe trip from Martins Pond is feasible only in high water.²⁴

The Ipswich River forms the southern boundary of the town between the Wilmington town line (at the southwest corner of North Reading) and Beaver Brook. The river continues to flow easterly from Beaver Brook through the south central region of town, and then forms the southeastern border between North Reading and Lynnfield. The river has great potential for wildlife, nature study, fishing and boating. Clearance of

²⁴ New England Environmental, Inc., p.3.4.

debris, creation of additional canoeing access points, and continued fish stocking enhance the benefits of the river as a prime recreational facility.²⁵

In 1996, the Massachusetts Legislature passed the Rivers Protection Act, which was an amendment to the Wetlands Protection Act. This law protects rivers by regulating activities within an established wetland resource area called the Riverfront Area. Conservation Commissions have authority to regulate activities within this 200 foot area.

PONDS AND LAKES

The largest of the town's ponds include Martins Pond, Eisenhaure's Pond, Bradford Pond, Swan Pond, and Furbish Pond. All five ponds offer potential for picnicking, boating, fishing, ice-skating, nature study, and wildlife habitat. Three of the ponds are likely greater than ten acres in size in their natural state, which would classify them as Great Ponds of the Commonwealth. The Massachusetts Public Waterfront Act (Chapter 91) protects pedestrian access and "public strolling rights" to these water bodies, while other ponds can be owned privately by surrounding landowners and public access can be prohibited.²⁶ Only Martins Pond and Swan Pond have been officially surveyed as being greater than ten acres in area by the state DEP, but it is probable that Eisenhaure Pond may also meet the test.²⁷

Martins Pond is surrounded mostly by older private development – former vacation homes that are now year-round residences. A portion of the shoreline includes a park (Clarke Park) and a boat launch. The Pond is supported by the Martins Pond Association a local organization that has advocated for and provided stewardship services for two decades. North Reading and the Association, with funding from DEP, have undertaken a shoreline restoration and sediment reduction project and a stormwater reduction project.

Swan Pond is in the least densely populated sector of town. The Town of Danvers has rights to use Swan Pond as a public water supply. Access is permitted on Swan Pond for non-motorized boats. The shoreline of Eisenhaure's Pond has conservation easements among new upscale private home subdivisions. Bradford Pond lies within the State Forest. Furbish Pond is part of a quaking bog on town-owned land that is presently inaccessible for public use as a nature study resource. The town holdings here are surrounded by industrial and residential development.²⁸

WETLANDS

Wetlands, including marshes, swamps and bogs, serve a number of vital roles in both the natural and built environments. First, wetlands are highly productive systems, and provide important habitat for many species of wildlife. They also act as "sponges" absorbing and detaining surface waters. In this latter role, wetlands are critical to

²⁵ New England Environmental, Inc., p. 3.4.

²⁶ MA Department of Environmental Protection, *Chapter 91*.

²⁷ MA Department of Environmental Protection, *Great Ponds*.

²⁸ New England Environmental, Inc., p.3.4.

maintaining the quantity of water supplies by maintaining relatively stable groundwater levels and preventing downstream damage from flooding. They also protect water quality by filtering out pollutants and thereby reducing the contamination of streams, lakes and groundwater.

Because of the important roles played by wetlands, it is essential that they be protected. Activities which replace wetlands with impervious surfaces result in increased runoff rates, reduced flood storage, and elevated peak flows, leading to greater damage from storms. Filling of wetlands also reduces wildlife habitat and plant diversity and can increase contamination of streams, rivers and ponds due to reduced filtration of pollutants. Under the Wetlands Protection Act (M.G.L., Ch. 131, sec. 40) wetlands are defined in terms of vegetative cover and hydrological indicators (including soil characteristics), and the Act regulates dredging, filling or altering areas within 100 feet of such wetlands. In addition, the Rivers Protection Act (a part of the Wetlands Protection Act) regulates activities in the Riverfront Area, which is a 200 foot wide area measured (in most cases) from the mean annual high water mark of any river.²⁹

Under Massachusetts law town Conservation Commissions are responsible for regulating the requirements of the Wetlands Protection Act. In North Reading, the town also has a wetlands bylaw that further regulates and restricts development activities in wetland areas (as described in Section 3).

North Reading's wetlands are predominantly comprised of red maple swamps. In addition to impacts from development, North Reading's wetlands are being degraded by invasive plant species, which inhibit or smother native plants that are important to the health of the wetlands system. Such invasive species include purple loosestrife and phragmites.

FLOOD HAZARD AREAS

When a water body can no longer accommodate increased discharge from heavy rains or snow melt, the excess water flows onto the adjacent land. The land adjacent to streams, lakes or rivers which is likely to flood during a storm event is known as the floodplain. Floodplains are categorized according to the average frequency of flooding. Thus, the 100-year floodplain is the area of land that is likely to be flooded once every 100 years. In other words, there is a 1% chance that the land will be flooded in any given year.

Floodplains are delineated on the basis of topography, hydrology and development characteristics of the area. The 100 and 500 year floodplains in North Reading were delineated on the Flood Insurance Rate Map (FIRM) in 1996, published by the Federal Emergency Management Agency (FEMA) under the National Flood Insurance Program and further described in the Flood Insurance Study (FIS) for the Town in 2010.

²⁹ According to the Rivers Protection Act regulations, a river is defined as any naturally flowing body of water that empties into an ocean, lake, or other river and that flows throughout the year.

The North Reading Floodplain Overlay District regulates development in order to protect the health and safety of people in the area and to protect property. Unregulated development in the floodplain can increase the likelihood of flooding by increasing the surface runoff into the stream channel. In addition, water contamination from flood-damaged sewage or septic systems and debris swept downstream from flooded properties can result in unnecessary hazards to those downstream.



The district is based on the FEMA designated flood hazard areas. These areas are indicated as the 100-year floodplain on the FIRM and as defined by the FIS. Filling or building in these areas is prohibited in order to preserve the flood-mitigating effects of these vital resources. The only permitted uses in this district include recreation, agriculture, and structures that do not impede the flow of flood waters.

Open Space and Recreation Plan 2012 North Reading, MA

Map 7 Surface Water Features



Legend

Water Bodies

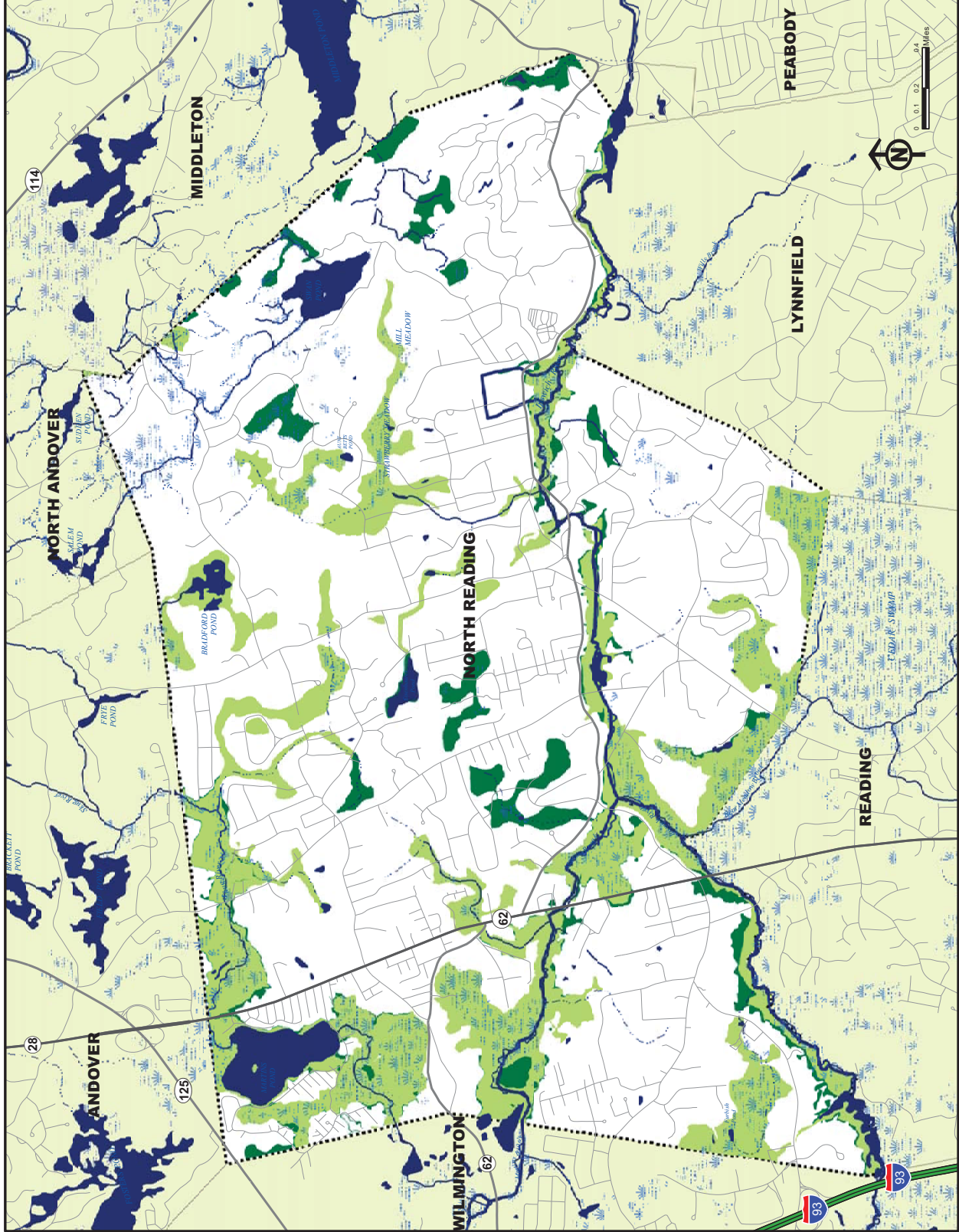
-  Pond, Lake, Ocean
-  Wetland

-  Perennial Stream
-  Intermittent Stream

Flood Areas

-  100-Year Flood Zone
-  500-Year Flood Zone

Prepared by
Brown Walker Planners, Inc.
June 2012
Data sources: MassGIS,
Town of North Reading.
Map is intended for
planning purposes only.

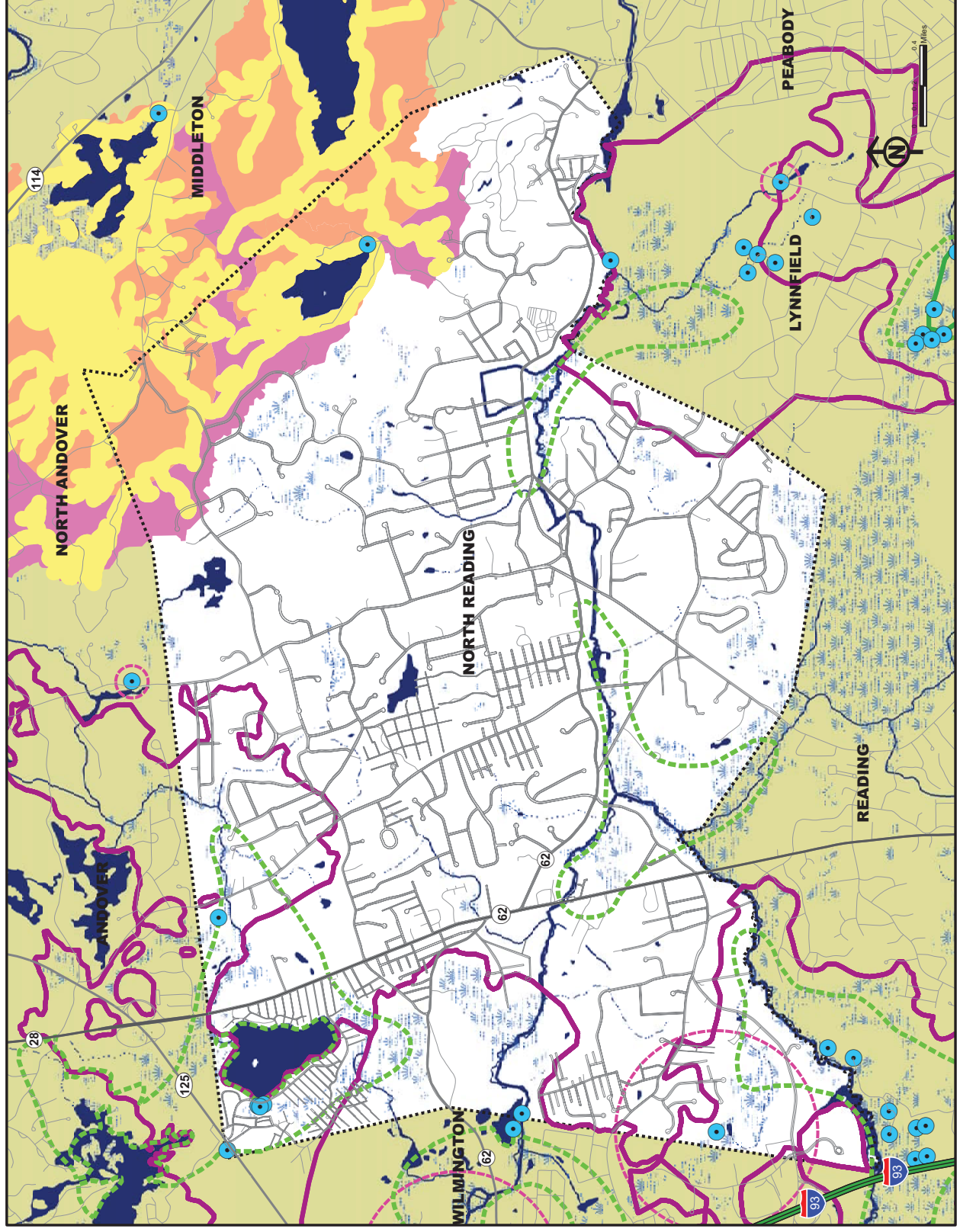


Open Space and Recreation Plan 2012 North Reading, MA

Map 8 Groundwater

- Legend**
- Aquifers**
 - High Yield
 - Medium Yield
 - Public Water Supply**
 - Wellhead Protection**
 - Zone 2
 - Interim Protection
 - Water Protection Area**
 - Zone A
 - Zone B
 - Zone C

Prepared by
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June 2012
Data sources: MassGIS,
Town of North Reading.
Map is intended for planning
purposes only.



Vegetation³⁰

The native vegetation of North Reading is an integral part of the town's regional character. The tall oaks and huge white pines, similar to those which were prized by the king's shipbuilders for masts, show clearly that this is not the shore, nor the inland bottomlands, nor the limestone areas of the Berkshires. They are indicators of the dry, sandy, acidic soils across the northerly half of town. By contrast, the fern-covered forests elsewhere in town indicates that water is nearby and the area is probably a floodplain.



Photo 2: View of the western end of Elm St. at Haverhill St., circa 1903.



Photo 3: Present day view of Elm St. at Haverhill St. looking east toward the Ipswich River.

FORESTS AND TREES

Forest Land

North Reading, despite the recent intensity of development, still contains a few large tracts of forest land. An analysis of land use and vegetative cover by University of Massachusetts, which was based on 1971 aerial photography, classified slightly more than 5,000 acres (57.7% of the Town) as forest. Of this, hardwoods made up about 50.5%, softwoods 9%, and mixed forest about 40.5%. These forests were well-stocked with larger 40-80 foot trees predominating. Follow-up research in 1994 by the Town Planning Department estimated remaining forest cover at less than 2,938 acres or 34% of the Town. Some of this forested acreage is state or municipally owned; the remainder is in private ownership. The most extensive tract of forested land extends from Haverhill Street to the eastern town boundary on the north side of Elm Street. Several exceptional stands of white pine may be found near the junior high school, in the vicinity of Redmond Avenue, and on the town-owned land on Chestnut Street.

The woodlands and curbsides in town have begun to suffer from invasive non-native plants, those which obliterate entirely the native vegetation and interrupt natural succession when they escape into natural areas and reproduce. Invasive species likely to be seen in the Town include: barberry, multiflora rose, burning bush euonymous,

³⁰ New England Environmental, Inc., p. 3.2.

Norway maple, Japanese honeysuckle, oriental bittersweet, buckthorn, purple loosestrife, phragmites, autumn olive and Russian olive. Most of the above-mentioned plants as pure stands do not have the same wildlife habitat or timber value as the indigenous plant species, nor is their fall color the same.

Forest Committee

North Reading's Forestry Committee responsible for the stewardship of the town's forests has recently reconvened and been strengthened by new committee members. In 2010 the Committee, working with a forester, developed a forest management plan for the areas adjacent to Swan Pond. The Plan was presented to and accepted by each of the three town bodies with control of the land: Board of Selectman, School Committee, and the Conversation Committee. A Forest Management Plan is a written document detailing proposed steps to be taken over a period of years to utilize the resources within the forest while maintaining the health of the land.

The Forest Committee has also reinstated an annual firewood cut, enabling residents to cut and haul wood from selected areas, based on a thinning plan developed in consultation with a professional forester. This controlled thinning helps maintain or restore forest health by opening up the tree canopy to allow reforestation of understory species of shrubs and trees that over time are reduced by lack of sunlight within mature forests. The increased diversity of species is a key component of a healthy forest.

The Committee is interested in working with youth organizations, schools and other volunteers to improve the health and accessibility of the town's forests and create an environment suitable for educational as well as recreational opportunities.

Public Shade Trees

As per Chapter 87 of the Massachusetts General Laws, all trees within a public way or on the boundaries thereof shall be public shade trees and shall not be cut, trimmed, or removed, in whole or in part, by any person other than the tree warden or his deputy, even if he be the owner of the fee in the land on which such tree is situated except upon a permit in writing from said tree warden, nor shall they be cut down or removed by the tree warden or his deputy or other person without a public hearing and said tree warden or his deputy shall cause a notice of the time and place of such hearing.

North Reading's public shade trees include those trees within the right-of-ways along the town's road as well as at municipal facilities including the town's parks, cemeteries, schools, library and town offices.

These public trees are recognized as valuable to the town's visual character and for the physical comfort they provide in moderating temperatures, offering shelter from sun, wind and precipitation, and filtering pollutants from the air. The Department of Public Works is responsible for the care and maintenance of town trees and keeps an inventory of public trees planted along most roadways. Removal of a public shade tree requires a written permit from the town's Tree Warden as well as a public hearing.

RARE PLANT COMMUNITIES

There are two plants that have had reported sightings in North Reading that are currently considered by the Massachusetts Natural Heritage & Endangered Species Program to be either endangered or threatened: the Adder's Tongue Fern (*Ophioglossum pusillum*) was last recorded in 1913 in North Reading and is listed as Threatened on the state-wide list; the Tiny Cow Lily (*Nuphar microphylla*) was last recorded in 1908 and is listed as Endangered. Endangered species are native species which are in danger of extinction throughout all or part of their range, or which are in danger of extirpation from Massachusetts, as documented by biological research and inventory. Threatened species are native species which are likely to become endangered in the foreseeable future, or which are declining or rare as determined by biological research and inventory.³¹

Fisheries and Wildlife

FISH AND BIRDS

The ponds in town contain bluegills, perch, bass, and pickerel, many of which reach a good size. The state stocks the Ipswich River with trout each spring.

Waterfowl species found in the Town's wetlands and ponds include wood ducks, Canada geese, Mallard ducks, Great Blue herons, hooded and common mergansers, kingfishers, and red-winged blackbirds. Birds found in the wooded areas, edge habitats and uplands include: Red-shouldered and Red-tailed hawks; turkeys; Common Nighthawks; woodpeckers (Red-bellied, Downy, Hairy and Pileated); Chimney Swifts.

Birds that might be spotted at backyard birdfeeders as well as in wooded areas and open meadows include:

³¹ MA Division of Fisheries and Wildlife.

Ruby-throated Hummingbirds	White-breasted Nuthatch	European Starlings	Purple and House Finches
Eastern Wood-pewees	Brown Creepers	Vireos	Pine Siskins
Eastern Phoebe	House Wrens	Common Yellowthroats	Northern Orioles
Great-crested Flycatchers	Golden-crowned Kinglets	American Redstarts	Evening Grosbeaks
Tree Swallows	Eastern Bluebirds	Ovenbirds	Whip-poor-whills
Blue Jays	Veerys	Rufous-sided Towhees	American Goldfinches
Crows	Wood Thrushes	Scarlet Tanagers	Purple Martins
Black-capped Chickadees	American Robins	Northern Cardinals	Sparrows (House, Song, Swamp, Chipping)
Tufted Titmouse	Gray Catbirds	Common Grackles	Yellow and Yellow-rumped Warblers
Red-breasted Nuthatch	Northern Mockingbirds	Brown-headed Cowbirds	
	Cedar Waxwings	Dark-eyed Juncos	

A 1992 Wildlife Habitat study noted confirmed sightings of Northern Harrier, ring-necked pheasant, ruffed grouse, northern bobwhite, and American woodcock, which are all species whose numbers can be significantly depleted due to loss of habitat that can result from new development.³²

MAMMALS AND HERPTILES

Mammal species common in the Town include opossum, rabbits, chipmunks and squirrels (red and gray), beavers, muskrats, woodchucks, raccoons, skunks, white-footed mice. Minks and river otters were noted in the 1992 habitat study as well as black bear and moose. The major predators, after dogs and cats, are red foxes and coyotes. Herptiles listed in the 1992 habitat study include:

³² Petersen, 1992.

Spotted Salamander	Gray Treefrog	Common Snapping Turtle
Red-spotted Newt	Bullfrog	Eastern Painted Turtle
Redback Salamander	Green Frog	Northern Water Snake
Eastern American Toad	Wood Frog	Eastern Garter Snake
Northern Spring Peeper	Northern Leopard Frog	Spotted Turtle

Several species which were once common in North Reading are now scarce. Their decline is most probably attributable to the change in land use from agriculture to suburban development, which has fragmented native wildlife habitat. Another issue related to development is the building of roads through wildlife areas, increasing the likelihood of animals being hit by automobiles.

RARE, THREATENED AND ENDANGERED SPECIES

Rare species found in North Reading include: the Spine-crowned Clubtail Dragonfly (*Gomphus abbreviatus*) last recorded in 1904 and considered an Endangered species; UMBER Shadowdragon Dragonfly (*Neurocordulia obsoleta*) last recorded in 1904 and considered a species of Special Concern; Blanding's Turtle (*Emydoidea blandingii*) last recorded in 1861 and considered a Threatened species; the Wood Turtle (*Glyptemys insculpta*) last recorded in 1998 and considered a species of Special Concern; and the Eastern Box Turtle (*Terrapene Carolina*) last recorded in 1995 and considered a species of Special Concern.

Species of Special Concern are native species which have been documented by biological research or inventory to have suffered a decline that could threaten the species if allowed to continue unchecked, or which occur in such small numbers or with such restricted distribution or specialized habitat requirements that they could easily become threatened within Massachusetts. Endangered species are native species which are in danger of extinction throughout all or part of their range, or which are in danger of extirpation from Massachusetts, as documented by biological research and inventory. Threatened species are native species which are likely to become endangered in the foreseeable future, or which are declining or rare as determined by biological research and inventory.³³

WILDLIFE CORRIDORS

Wildlife corridors enable animals, particularly upland mammals, to migrate to new territories in search of food or breeding grounds. Biologists estimate that undisturbed linear areas of a minimum of 300 feet in width are necessary for many species to feel comfortable moving undetected through an area. Owing to the dispersal of residential development throughout the Town, wildlife corridors are fewer and more fragmented than perhaps they should be. Important remaining wildlife corridors in North Reading follow some of the major waterways, including Martins Brook, Bear Meadow Brook and the Ipswich River. Undeveloped lands in the east and northeast portions of the Town still retain some large forested areas which link Ives Memorial Forest to Harold Parker State Forest and the area around Swan Pond. Portions of the abandoned railroad bed and utility corridors are also potential wildlife corridors.

³³ MA Division of Fisheries and Wildlife.

VERNAL POOLS

Vernal pools are a rare ecosystem created by small depressions in the earth that temporarily collect seasonal precipitation. They are characterized by periods of dryness and a lack of fish, which allows for the safe development of natal amphibian and insect species. Vernal pool habitat is critical to a variety of wildlife species including some amphibians that breed exclusively in vernal pools, and other organisms such as fairy shrimp, which spend their entire life cycles confined to vernal pool habitat. Many additional wildlife species use vernal pools for breeding, feeding and other important functions. Vernal pool habitats occur in a wide variety of landscape settings, including forested swamps, bogs, and other wetlands. Many vernal pools have not been identified due to unfavorable conditions in landscape topography, pool physiography, and/or photograph quality.

Certified vernal pools are protected if they fall under the jurisdiction of the Massachusetts Wetlands Protection Act Regulations (310 CMR 10.00). Certified vernal pools are also afforded protection under the State Water Quality Certification regulations (401 Program), the State Title 5 regulations, and the Forest Cutting Practices Act regulations. At this time, 21 vernal pools have been certified in North Reading (see Map 9).

Scenic Resources and Unique Environments³⁴

In addition to the topographical features, forests, and water resources previously described, North Reading has several other natural and scenic features of interest. Map 9 displays a number of the Town's unique natural, scenic, and man-made features.

BIOMAP2

BioMap 2 is a project developed by the Massachusetts Department of Fish & Game's Natural Heritage & Endangered Species Program (NHESP) and The Nature Conservancy's Massachusetts Program. The goal of the project was to protect the state's biodiversity in the context of projected effects of climate change.

BioMap2 combines NHESP's data on rare species and natural communities with spatial data to identify critical wildlife species and habitat. BioMap2 also integrates The Nature Conservancy's assessment of large, well-connected, and intact ecosystems and landscapes across the Commonwealth, incorporating concepts of ecosystem resilience to address anticipated climate change impacts.³⁵

As shown on Map 9, BioMap 2 identified Core Habitat and Critical Natural Landscapes. Core Habitat consists of areas that are critical for the long-term persistence of rare species and other Species of Conservation Concern, as well as a wide diversity of natural communities and intact ecosystems. It includes:

³⁴ New England Environmental, Inc., pp. 3.6-3.7.

³⁵ MA Division of Fisheries and Wildlife, 2005 State Wildlife Action Plan (SWAP)

- Habitats for rare, vulnerable, or uncommon mammal, bird, reptile, amphibian, fish, invertebrate, and plant species;
- Priority natural communities (see below);
- High-quality wetland, vernal pool, aquatic, and coastal habitats; and
- Intact forest ecosystems.

Natural communities are defined as “interacting assemblages of plant and animal species that share a common environment and occur together repeatedly on the landscape.”³⁶ NHESP currently defines 108 types of terrestrial (upland), palustrine (freshwater wetland), and estuarine (coastal salt-influenced wetland) community types across the Commonwealth. In the creation of BioMap2, conservation priority was given to types of natural communities with limited distribution — regionally or globally — and to the best examples documented of more common types, such as old-growth tracts of widespread forest types.

Critical Natural Landscapes consist of areas complementing Core Habitat including large natural landscape blocks that: provide habitat for wide-ranging native species, support intact ecological processes; maintain connectivity among habitats, and enhance ecological resilience. Critical Natural Landscapes also include buffering uplands around coastal, wetland and aquatic Core Habitats to help ensure their long-term integrity.

Core Habitats and Critical Natural Landscapes in North Reading are concentrated around water bodies, including Martins Brook, the Ipswich River, Swan Pond and Swan Pond River (see Map 9).

SCENIC LANDSCAPES AND VISTAS

Significant scenic vistas include the overlook from the hill at the west end of Cedar Street overlooking the Ipswich River, the hill at the south end of Red Hill Road looking north, and the large boulders in Ives Memorial Forest off of Arline Drive. The cul-de-sac on Fox Run Road looking west provides a scenic view, as does the area around Third Meeting House and the Flint Memorial Library. Scenic waterfront views can be found along the riverbank in Ipswich River Park and Eisenhaure’s Pond off of Oscar’s Way.

Significant landscapes have also been identified, including the abandoned railroad bed running east to west through the southern end of Town, a stand of white pine and red oak located on Town-owned land that straddles Swan Pond and Swan Pond Road, and all of Ipswich River Park.

MAJOR CHARACTERISTIC OR UNUSUAL FEATURES

A number of areas represent the unique features characteristic of North Reading’s ecology. There is a quaking bog in the vicinity of Furbish Pond that includes characteristic vegetation including sundew, pitcher plant, and Virginia chain fern. There is a rare Atlantic white cedar swamp, which extends across the southern border into Reading as is partially owned by the Town. Several vernal pools, providing necessary breeding habitat for salamanders are located in the vicinity of Swan Pond.

³⁶ MA Division of Fisheries and Wildlife, *BioMap2*.

CULTURAL, ARCHEOLOGICAL AND HISTORIC AREAS

A “Center Village” historic district was established by town meeting in 1993. This zoning overlay provides review for exterior architectural changes. Five of the six town-owned buildings in this district are “genuine historical and architectural treasures,” according to the final report of the North Reading Historic District Study Committee. Two other historic districts of significance were identified: West Village (Park Street West near Nutter Road and Mill Street) and Saddler’s Neck (especially near the intersection of Haverhill and Chestnut Streets). The sites in these areas are also included in The Second Parish, published by the Bicentennial Commission in 1975.


Open Space and Recreation Plan 2012 North Reading, MA

Map 9 Unique Features


Legend

Natural Features


 Estimated / Priority Habitats
Natural Heritage & Endangered
Species Program (NHESP) identified
habitats for rare wildlife and species

 Core Habitat
Areas identified by NHESP and
The Nature Conservancy (TNC) that
support native species, biological
diversity, and other natural
resources, including wetlands,
communities, and interecosystems

 Critical Natural Landscape
Areas identified by NHESP/TNC
that support ecological processes and
disturbance regimes, and a wide array
of species and habitats

 Certified Vernal Pools


 Potential Vernal Pools

 Atlantic White Cedar Swamp

 Quaking Bog

Cultural Features

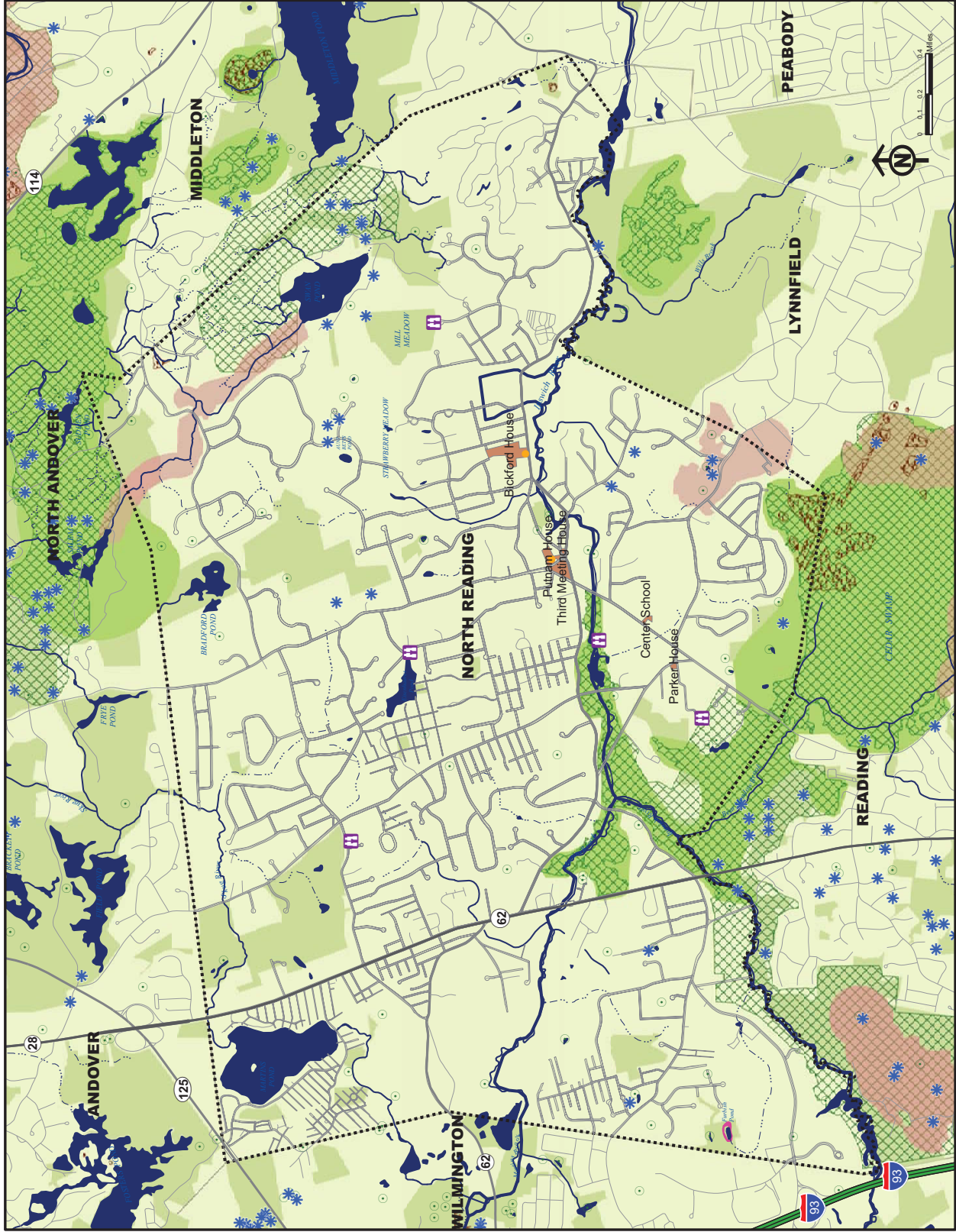
 MA Scenic Landscape

 Scenic Viewpoint

 Historic Sites

 MA Historic Register Site

Prepared by
Brown Walker Planners, Inc.
June 2012
Data sources: MassGIS,
Town of North Reading
Map is intended for planning
purposes only.



Environmental Challenges

WATER RESOURCES

Water, its abundance or its lack, its protection and management, defines the landscape and character of North Reading and also represents the Town's primary challenge. Whether there is no water or lots of water determines the type of vegetation that characterizes the town. Protection of drinking water quality is of utmost concern, because use already exceeds the capacity of what can be supplied from town wells. Groundwater or surface water, or both, connect North Reading to all the other towns on its borders in terms of affects on its water supplies or on theirs. These same water corridors and their vegetation are life-sustaining to the Town's wildlife. The surface waterways have great recreational potential, both within town and as part of regional greenways.

Water Quality

Water in North Reading is generally of good quality. The Ipswich River is rated Class B (fishable and swimmable), indicating its potential for use as drinking water with moderate treatment.³⁷ Under Federal water pollution laws, the Massachusetts Department of Environmental Protection (DEP) has given it an "anti-degradation" status. This status restricts all future point source discharges of pollution along the river.

Chronic Flooding

The Ipswich River near the Town Center regularly rises high enough to cause basements to flood and sandbags to be stacked. Usually, these occurrences are not considered a threat to life or health. It would, however, indicate the need to keep contaminating materials, bare erodible, soil, or construction activities out of the flood zone.

EROSION

Soils are under constant erosion pressures from wind and moving water, particularly when they are on steep slopes. Vegetation helps to hold soil in place and is the best defence against erosion. When soils are exposed erosion is intensified and can have serious effects on area resources including surface and ground waters. Given the diminishing amount of undeveloped land in town, new projects are increasingly built on sloped terrain.

To directly address this issue, in 2010 the Town adopted Lot Slope Requirements as part of the town's zoning bylaw. The regulations are intended to help preserve and enhance the landscape by encouraging the maximum retention of natural topographic features, such as drainage swales, streams, slopes, ridgelines, rock outcroppings, vistas, natural plant formations and trees; to minimize water runoff and soil-erosion problems incurred in grading of steep slopes.

³⁷ MA DEP, Division of Water Pollution Control.

The bylaw prohibits disturbance of natural slopes exceeding 33% (3:1) over a horizontal distance of 30 feet in residential zoning districts.

SEDIMENTATION

Sedimentation alters the physical features of a water body through modifications to the basin profile which affect water depth, surface area, circulation patterns, and flow rates. These physical challenges can have a significant effect on water quality due to the alteration of the natural self-purification process. Sedimentation can cause water quality impacts from an increase in suspended matter, high turbidity, nutrient enrichment, water temperature fluctuations and reduced concentrations of dissolved oxygen.

Sedimentation sometimes occurs as a result of construction activities. The Conservation Commission monitors construction activities and may require silt fences and hay bales where appropriate.

DEVELOPMENT IMPACT

Most new development has some impact on the environment, although many of these impacts can be minimized by strict enforcement of federal, state and local environmental regulations. Impacts occur during construction as vegetation is altered and topsoils are disrupted, allowing wind, rainfall and snowmelt to increase erosion and sedimentation. Ongoing major impacts are an increase in impervious areas, which can contribute to flooding, reduced groundwater recharge, and increased stormwater runoff; pollution potential from industrial processes; and loss of open space, tree canopy, and wetlands.

HAZARDOUS WASTE SITES

The Department of Environmental Protection (DEP), Division of Hazardous Waste, classifies oil or hazardous material disposal sites (or Chapter 21E sites) using a tier system. Tier 1 sites are considered to be high priority but vary in ranking from 1A to 1C. Tier 1A is assigned to those sites which pose the most serious environmental risk by impacting receptors such as air and water. These sites are closely monitored by DEP as they are the most environmentally critical. Tier 1B sites are also a concern to the DEP but do not require direct oversight by the DEP and are examined on a yearly basis. North Reading has one Tier 1A site and two Tier 1D site that are being monitored by DEP. The Tier 1A site is in the industrial zone in the southwest corner of the town within the Aquifer Protection District Zone 1.

North Reading also has gasoline filling stations and other types of service uses which may pose environmental problems. These uses are primarily considered to be non-priority sites by the DEP, or Tier 2. North Reading contains one site classified in this category. This Tier is the lowest priority to the DEP.

Other sites are classified as an RAO site. A RAO (Remedial Action Statement) asserts that response actions were sufficient to achieve a level of no significant risk or at least ensure that all substantial hazards were eliminated. There are 81 RAO sites listed for North Reading. Most of these sites are described as achieving a permanent solution to

reach a level of no significant risk. However, one of these (a site at 5 Hallberk Park) is described as a temporary cleanup. This means that although the site does not present a "substantial hazard", it has not reached a level of no significant risk. The site must be evaluated every five years.³⁸

The town is a member of the commonwealth's District 6 HazMat Team. This emergency response team is made up of residents from the 78 member towns with specialized training to enable them to protect the public, the environment, and property during incidents involving a release or potential release of hazardous materials. The North Reading Fire Department has individuals trained to identify the level of emergency spill, then to contact the District 6 team or take other action.

The Town offers an annual household hazardous waste collection day to allow residents of North Reading to properly dispose of household quantities of hazardous materials. The Town's Hazardous Materials Bylaw and its Aquifer Protection District zoning regulations help protect, preserve, and maintain the existing and potential groundwater supply, groundwater recharge areas, and surface water within the Town of North Reading from contamination by regulating land use and performance standards.

INVASIVE SPECIES

Non-native invasive plants, those that grow rapidly and are difficult to remove or control once established, are often threats to forests and wetland areas, particularly in urban and suburban areas. When invasive species take over large areas of habitat, ecological processes are changed. Often invasives force out the native species that provide food and habitat for local species. Plants identified as a threat to Massachusetts forests include Japanese barberry (*Berberis thunbergii*), multiflora rose (*Rosa multiflora*), garlic mustard (*Alliaria petiolata*), and common buckthorn (*Rhamnus cathartica*), and Norway maple (*Acer platanoides*).³⁹

The following list includes species that pose the greatest threat to natural wetland, flood plain and streambank communities in Massachusetts. Within wetlands invasive species include purple loosestrife (*Lythrum salicaria*), phragmites or common reed (*Phragmites australis*), shining buckthorn (*Rhamnus frangula*) and yellow iris (*Iris pseudacorus*). Other invasive species threatening floodplains and stream banks include Morrow's honeysuckle (*Lonicera morrowii*), Japanese knotweed or bamboo (*Polygonum cuspidatum*), goutweed or Bishop's Weed (*Aegopodium podagraria*) and Garlic Mustard (*Alliaria petiolata*).⁴⁰ Perennial pepperweed (*Lepidium latifolium*) is a major agricultural nuisance in western states and is now threatening the ecological integrity of salt marshes throughout southern New England.

³⁸ MA DEP, *Waste Site / Reportable Release Lookup*, 2012.

³⁹ Massachusetts Invasive Plant Working Group

⁴⁰ *Ibid*

Figure 4: Invasive Species Photo Gallery⁴¹



Common Buckthorn
(© Jean Baxter, NEWFS)



Goutweed or Bishop's Weed
(© Christopher Mattrick, NEWFS)



Shining Buckthorn
(© Christopher Mattrick, NEWFS)



Garlic Mustard (© Albert Bussewitz, NEWFS)



Purple Loosestrife (© NEWFS)



Japanese Knotweed (© John Lynch, NEWFS)

⁴¹ New England Wildflower Society.



Yellow Iris (© Dorothy Long, NEWFS)



Multiflora Rose (© John Lynch, NEWFS)



Phragmites
(© Jean Baxter, NEWFS)



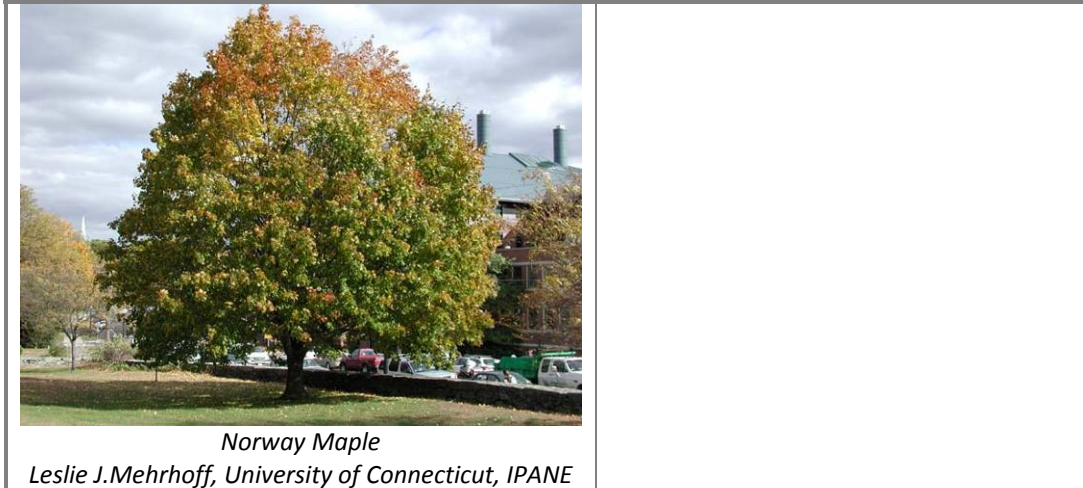
Morrow's Honeysuckle
(© Christopher Matrick, NEWFS)



Perennial Pepperweed
<http://mvpc.org/wp-content/uploads/Final-Perennial-Pepperweed-Handbook.pdf>



Japanese Barberry
(© Leslie Mehrhoff, NEWFS)



FORESTRY ISSUES

Forests are important as they provide wildlife habitat and support biodiversity, help to regulate climate and assimilate pollution, protect water supply and quality, retain soil, and mitigate flooding. They also have important recreation and aesthetic value.

Winter moth infestations have occurred over the past few years and are expected to be particularly harsh whenever mild winters occur. Winter moths feed on many deciduous trees and shrubs found in Massachusetts, including oak, apple, elm, maple, ash, crabapple, cherry, and blueberry. Unfortunately, effective biological control is many years away.⁴²

Other potential pests that could affect forested areas are listed below:⁴³

- Asian Longhorn Beetle (*Anoplophora glabripennis*)
- Emerald Ash Borer (*Agrilus planipennis*)
- European Woodwasp (*Sirex noctilio*)
- Giant Woodwasp (*Urocerus gigas*)
- Mile-a-minute Weed (*Polygonum perfoliatum*)
- Pine Shoot Beetle (*Tomicus piniperda*)
- Sudden Oak Death (*Phytophthora ramorum*)

ENVIRONMENTAL EQUITY

In the context of open space and recreation planning environmental equity refers to issues such as equal access to open space, lack of tree cover or other differences a person endures in one's environment based on that person's inclusion in a population identified as an environmental justice population. Environmental justice populations are those with high percentages of minority, non-English speaking, low-income, and foreign born populations. There are no environmental justice populations as identified by the state in North Reading. Environmental equity also refers to the ability of all

⁴² UMass Extension Service.

⁴³ More information about these pests can be found at <http://massnrc.org/pests/factsheets.htm>.

users, regardless of where they live in a community, to access open space. North Reading open space resources are distributed throughout the town providing access with relative ease to all residents.

Section 5 –Lands of Conservation and Recreation Interest

Why Open Space Planning is Important

North Reading’s natural resources and open spaces help to make the Town an attractive and interesting place to live. Protection of these areas is critical for providing safe drinking water, clean air, and outdoor recreation opportunities.

In many cases, open space protection can be a reactive measure, mobilizing community funding to preserve the “last wetland” or “last farm.” This method can not only be costly, but can also result in disconnected fragments of conservation land. Establishing criteria to prioritize open space parcels for protection would help the Town and regional conservation partners to be strategic about which lands to acquire. Such a strategy can focus on developing a network of large connected parcels of open space (green infrastructure) which have higher ecological value. Because natural systems do not necessarily adhere to political boundaries, natural resource protection is best achieved through regional collaboration. This approach emphasizes connections between natural habitat areas and corridors, study and collecting inventory information for unique sites of special importance such as vernal pools or endangered or rare habitats and species. This work will often reach beyond municipal limits.

Inventory of Lands

The open space and recreation areas in the Town of North Reading encompass both land and water sites, publicly and privately owned. According to the Town’s 2004 Community Development Plan, residents are generally pleased with the amount and variety of open space protection in the Town.⁴⁴ The purpose of this inventory is to identify areas of conservation and recreation interest in the Town in order to evaluate current and future open space planning needs. Areas of interest include open spaces that are valued for one or more of the following factors: recreation opportunities, protection of natural resources, historic and scenic character.

The inventory is divided into two sections –public or non-profit land and private open space. Within these sections, land has ranging degrees of protection, which prevent or restrict land uses and development. Protected open spaces are private or public parcels that are permanently committed to conservation or recreation purposes by deed restriction or easement. Unprotected open spaces are areas that are of conservation or recreation interest to the Town, but are not permanently protected as open space. Partially protected open spaces are areas that have a partial or short-term restriction on development, but are not protected forever. The inventory includes information about ownership and management, current use and condition of the land, recreation potential, accessibility, and types of protection. Map 10 shows the distribution of public and private open spaces in North Reading.

⁴⁴ Terrasphere, p. 24.

Private Land

In addition to the private nonprofit lands, there are approximately 600 acres of privately owned open land in North Reading. While some of this land is partially protected from development or else considered undevelopable, much of it is not currently protected or restricted although it is vacant. It is important to realize that some of these parcels will play vital roles in creating open space and recreation opportunities in North Reading. In some cases, unprotected open space may be the missing links in creating connections between protected open spaces. In other cases, some of these parcels might be acquired by the Town to meet the growing demand for recreation lands.

PRIVATE RECREATION

Private Recreation Facilities

Augmenting town recreation lands and facilities are a couple of private, commercial enterprises. The Greens / Thomson Country Club is located on Elm St near the Lynnfield and Peabody borders and comprises approximately 28 acres. It is a private 18-hole golf course built as part of a Planned Unit Development. Other facilities in the Club include tennis courts, pool and a clubhouse.

The North Reading Rifle Club has approximately 2 acres of land off of Central Street near Benevento Park and the Hillview Country Club.

PRIVATE LANDS OF CONSERVATION OR RECREATION INTEREST

Partially Protected Lands

Some of the private open space properties are enrolled in the State's Chapter 61 program. Chapter 61, 61A and 61B are tax laws that allow for significant reduction of property taxes for landowners willing to maintain their land as managed forest, outdoor recreation, or agriculture. If a landowner chooses to withdraw land from this classification, the owner must pay a penalty tax. When the land is put up for sale, the city or town has a right of first refusal to consider whether or not to buy the land outright. Eight properties on about 65 acres currently have Chapter 61, 61A or 61B status. Chapter 61A is for active agricultural use, 61B is for recreation, 61 is for active forested land. A complete list of Chapter 61 properties is included in the Appendix.

Common Land in Subdivisions

North Reading's Open Space Residential Design bylaw allows an increase in housing density than what is normally allowed in certain residential districts provided that 50% of the lot is designated as permanently protected open space. The bylaw requires that ownership of the open space or "common land" be conveyed to *either* a non-profit organization, the Town, or a corporation or trust of the landowners in the subdivision. At this time, the Town has no formal way of tracking the private "common land" that has been created as a result of an OSRD.

Land in Conservation Restriction or Agricultural Preservation Restriction

According to Town records, there are currently no lands that are subject to a private conservation restriction or enrolled in the state's agricultural preservation restriction

program. However, these methods of conservation should be promoted and encouraged to private landowners. The Massachusetts Agricultural Preservation Restriction program offers to pay farmers the difference between the fair market value and the agricultural value of their farmland in exchange for a permanent deed restriction which precludes any use of the property that will have a negative impact on its agricultural viability.

Conservation restrictions, also called conservation easements, are voluntary, yet binding legal agreements between a landowner and a public agency or conservation organization. The landowner may be offered incentives through estate tax and federal income tax deductions and property tax relief, to keep parcels in an undeveloped state. The owner keeps control over the land, while the holder of the restriction promises to enforce the terms of protection.

Large Undeveloped Parcels

In addition to the Chapter 61 lands and other private recreation properties, there are approximately 295 vacant privately held lots that range in size from less than an acre to almost 20 acres in size and are not currently protected from development in any way. Some of these are considered undevelopable by the Town assessor (and are taxed as such), while others are considered to have development potential. A complete list of all vacant lots is included in the Appendix.

Other Areas of Interest

The Town's Land Utilization Committee has identified other properties in private ownership that have interest for conservation or recreation purposes. Properties are prioritized using the following criteria:

- Lands that have high value for aesthetic purpose, scenic or community character;
- Areas that create contiguous open space;
- Areas that are considered critical for environmental reasons -- protection of natural resources, water resource protection, and wildlife corridors;
- Areas with potential to serve as neighborhood parks, playing fields or other sports facilities;
- Lands which contain unique landscape features;
- Lands located in aquifer protection districts;
- Lands which have high value for cross-over or shared use for other municipal purposes such as schools, cemeteries, or community buildings;
- Lands which include historic buildings and/or structures or have other historic value.

Key areas identified in the previous Open Space Plan, during the first public meeting for this update and by the LUC include:

- 1) Properties abutting Martins Pond many of which are within the Aquifer Protection District, contain wetlands, are generally poorly suited for development, have historic interest and abut other Town-owned lands;

- 2) Properties abutting the old railroad bed in the eastern and western portions of the town along Rte 62 have historic value and could provide recreational access to the Ipswich River;
- 3) The lands around Furbish Pond, which have high value for protection of natural resources including water resources and wetlands;
- 4) Lands on either side of Haverhill Street north of the Reading town line which include a cedar swamp and other important wildlife habitat and could provide a potential recreational connection into Reading;
- 5) Properties north of the Ipswich River and south of Swan Pond that are poorly suited for development and could serve as an important corridor for wildlife as well as public recreation;
- 6) Lands which abut Swan Pond and environs and which abut Middleton Reservoir;
- 7) Lands along the northern border of the Town which would provide a link between Harold Parker and Martins Pond area and would also provide additional protection to the Skug River;
- 8) Properties abutting the Harold Parker State Forest particularly off of Haverhill Street and near Bradford Pond.

Public and Nonprofit Land

TOWN LAND

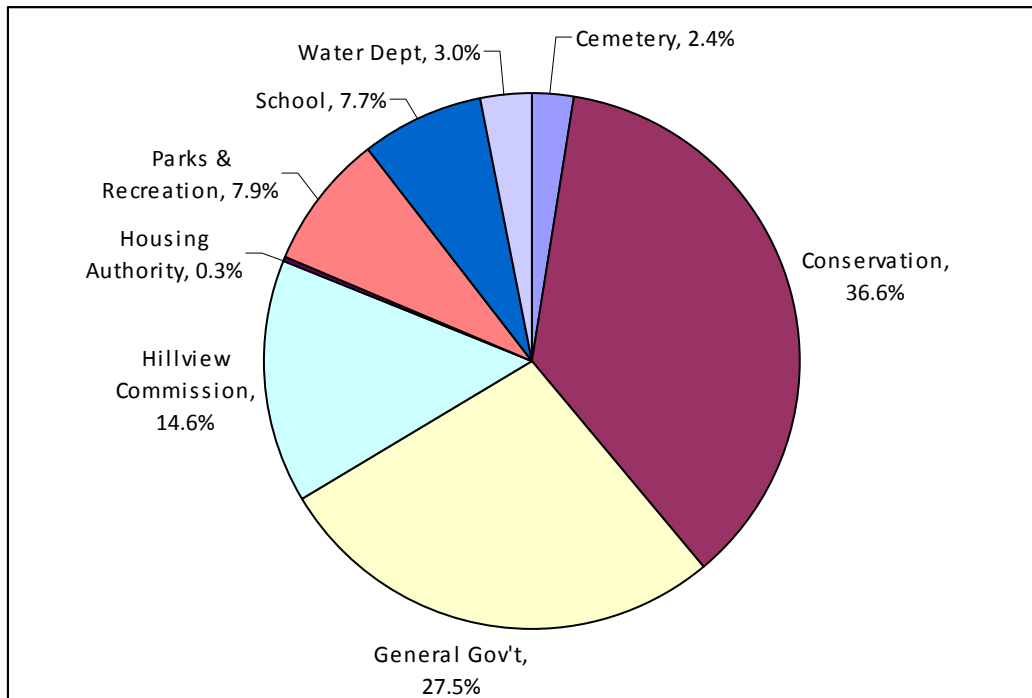


Figure 5: Town-Owned Land

Approximately 1,270 acres of land are owned by the Town of North Reading, much of it is open land. A large portion of these lands were acquired for conservation purposes and fall under the jurisdiction of the Conservation Commission (MGL ch. 40 s. 80). Town-owned cemeteries cover approximately 30 acres. About 209 acres of town

properties provide areas for various recreational activities, including access for boating and fishing, athletic fields, golfing, and playgrounds. In addition, many of the Town's organized recreation facilities (including fields, courts and indoor facilities) and playgrounds are located on the approximately 98 acres of school properties. As a community, North Reading has made a strong commitment to the setting aside of lands for public use and natural resource protection. The following tables provide a list of open space and recreation properties by use, a more complete list of all Town properties identified by the assessor's parcel number and address is included in the Appendix.

Conservation Land



Photo 4: North Parish Park



Photo 5: Ives Memorial Forest

The Conservation Commission is responsible for the management and protection of town conservation areas. There are approximately 192 parcels containing 532 acres that fall under the jurisdiction of the Commission.⁴⁵ Uses of conservation lands include passive recreation, such as walking, nature study, picnicking and photography. The primary purpose for conserving many of these lands is to protect the water resources of the Town. Table 8 provides a partial list of the Town's major conservation properties. A complete inventory with descriptions of some of the conservation properties is included in the Appendix.

⁴⁵ Town Assessor Database June 2012.

Table 8: Partial List of Town Conservation Properties

Location	Number of Parcels	Acres
Town Center Area	7	7.0
Swan Pond Area	12	161.4
At Reading town line off Heritage Way and Crestwood Rd (Cedar Swamp)	6	55.9
Along Martins Brook and Martins Pond abutting Clarke Park	53	46.2
Along Skug River off Central St	2	26.1
West of Little School, off Gordon Rd. and Sandspur Ln.	4	1.7
Between Main St. and Martins Brook	3	18.5
<i>Ives Memorial Forest</i> abutting Harold Parker State Forest	5	15.3
<i>North Parish Park</i> on Park St. and land abutting Ipswich River Park	6	14.6
<i>Eisenhaures Pond Park</i>	37	33.5
<i>Strawberry Acres</i>	1	2.7
Off Park St, abutting Chesnut Street recreation fields	3	79.1
Furbish Pond / Stickney Well	1	7.1

Water Department

Approximately 33 acres of land are controlled by North Reading’s Water Department for public water supply wells and wellfield protection. A complete list of Town properties is included in the Appendix.

Town Parks and Recreation Properties

Other open space properties in North Reading include 209 acres of land managed by the Hillview Commission or the Parks and Recreation Department, which are used for athletic facilities, parks, playgrounds, beaches, and boating access.

The following table provides a partial list of key recreation properties in Town. A complete inventory of all Town-owned lands is included in the Appendix.



Photo 6: Ipswich River Park Map



Photo 7: Clarke Park Playground

Table 9: Partial List of Town Parks and Recreation Land

Name	Control	Location	Acres
Benevento Memorial Field	Recreation	Central St.	10.6
Chestnut Street Complex (Kids Spot and Soccer fields)*	Recreation	Chestnut St.	2.5
Clarke Park	Recreation	South side of Martins Pond on Burroughs Rd.	1.7
Hillview Country Club	Hillview Commission	North St.	138.1
Ipswich River Park†	Recreation	Central St.	43.2
Mullin Recreation Park	Recreation	Lowell Rd.	9.5
Park Street Field	Recreation	Park St. near Lynnfield line.	1.7

* abuts Conservation Commission land

School Properties

Additional active recreational facilities are on school grounds and under the direction and management of the School Department. The school department owns approximately 98 acres of property that contain buildings, fields, and general recreational facilities.

Table 10: School Department Property⁴⁶

Name	Location	Size
Little School	Barberry Rd.	8.4
Senior High School / Middle School Complex	Park St. and Sherman Rd.	33.4
Hood School	Haverhill St.	14.6
Batchelder School	Park St.	4.4
Undeveloped land	Swan Pond Rd.	36.9

Town Cemeteries and Historic Properties

The Town has three town-owned cemeteries. These range in size from less than an acre to 30 acres.

Table 11: Town Cemeteries⁴⁷

Name	Location	Acres
Park St. Cemetery	Park St.	0.9
Harmony Vale Cemetery	Chestnut St.	1
Riverside Cemetery	Elm St.	28.5

Town Common and the Third Meeting House are located on Park Street at Haverhill Street. The Town Common was constructed in 1713 as the Reading Town Common (North Reading split from Reading in 1853). The Meeting House dates to 1829 and is

⁴⁶ *Ibid.*

⁴⁷ *Ibid.*

still used by the Town's senior citizens and for general town meetings. The gazebo is used for band concerts in the summer.

The Putnam House on Bow Street dates to 1718 has been restored by the North Reading Historical and Antiquarian Society. This site is included on the National Historic Register.

The David Damon Tavern was built in 1817 and is located on Bow Street. It was a half way stop of the Salem-Lowell and Boston-Haverhill routes coaching roads, and also served as the town's first Post Office. The Tavern has been restored by the North Reading Historical and Antiquarian Society for use by the public.

The building that now houses the Flint Memorial Library, was first built in 1874 by Harriet Flint on the west end of the island formed by Park and Bow Street (known then as Flint Memorial Hall). In 1875, the library was installed in the southeast corner of the ground floor and remained there until 1958 when it was relocated across the street to the Weeks Memorial Building (formerly the Damon Tavern). During the 1970's, the Flint Building, which was then being used as the Town Hall, began to fall into disrepair. Town offices were moved in December of 1988 and the building was left vacant. In 1991, the building was renovated and became what is now the Town's Public Library.



Photo 8: View of Park St. looking east at Flint Memorial Hall, circa 1910.



Photo 9: Present day view of Flint Memorial Library from Park St.

Other Town Lands

There are additional properties throughout the Town classified as "General Government" and fall under the jurisdiction of the Board of Selectmen. Many of these properties are used for a variety of municipal purposes including the Department of Public Works, Town Offices, and other related functions. Some of these properties have no designated use, but are currently vacant and are being considered for future use for different municipal purposes including recreation or general conservation.

Included in the General Government (as well as the Conservation) category is Eisenhaures Pond Park. These properties, many of them formerly used as summer residences, surround Eisenhaure's Pond. At present there are some trails along the Pond and through some of the wooded upland areas. The Town is currently considering developing a concept park plan for this area.

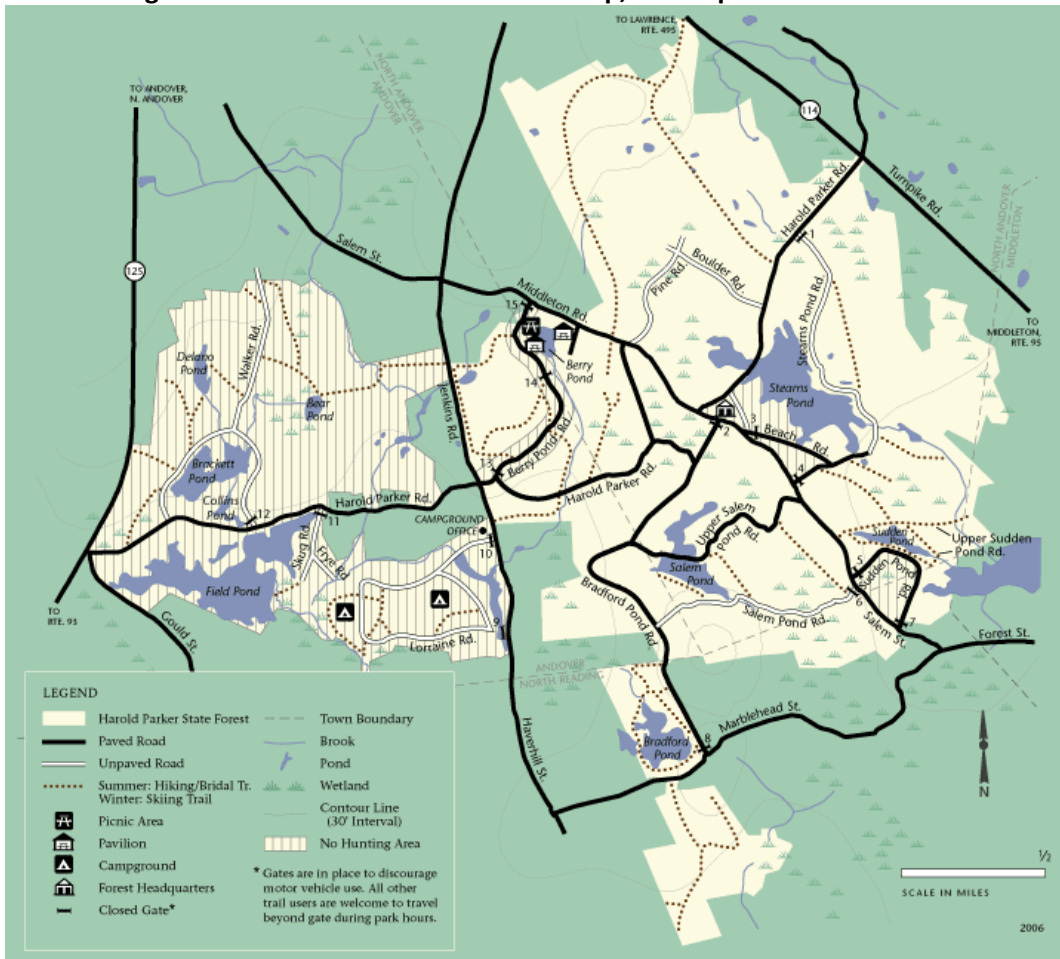
The former Smith Property off of Elm Street includes about 43 acres of land abutting the Ipswich River. This property was acquired recently by the Town and a planning effort is underway to determine the future use (or multiple uses) of the property.

Lands Owned by Other Towns

Approximately 115 acres of land area in North Reading are owned by nearby municipalities for the purpose of water supply protection. These include Danvers (107 acres), Lynn (less than an acre), and Reading (8 acres).

STATE LAND

Figure 6: Harold Parker State Forest Map, MA Dept. of Cons. & Rec.



Harold Parker State Forest comprises just over 3,000 acres. A portion of the Forest is located in the northeast corner of the Town and stretches north from there into the towns of Andover, North Andover and Middleton. Recreational opportunities include hiking, mountain biking, fishing, hunting, horseback riding, swimming, camping and picnicking. The North Reading portion includes Bradford Pond where non-motorized boating is allowed. Access points in North Reading include Marblehead St., Haverhill St. and through Ives Memorial Forest from Arline Dr. off of Foley Drive.

A portion of Camp Curtis Guild, owned and operated by the Massachusetts National Guard, is located in North Reading. The Guild is located in Reading. Most of the approximately 40 acres in North Reading are wetlands and open marsh and are not accessible to the public.

Open Space and Recreation Plan 2012 North Reading, MA

Map 10 Open Space Inventory

Legend

Abandoned Rail Line



Utility Corridor



Town-Owned Properties



Cemetery



Conservation



General Gov't



Hillview Commission



Housing Authority



Parks & Recreation



School



Water Dept



Other Towns



Private Properties



Private Recreation



Chapter 61, 61A, 61B



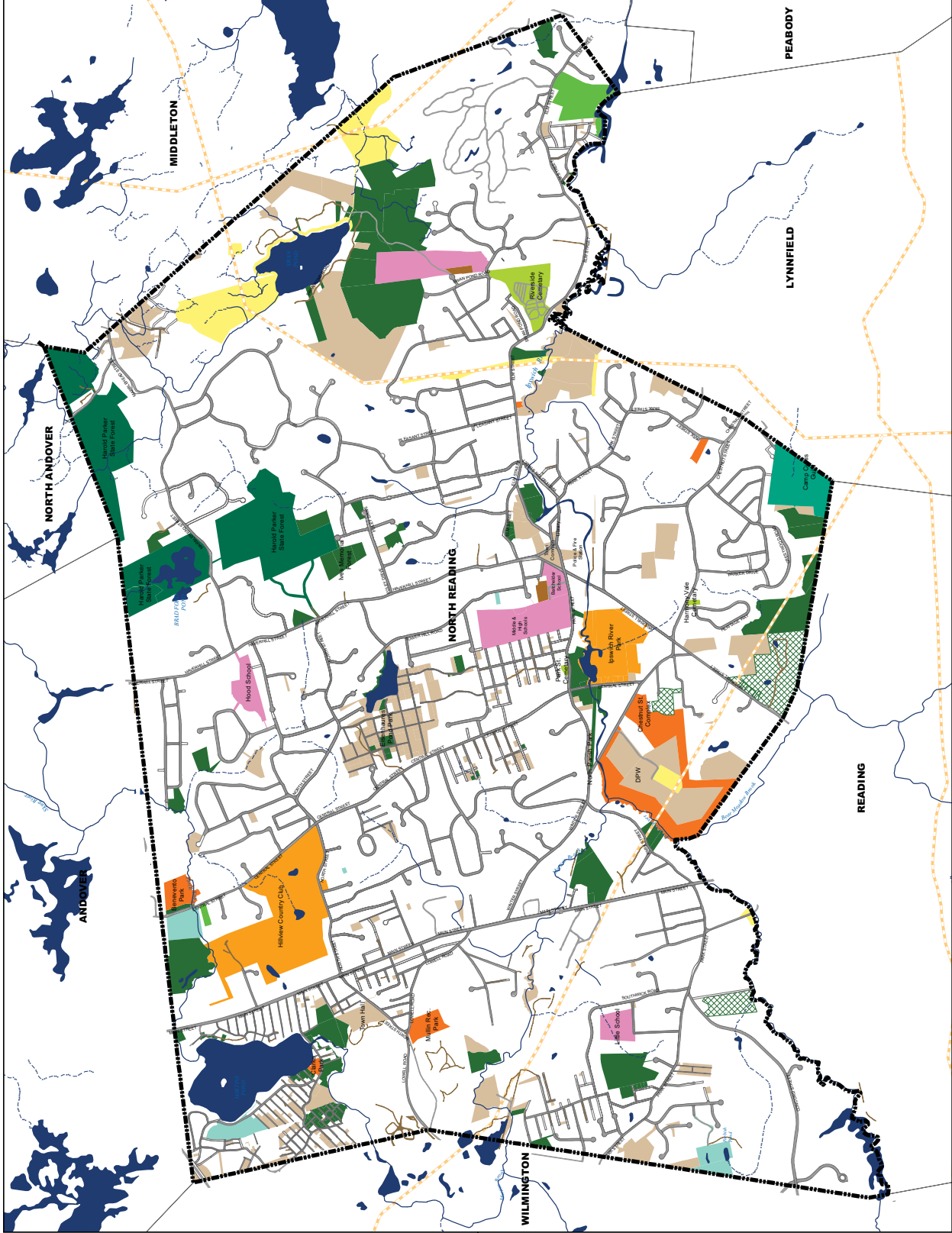
State Properties



Park (MA DCR)



Military



Section 6: Community Vision

Description of Process

The planning process for establishing a community vision, updating the open space and recreation goals and identifying potential implementation actions was led by the Open Space and Recreation Plan Committee (OSRPC) that included members of the Parks and Recreation Department, the Conservation Commission, Community Planning Department and the Land Utilization Committee.


Visioning was initiated with a Community Survey designed to collect resident opinions with both directed and open ended questions about open space and recreational resources, challenges and opportunities.

Two public meetings were hosted by the OSRPC to obtain input and feedback from community members. At each of the meetings, participants were presented with information and data and were asked to help evaluate the plan's evolving goals, objectives and recommendations. The input collected from these avenues has helped formulate the goals and recommendations of this plan.

Consultants collected information and solicited input from the many leagues and organizations that provide sports recreational services to North Reading residents to help determine level of use and potential areas of need. Information and ideas from Town departments, boards and committees provided information on existing conditions and town initiatives and helped identify relevant and viable implementation strategies. Drafts of the plan were presented and reviewed with each of the Town's departments, the Board of Selectmen, the Community Planning Commission, and the Conservation Commission as well as the Metropolitan Area Planning Council to assure that goals and recommendations reflect the community's desires and are compatible with regional plans.

Statement of Open Space and Recreation Goals

North Reading is a residential community with a rural heritage that is still evident in the landscapes and historic structures that have been preserved throughout the town. Although the Town has evolved from an agricultural community to a densely developed residential community, the community has managed to protect some noteworthy scenic landscapes, particularly along its waterways and in its large remaining tracts of forest land. At the same time, North Reading provides areas for recreation for its residents at four locations around the Town in addition to small parks and school facilities. North Reading's challenge is to work to protect and improve the natural qualities and recreational facilities which provide benefit to town residents, while managing new growth and development to minimize impact. The following goals outline the open space and recreation priorities for the next seven years. More detail and a list of action items is included in following sections.

-  Provide a range of recreational opportunities for all residents.

- ✿ Maintain a high quality of recreational service for all residents.
- ✿ Protect surface and groundwater resources to ensure a sustainable supply of drinking water and to preserve and restore the ecological integrity of the Ipswich River Watershed.
- ✿ Protect North Reading's unique natural features to maintain biological diversity and preserve the Town's scenic qualities.
- ✿ Expand and improve access to public open space and recreation areas.
- ✿ Provide universal access to facilities and programs.
- ✿ Plan and coordinate protection of lands of conservation and recreation interest.
- ✿ Manage Town open space properties to protect natural resources while encouraging appropriate public use.
- ✿ Coordinate protection and management of natural resource areas, recreational resources, and open spaces with multiple jurisdictions.

Section 7: Analysis of Needs

Summary of Resource Protection Needs

As North Reading continues to grow, and available developable land decreases, pressures will increase on remaining lands including those in or close to resource areas and those on steep slopes. Resources that are likely to be impacted include vegetation as lots are cleared for developments, soils that are disrupted, eroded or built over, wildlife as habitat is lost or fragmented, and water as impervious surfaces increase, vegetative cover decreases and natural drainage patterns are altered. Balancing the need to protect these resources with the need to assure adequate housing to meet a variety of needs, and economic growth to provide jobs, goods and services and to sustain community services will require integrated planning and policies for land use and management.

Of particular importance are the Town's water resources. The Ipswich River is considered a "flow-stressed" waterway due to excessive groundwater pumping and municipal water consumption. The community must continue its efforts to protect and conserve both public drinking water supplies as well as all community surface and groundwater resources. This can be achieved both through good management practices and restoration efforts as well as through land preservation. The Town should continue to encourage and implement good development practices as well, including storm water management techniques, septic system upgrades, wetlands protection, and Low Impact Development (LID) strategies.⁴⁸ In addition, education about good development strategies, conservation, and responsible use of public resources can be effective strategies for raising community awareness about valuable natural areas and ways to protect them.

The Town has been successful in protecting open space through acquisitions and should continue to do so as funding allows. Maintaining an up-to-date prioritized list of lands the town is interested in protecting, and being prepared to respond to unexpected opportunities will help the Town maximize funding resources and local capacity. Strategies for being prepared include fostering strong partnerships with potential funding agencies and galvanizing community support for preservation efforts through education and community outreach and engagement initiatives.

The Town should also concentrate on effective monitoring and management of existing public lands to assure that resource values are maintained, or enhanced such as through litter control, the removal of invasive species, or by selective cutting of vegetation to maintain habitat or viewsheds. In addition best management practices for lawn and tree care, for stormwater management, water conservation and habitat enhancement should be shared with private landowners to heighten awareness of the private and community-wide benefits of resource protection on all lands.

⁴⁸ Low Impact Development is an approach to land development or redevelopment that works with nature to manage stormwater as close to its source as possible.

Summary of Community's Needs

Although North Reading remains a popular residential community for families with children, more than twelve percent of the population is over 65 and this portion of the population is expected to increase in the coming years. This trend is important to consider when planning for the open space and recreation needs of all of North Reading's residents.

Access and location will also be important considerations for long-term recreation planning. While there are some residential neighborhoods well served by neighborhood parks, it will be a challenge to serve recreation needs of households located in areas where available land is scarce. In addition, although North Reading is a relatively affluent town, it is important to provide open space and recreation services that are available to people with limited means.

The following section assesses North Reading's recreational needs based on a preliminary analysis of community demands for recreational facilities and an inventory of the existing recreational facilities. This assessment is intended to assist the Town in establishing its recreation priorities for the next seven years.

LEVEL OF SERVICE

Level of Service (LOS) is a method developed by the National Recreation and Park Association (NRPA) to assist with park and recreation planning. LOS is a quantification of the park and recreation systems in a community and how effectively these meet community needs. In the past, the NRPA has provided a national standard that assigned specific space and facility needs based on population size. These standards were applied in communities as a way to determine the adequacy of park and recreation services -- for example, 10 acres of park land for each 1,000 population or 1 tennis court per 2,000 population. However, because of the discrepancy between community resources and the variation in resident needs and preferences, the application of universal standards is no longer encouraged. The revised approach is to assess the particular needs of consumers (residents) and develop standards based on expected use.⁴⁹

In order to develop a LOS, a community first completes an inventory of the types of recreation facilities that are currently available. Then the community ascertains the types of activities or programs that its residents are interested in and what types of facilities are required to meet this demand. A community survey combined with observations of actual facility usage and program enrollement are good ways to assess residents' recreational interests. The final step is to determine the population that should be served by each facility or park class. When that has occurred the community can then compare the demand with the actual inventory of existing facilities to determine if needs are being met.

As summarized in Section 5, the Town owns approximately 1,200 acres of land. Of these, approximately 152 acres are managed and maintained by the Parks and

⁴⁹ Mertes and Hall.

Recreation Department to provide areas for various active recreation activities, including athletic fields and playgrounds. Additional athletic facilities are located on the 98 acres of School Department land, and 137 acres are used as a public golf course. LOS standards are not generally applicable for areas that serve primarily conservation purposes.

RECREATIONAL RESOURCES INVENTORY

Table 12 lists parks and recreation lands for which a LOS standard might be applied. This table also applies a park classification, defined by size and use. Neighborhood parks generally serve residents in the immediate neighborhood. School parks are those serving students as well as neighborhood residents. Community parks are those that serve residents town-wide. Regional parks are those serving people from the surrounding towns and region.

Table 12: North Reading Active Recreational Facilities

Facility Name	Park Classification	Acres
Harold Parker State Forest	Regional	238
Benevento Park / Little League Field	Community	10.6
Chestnut St. Complex (Kids Spot and Soccer Fields)	Community	4.5*
Hillview Country Club	Community	137**
Ipswich River Park	Community	49.9
North Parish Park	Neighborhood	4.0
Clarke Park	Neighborhood	1.7
Mullin Recreation Park	Neighborhood	9.5
Park St Field	Neighborhood	2.7
Murphy Field	Neighborhood	10.5*
Batchelder School	School	4.0*
Hood Elementary School	School	15.6*
Little School	School	13.4*
Middle & High Schools	School	43.4*

* Approximate size of portion used for active recreation.

**Total acres include buildings and non-recreational areas.

Table 13 provides an inventory of recreation activities by park classification. The Town has a mix of facilities to serve most organized sport activities. The Town provides 8 public tennis courts (though residents of the Greens have access to private tennis

facilities). This means there is less than 1 public court per 1,000 of the active resident population (those between the ages of 5 and 65).⁵⁰

Athletic fields typically serve the age 5 to adult population and provide facilities for organized sports including baseball, softball, Little League, field hockey, football, lacrosse, and soccer. North Reading's population between 5 and 65 is approximately 12,287. There are currently about 7 athletic fields (used for football, soccer, field hockey, lacrosse and other field sports) on Town and School properties, or less than 1 field per 1,000 residents in this age bracket. There are 15 baseball and softball fields, or about 1.2 per 1,000 residents.

Playgrounds typically serve the under-10 age group and provide multi-purpose playareas, sandboxes, and swings. With an estimated 1,864 under the age of 10 in North Reading, there are just over 3.3 playgrounds for every 1,000 children in this age group.

Table 13 North Reading Recreation Activities by Park Type

Activity	Neighborhood Park	Community Park	School Park	Total
Soccer		4	1	5
Field Hockey	1			1
Football			1	1
Baseball (Full Size)			3	3
Baseball (Little League, Softball)	2	6	4	12
Track			1	1
Basketball (outdoor)	2	3		5
Tennis Courts		2	6	8
Golf Course		1		1
Playgrounds	1	2	3	6

In addition, North Reading provides a public golf course. The golf course is also used for cross country skiing in the winter. There is a private pool and golf course at the Greens. Walking trails are available at the Harold Parker State Forest, Ives Memorial Forest as well as various conservation properties around the Town. Picnic areas are found at North Parish Park, Ipswich River Park, and Clarke Park. The Town Parks and Recreation Department maintains a skateboard park, volleyball courts, horseshoe pits, and a street hockey rink at the Ipswich River Park.

Recreation facilities are not evenly dispersed throughout the Town, rather there is a concentration of facilities located near the Town's center and in the northwest portion of the Town. Increasing resident's capacity to access recreation facilities by foot and bicycle has been highlighted as an important strategy for the Town to consider. North

⁵⁰ US Census.

Reading's facilities do not adequately serve all of the Town's recreational needs. For example, the softball field at the elementary school is used by school teams, the Town's softball league and is used by students at recess. The burden of near constant use during the spring sports season leads to substandard field conditions that can't be addressed by routine maintenance. In addition, the redevelopment of the High School and Middle School site will result in the loss of a diamond which will result in additional pressures on remaining diamonds.

School gymnasiums provide space for school activities and teams, as well as league teams and are the only facilities in Town for indoor public recreation. Winter season sports leagues are challenged by the lack of indoor space, necessitating renting space outside town to serve their needs. An inside recreational facility has been identified as important by community residents and recreation providers for providing year round recreational opportunities, particularly given the loss of a gym from combining the middle and high school facilities.

The Town also does not provide an outdoor swimming area (either pool or beach), a resource that was identified as important by a number of participants in the planning process.

LEVEL OF USE

Whether the Town's facilities are adequate to serve the recreation needs of the population can be determined by understanding the recreational interests of North Reading residents and the level of use of each facility. The Parks and Recreation Department tracks average daily field use for each of the Department's athletic fields (shown in Table 14.) A total of 4,500 people participated in field programs run by the Parks and Recreation Department in 2011.

Table 14: Approximate Seasonal Park Usage

Facility	Average Daily Patrons
Ipswich River Park (all uses)	500
Chestnut Street Complex / Kidspot	200
North Parish Park	30
Park Street Field	0
Mullin Recreation Park	75
Clarke Park	75

An estimate of town-wide recreation facility usage can be calculated by reviewing the participation numbers for each sport. Participation numbers are listed in the following table together with the number of facilities available and an estimated amount of seasonal usage for each facility. Facilities are generally used 5 to 6 days per week during three seasons of the year.

Table 15: Estimated Facility Usage

Activity	Season(s)	Participants	Facilities
Basketball	Winter	600	Elementary schools, Middle and High schools
Field Hockey	Fall	55	Mullin Field
Football	Fall	180	AJK Field
Hockey	Fall / Winter	110	Out of Town facilities
Lacrosse	Spring	149	AJK Field
Little League Baseball	Spring / Fall	600	Benevento, IRP, High School, Hood School
Soccer - Adult	Spring / Summer / Fall	70	Chestnut St, IRP, AJK Field
Soccer -- Youth	Spring / Fall	1,300	Chestnut St, IRP, AJK Field
Softball -- Adult	Spring / Summer	110	Mullin Field, IRP
Softball -- Youth	Spring / Summer	390	Little School, Chestnut St, Town Hall
Volleyball - Adult	Fall / Winter / Spring	40	High School
Volleyball -- Youth	Fall	60	Middle School

Documenting use and the overall condition of facilities annually can help to establish guidelines on how much use each facility can adequately handle. A number of variables (such as weather, field construction, and types of use) can influence the the carrying capacity of a field. For the purpose of this study it is estimated that an irrigated grass turf field can carry approximately 660 hours of use per year.⁵¹ An ideal situation is to have adequate numbers of fields to limit the amount of use required by each field. Additionally, there should be a sound turf maintenance program that promotes turf growth and recovery.

PROGRAMMING

The North Reading Parks and Recreation Department operates a wide variety of programs for all ages including basketball, volleyball, tennis, creative arts, soccer, sports camps, playground programs, and community events. According to the Town's Parks and Recreation Department, over 5,400 people made use of the Parks and Recreation Department non-field programs in 2011. Use of the Town's playing fields is also extended to a variety of organized youth and adult sports associations.

The School Athletic Program supports about 750 participants throughout the year.

⁵¹ Director of North Reading Parks and Recreation Department, 2007.

TRAILS

Opportunities for hiking and wildlife viewing can be found around Town. Trails in the Ipswich River Park and the Harold Parker State Forest are mapped and marked and provide access for different types of uses (including horseback riding, biking, and wheelchair access). There are also trails in Ives Forest and around Eisenhaure's Pond Park, although there are no designated parking areas. Old logging roads and utility easements can be found on other properties and there is interest in developing a town-wide trail system connecting private and public open space properties.

Residents identified trails as an important focus for future planning and management efforts. Survey respondents listed adding trails and paths as one of the Town's top five priorities for improving open space and recreation facilities. Discussions included both the development and improvement of trails within existing open spaces and trails (including bikepaths/lanes and sidewalks) to connect open spaces with community destinations including parks, schools and Town Center.

STATEWIDE COMPREHENSIVE OUTDOOR RECREATION PLAN⁵²

The Statewide Comprehensive Outdoor Recreation Plan (SCORP), Massachusetts Outdoors 2006, is a five-year plan which assesses recreation demand and supply. The plan helps determine future needs and guides state-wide outdoor recreation policies. It can also be a useful community planning tool.

In the 2006 SCORP, North Reading is part of the Northeastern region. The most popular activities for the Northeast region as reported by the plan were walking, swimming, sightseeing and tours, hiking and fishing. The region had the higher activity rates than elsewhere in the state in soccer, tot-lot activity, hockey, baseball, sunbathing, horseback riding, off-road vehicle driving, snowmobiling, motorized boating and surfing. As far as facility use, the region recorded high rates of use in coastal beaches and resources, followed distantly by golf courses, neighborhood parks, playgrounds and tot lots, lakes and ponds, and historic and cultural sites.

Respondents in the Northeastern region are least satisfied with lakes and ponds, bikeways, rivers and streams, and coastal beaches, in that order. The dissatisfaction level for bikeways is far and away the highest in the state. The highest satisfaction level is that for historic and cultural sites, followed by wildlife conservation areas.

Overall, respondents surveyed for the plan most strongly favored improving access for people with disabilities, maintenance and restoration of existing facilities. While two thirds of respondents supported the purchase of new facilities, this was the lowest priority. Respondents in this region place the highest priority for new facilities on road biking, playground activity, swimming, walking, golfing, and basketball. A middle tier of priorities includes tennis, fishing, and mountain biking.

⁵² Executive Office of Environmental Affairs, 2006.

ACCESSIBILITY IMPROVEMENTS FOR THE DISABLED

All new construction and renovation of public facilities since 1968 are required to be accessible to people with disabilities. Amendment Article 114 of the Massachusetts Constitution states:

No otherwise qualified handicapped individual shall solely, by reason of his handicap, be excluded from participation in, denied the benefits of, or be the subject to discrimination under program or activity within the Commonwealth.

North Reading continues to improve access for the disabled in coordination with the North Reading Commission on Disabilities.

In an effort to better accommodate the needs of the disabled, the Commission on Disabilities was asked to specifically comment on the improvements that are necessary at each recreation facility as well as identify needs for new or additional facilities, programs or accommodations. The identified needs generally involve improving access to existing facilities through eliminating barriers at access points, improving parking arrangements and making use of surfaces that can accommodate wheelchairs (see the Section 504 Self-Assessment for specific needs).

Management Needs

It is important for an Open Space and Recreation Plan to outline specific recommendations that will help the Town meet its open space and recreation goals in a strategic manner. Specifically, it is necessary for the Town to have the tools and policies at hand to implement the recommendations of the plan. These include:

- Ensuring that an appropriate management structure (including staffing, budget, and planning) is in place to manage and maintain all conservation and recreation properties;
- Developing a list of priorities to help guide Town decisions for recreation improvements and open space acquisitions;
- Creating a mechanism for funding and acquiring property that allows the Town to react quickly to opportunities.

OPERATION AND MAINTENANCE

The Parks and Recreation Department is responsible for maintaining 4 soccer fields, 11 ball fields, 2 tennis courts, 4 basketball courts, a volleyball court, 2 beaches, a street hockey rink, horseshoe pits, skateboard park, picnic areas, irrigation infrastructure, 3 children's play areas, summer playground programs, the Children's Art Center, concession stand at Ipswich River Park, after school programs, and special events. The Department also assists with the mowing of the school's fields, and maintains six tennis courts in the off-season.

The Parks and Recreation Committee works closely with organized sports leagues, the Department of Public Works, and the School Department to upgrade and maintain athletic fields in town. Much of the Department's revenue is generated through facility

rental fees, league user fees and program registration fees. Most of the programs are self-supporting. The Department has four staff and a volunteer committee of six members.

Needs Identified by Stakeholder / User Groups

Interviews were conducted with sports leagues and recreation activity coordinators identified challenges for park use and management in North Reading. For the most part, these stakeholders indicated a strong level of satisfaction with their interactions with the town's Parks and Recreation Department. Areas for improvement included better coordinated maintenance scheduling with the school recreation facilities (i.e. centralized scheduling for field maintenance to assure that all town athletic fields are maintained to the same level). They also supported an annual meeting with the parks and recreation departments and school departments for communicating league needs, reviewing budgets, and planned recreation improvements.

CRITERIA FOR ACQUISITION OF OPEN SPACE LANDS

It is important for the Town to be able to assess the relative importance of various parcels for acquisition and preservation; otherwise, it is likely to be placed in the position of reacting to individual parcels as they become available for acquisition and/or development. The Land Utilization Committee has identified properties of interest using criteria identified in Section 5.

It is important for this criteria to be continually updated and prioritized in cooperation with other Town departments and committees. In addition, the Town should develop a process for determining the best method for protecting prioritized lands. In some cases an outright Town acquisition will be desirable, in other cases other means of protection should be identified.

POTENTIAL CHANGE OF USE OF TOWN-OWNED LAND

The Town of North Reading conducts an annual municipal review of all town land. Through this process, all Town departments are asked to review all Town lands and indicate if they have a specific interest in particular parcels to serve department needs. This review process enables the Town to track management of all Town properties and to assess if there are better ways to manage existing properties to help meet Town needs and services.

CHAPTER 61/61A/61B LANDS

Lands under Chapter 61, while not protected, do offer a municipality the right of first refusal to meet a bona fide offer to buy the land or, in the case of conversion to a disqualifying use by the landowner, an option to purchase the land at full and fair market value to be determined by an impartial appraisal. Chapter 61, 61A and 61B of the General Laws of Massachusetts are tax laws that allow for significant reduction of property taxes for landowners willing to maintain their land as managed forest, agriculture, or outdoor recreation. If a landowner chooses to withdraw land from this classification, the owner must pay a penalty tax to the municipality equal to the number of years a reduced tax has been paid on the land. When the land is put up for sale, the

municipality has a right of first refusal to consider whether or not to buy the land outright.

There are six basic steps in exercising a Chapter 61 conversion option:

1. Notification from Landowner. A landowner who has property classified under one of the Chapter 61 laws or which has been classified within the prior 12 months must notify the town in writing that all or a portion of the land is being sold for, or converted to, residential, commercial or industrial purposes. Subsequent to the notification, the Town has 120 days to exercise the right of first refusal. Town counsel should review the offer to make sure that it is a bona fide offer. In addition, a community should not waive the right to an option without notifying town boards and initiating the evaluation process. The Town must also be acutely aware of activities concerning such property that might be deemed constructive notice of an intent to convert, thereby triggering the Town's obligation to act on its right of first refusal without any written notification.
2. Information Gathering. As soon as the written notice of intent is received from the Landowner, someone should perform due diligence to determine the level of the Town's interest in the subject property. The Land Utilization Committee has served in this capacity in the past and can in the future. Background information about the landowner, abutters and the prospective buyer should be gathered. Each of these parties may be able to provide valuable insight to the property or possibly assist in protecting the conservation value of the site.
3. Town Board Coordination. It is critical to coordinate activities of each municipal board involved in the decision making. Once again, the Land Utilization Committee can assist in facilitating this process. An important part of coordination is a public meeting to identify town support concerning the property.
4. Conservation Planning & Project Funding. As the information gathering continues, realistic project plans for the property will emerge. The project plans may include purchase of the entire property for conservation by a state or federal agency; purchase of the property by a conservation organization with the intent of allowing limited or no development; Town purchase or a combination of any of the above.
5. Option Acceptance or Assignment. If the Town decides to purchase the property, it must notify the seller of its intent and comply with the terms of the purchase and sale agreement within the 120 day option period. If a town is considering granting its option to a non-profit conservation organization, prompt cooperation is needed to develop a plan for the property. A public hearing is required with a 48-hour public notice period.
6. Purchase. If the option has been assigned, the assignee must fulfill the terms of the original purchase and sale according to the schedule identified in that document.

FUNDING SOURCES

Community Preservation Act

One source of additional revenue that the Town may consider is the Community Preservation Act (CPA). North Reading has not adopted the CPA which allows communities to create a local Community Preservation Fund to be used for funds through a surcharge of up to 3% of the real estate tax levy on real property for open space, historic preservation and low and moderate housing and also makes the community eligible for a state match of a portion of the funds raised.

One of the limitations of this fund has been that it was historically more restrictive for recreation projects. By law, a community can only allocate funds to recreation project once it has expended or reserved at least 10% of its annual CPA revenues on each of the three of CPA project categories. It may then use all or a portion of its remaining CPA funds (after appropriating up to 5% for the administrative expenses of its Community Preservation Committee) on land for recreational use. Historically, CPA funds also must be used to create *new* recreational opportunities, and therefore CPA funds could not be used on land that was already designated for recreational use. Under House Bill H765 (proposed for FY2013), however, local Community Preservation Committees will have opportunities to fund capital equipment (e.g. play equipment) at existing playgrounds, parks, and athletic facilities.

Massachusetts Funding for Conservation and Recreation

Upon completion of this Open Space and Recreation Plan and subsequent approval by the state, the town would be eligible to apply for the following grants:

- *Local Acquisitions for Natural Diversity (LAND)*: Grants to city and town conservation commissions for the acquisition of open space for conservation and informal recreation purposes (formerly the Self-Help Program).
- *Parkland Acquisitions and Renovations for Communities (PARC)*: Funds for acquiring and/or developing park and recreation land (formerly the Urban Self-Help Program).
- *Land and Water Conservation Fund*: Federal funds (administered by EEA) for up to 50% of the costs of acquiring, developing or renovating park, recreation, or conservation land.

The *Rivers and Harbors Grant Program* is a statewide program of matching grants from DCR to municipalities for design and construction to address problems on coastal and inland waterways, lakes, and great ponds. The Department of Fish and Game (DFG) provides grants to public agencies and non-profits through its *Riverways Program* to help to restore the ecological integrity of rivers and streams.

DCR's *Recreational Trails Grants* fund 80% of the project costs for a variety of trail protection, construction, and stewardship projects.

DCR's *Urban and Community Forestry Challenger Grants* assist in building support for the long term protection and management of community trees and forests. Municipalities and non-profits are eligible to apply.

The Executive Office of Energy and the Environment (EEA) offers grants through the *Conservation Partnership Program* to non-public, non-profits for acquiring land and interests in lands suitable for conservation or recreation.

The Department of Environmental Protection (DEP) provides grants through the *Drinking Water Supply Protection Grant Program* to assist in acquiring land to protect the quality of public drinking water supplies.

The *Landowner Incentive Program* through the Department of Fish and Game (DFG) provides grants to private landowners, sportsmen's clubs, land trusts, and non-profit groups to restore or create wildlife habitats for the benefit of species-at-risk.

The *Agricultural Environmental Enhancement Program* (AEEP) provides funding to agricultural operations in Massachusetts for the mitigation and/or prevention of impacts on natural resources that may result from agricultural practices. While primarily a water quality program, AEEP will also fund practices that promote water conservation and/or reduce greenhouse gas emissions.

The *Environmental Education Grants* (EEG) program supports environmental education projects that enhance the public's awareness, knowledge, and skills to help people make informed decisions that affect environmental quality.

The *Massachusetts Environmental Trust General Grants* support nonprofit organizations and municipalities in efforts to restore, protect, and improve water and water-related resources of the Commonwealth.

The *Massachusetts Preservation Projects Fund (MPPF)* is a grant program established to support the preservation of properties, landscapes, and sites (cultural resources) listed in the State Register of Historic Places. Applicants must be a municipality or nonprofit organization.

Chapter 90 Local Aid Funding

The Massachusetts Chapter 90 Program was enacted on 1973 to entitle municipalities to reimbursement of documented expenditures for approved roadway reconstruction and improvements projects. Chapter 90 is a 100% reimbursable program and eligible projects include resurfacing, preliminary engineering, right-of-way acquisition, shoulders, side road approaches, landscaping and tree planting, roadside drainage, structures (including bridges), sidewalks, traffic control and service facilities, street lighting, and other projects approved by the state highway department. Chapter 90 funds are apportioned to all cities and towns in the Commonwealth based on a formula that includes total population, road miles, and employment.

Transportation Enhancement Program (TEP)

The TEP is a federal transportation program that funds community-based projects that expand travel choices and enhance the transportation experience. Projects can include creation of bicycle and pedestrian facilities, streetscape improvements, refurbishment of historic transportation facilities, and other investments that enhance communities, access, and the environment. MassDOT manages the TE program in Massachusetts.

CASE STUDIES/MODELS*Scenic Roads By-law, Weston and Dover MA*

The communities of Weston and Dover have adopted Scenic Roads By-laws to protect the character of designated local roadways, particularly with regard to tree cutting and stone wall removal. At a minimum, these local bylaws require the Planning Board's consent prior to tree or stone wall removal within the designated right of way. More protective bylaws may call for site plan review for properties abutting scenic roads and imposition of penalties for violations.⁵³

Dog Park

There are some resources to help with planning, designing, and even funding a dog park. Park organizers usually need some private funding to establish and maintain successful off-leash areas. Most parks receive some local-government assistance in the form of site development and maintenance, but many dog owners' groups make ongoing fundraising a primary mission. Some funds can also be generated from park user fees.

Most off-leash dog parks will include:

- One acre or more surrounded by a 4- to 6-foot fence;
- shade and water;
- adequate drainage to preserve soil quality and promote cleanliness;
- sufficient parking close to the site;
- a double-gated entry;
- benches;
- waste disposal stations with plastic pickup bags and covered receptacles.

Examples of dog parks in other communities in Massachusetts can be found at:

- Somerville Dog Owners Group (www.somdog.org)
- Boston Globe Pet Friendly Parks and Trails (www.boston.com/travel/explorene/specials/pets/dog_parks/)
- Massachusetts Dog Friendly Parks (www.madogfriendlyparks.com)

Rails to Trails

There are numerous examples of partnerships between public and private groups and the support of volunteers resulting in successful rail to trail projects. The benefits that

⁵³ Town of Weston, Planning Board.

these trails can provide to communities include public health, economic and transportation benefits, and a positive effect on community pride and identity. Rail trails are not exclusive to bicycles and, in fact are more often referred to as multi-use paths for pedestrians as well as cyclists.

The Massachusetts Department of Conservation and Recreation (DCR) in partnership with the Massachusetts Recreational Trails Advisory Board administers the Recreational Trails Program which provides grants for trail projects.

Working with a trail advocacy group is a key element in many successful trail projects. In North Reading, MassBike is a potential advocate. The Massachusetts Bicycle Coalition (MassBike) promotes a bicycle-friendly environment and encourages bicycling for fun, fitness and transportation. The Metro Boston chapter of MassBike promotes the interests of cyclists in general, and MassBike in particular within the Boston area.

Neighboring towns that are also pursuing creation of trails on abandoned railway corridors include Middleton and North Andover.

Newburyport and Salisbury, Massachusetts

Rail Trail sponsors can provide advocacy and financial support. For example in Newburyport Riverside Cycle initiated a campaign to provide financial support each year for the annual maintenance and stewardship of the Clipper City Rail Trail. Riverside Cycle will donate \$10 for every bicycle they sell and \$5 for every bicycle tune-up they perform. Riverside Cycle expects to provide approximately \$5,000 per year.

Salisbury has developed a number of partnerships with advocacy and citizen groups to create dedicated biking and walking routes. The recently completed 1.5 mile Old Marsh Trail follows an abandoned rail line and connects a residential neighborhood to the Merrimack River waterfront. In addition to MassDOT, the Town's partners also included the Essex National Heritage Commission, Coastal Trails Coalition, Rails to Trails Conservancy and a committed group of local individuals and volunteers. The Town's Planning Department and a supportive Board of Selectman help focus attention and resources to the trail projects.

Section 8: Goals and Objectives

This section presents Open Space and Recreation goals and objectives for the Town of North Reading based on the values and concerns identified by the Open Space and Recreation Plan Committee, the Land Utilization Committee, Town staff, at the public meetings, and during meetings with Town Boards and Committees. The *goals* are broad statements framed to indicate a desired future condition or achievement by the Town. The *objectives* are more specific statements that outline measurable steps that will help the Town achieve these goals. These together guide the development of the Action Plan outlined in the following section.

RECREATION AREA PLANNING AND MAINTENANCE

Goal R-1: Provide a range of recreational opportunities for all residents.

Objectives

- 🌳 *Identify land available for development of new neighborhood parks to provide all residents with recreation areas that are easily accessible, walkable, safe, and appropriately equipped for the population they serve.*
- 🌳 *Expand indoor recreation facilities.*
- 🌳 *Develop and connect a town-wide system of multi-use trails through existing Town open space lands, access easements, and public right-of-ways.*
- 🌳 *Cooperate and coordinate with Regional and State recreation planning efforts.*

Goal R-2: Maintain a high quality of recreational service for all residents.

Objectives

- 🌳 *Implement management strategies for the upkeep and maintenance of all recreational resources.*
- 🌳 *Regularly assess recreation needs of residents and plan for necessary improvements to existing facilities and programs to meet these needs.*
- 🌳 *Provide a diversified selection of year-round recreational programs for residents of all ages, incomes, and abilities.*

NATURAL RESOURCE PROTECTION, STEWARDSHIP, RESTORATION & ENHANCEMENT

Goal NR-1: Protect surface and groundwater resources to ensure a sustainable supply of drinking water and to preserve and restore the ecological integrity of the Ipswich River Watershed.

Objectives

- 🌳 *Continue efforts to monitor and implement clean up strategies for Town waterways.*
- 🌳 *Continue to encourage and promote town-wide water saving techniques.*
- 🌳 *Identify and eliminate sources of point and non-point pollution in all Town water bodies.*

Goal NR-2: Protect North Reading's unique natural features to maintain biological diversity and preserve the Town's scenic qualities.

Objectives

- 🌳 *Protect corridors and unfragmented natural areas that have high value for preservation of wildlife habitat, rare plants and animals, woodlands, wetlands, and waterways.*
- 🌳 *Promote sound environmental management, stewardship, and use of all Town open spaces.*
- 🌳 *Encourage private and public development that protects open space systems and enhances natural resources.*
- 🌳 *Integrate historic and scenic resource protection into open space planning strategies.*
- 🌳 *Improve Town zoning and development standards and regulations to support protection of natural resources.*

ACCESS TO PUBLIC OPEN SPACES

Goal A-1: Expand and improve access to public open space and recreation areas.

Objectives

- 🌳 *Produce comprehensive maps of Town open spaces and recreation resources identifying parking, access points, trails, and permitted uses.*
- 🌳 *Develop and enhance trailheads or public access points to existing Town conservation lands where appropriate.*

Goal A-2: Provide universal access to facilities and programs.

Objectives

- 🌳 *Provide experiences at Town parks, playgrounds, and other recreation areas for people with a variety of levels of mobility, sense awareness and mental capacity.*

LAND ACQUISITION, FUNDING & MANAGEMENT

Goal L-1: Plan and coordinate protection of lands of conservation and recreation interest.

Objectives

- 🌳 *Identify and prioritize lands of interest.*
- 🌳 *Identify and secure funding for Town open space acquisition and management.*
- 🌳 *Encourage private land conservation measures.*

Goal L-2: Manage Town open space properties to protect natural resources while encouraging appropriate public use.

Objectives

- 🌳 *Establish a public land use and access policy for all Town lands to guide public access and land management planning.*
- 🌳 *Evaluate town-owned undesignated open space to dedicate portions to conservation or recreation use.*
- 🌳 *Provide a cost-effective means of monitoring and maintaining town-owned open space to prevent overuse, illegal dumping, unauthorized trail creation, and resource degradation.*

Goal L-3: Coordinate protection and management of natural resource areas, recreational resources, and open spaces with multiple jurisdictions.

Objectives

- ☛ Cooperate with neighboring towns and regional entities to design compatible and integrated management strategies for natural resource areas.*
- ☛ Cooperate with neighboring towns and regional entities to plan and develop regional recreational areas and trail networks.*

Section 9: Seven-Year Action Plan

The Action Plan presented below is a combination of both long and short term strategies for the years 2012 – 2019. The Responsibility column indicates the Town department(s) or committee(s) that should be primarily (but not exclusively) responsible for overseeing the action item to completion. This Action Plan is meant to be used in conjunction with other Town planning documents and each recommended action is subject to additional directed Town approval and/or appropriation. Many of the Action Plan items are also included on Action Plan Map, which is intended to be a tool for the Town to utilize in planning future open space protection efforts.

Abbreviations Used

A -- Assessor	LWCF -- Land and Water Conservation Fund
BI -- Building Inspector	MPPF -- MA Preservation Projects Fund
BOA -- Board of Appeals	MET -- MA Environmental Trust
BOH -- Board of Health	MPWC -- Martins Pond Watershed Committee
BOS -- Board of Selectmen	NS -- Nonpoint Source Grant
CC -- Conservation Commission	OSC -- Open Space Plan Committee
COA -- Council on Aging	P -- Community Planning Staff
COD -- Commission on Disabilities	PARC -- Parkland Acquisitions and Renovations for Communities
CP -- Conservation Partnership	PD -- Police Department
CPA -- Community Preservation Act	RC -- Recreation Committee
CPC -- Community Planning Commission	RD -- Parks and Recreation Department
DPW -- Public Works Division	RP -- Riverways Program
DW -- Drinking Water Supply Protection Grant	RT -- Recreational Trails Program
EEG -- Environmental Education Grants	SC -- School Committee
FG -- Forest Stewardship Planning Grants or Urban and Community Forestry Challenge Grants	SWR -- Solid Waste / Recycling Committee
HC -- Historical Commission	TA -- Town Administrator
HVC -- Hillview Commission	TE -- Transportation Enhancement Program
IRST -- Ipswich River Stream Team	WC -- Water Commission
LAND -- Local Acquisition for Natural Diversity	WSA -- Wastewater and Stormwater Advisory Committee
LIP -- Landowner Incentive Program	YS -- Youth Services Department
LUC -- Land Utilization Committee	

RECREATION AREA PLANNING & MAINTENANCE

R-1 *Provide a range of recreational opportunities for all residents.*

Action	Responsible Parties	Potential Funding	Completion Year
A. Evaluate suitability of former Smith Property for public recreational uses.	LUC, RC, RD, CPC, P	CPA	2016
B. Evaluate locations for development of an indoor multi-use recreational facility, including consideration of reuse of existing Town facilities.	RC, RD, BOS, TA, LUC, CPC		2016
C. Improve town-wide trail maintenance and upkeep: <ul style="list-style-type: none"> • Better define and maintain trails in Eisenhaure’s Pond Park • Consider establishment of a town volunteer trail committee 	RC, LUC, MPWC	RT, LWCF	2018
D. Plan and develop a town-wide trail network, identifying right-of-ways and public easements that can be linked to existing trail systems: <ul style="list-style-type: none"> • Explore completion of a Northern Town trail (see Action Plan Map) • Explore creation of a multi-use path on railroad right of way 	RC, RD, LUC, Mass Audubon	RT, TE, CPA	2020
E. Promote and establish safe bike routes (including bike lanes where feasible and shared roadway signs) on town roads.	BOS, PD, RC, CPC	TE	2018
F. Evaluate locations for additional fields: <ul style="list-style-type: none"> • Including locations appropriate for senior league baseball field • Including Mullin and IRP for creation of additional multi-purpose athletic fields • Including Smith and IRP for development of new recreational facilities, fields, and parks 	RC, RD, CPC, CC, TA, BOS, LUC	PARC	2018
G. Consider creation of a pilot program to allow dogs off-leash at specified locations during specified time frames.	BOS, RC, BOH	PARC	2018
H. Evaluate possible town-owned locations for creation of a water play feature.	RC, RD		2020
I. Evaluate locations for providing additional bird-watching and wildlife-viewing areas.	LUC, CC	LIP	2020
J. Identify locations suitable for creation of additional canoe / kayak water-access points including Eisenhaure’s Pond Park.	RC, RD, CC, LUC	LWCF	2020

	Action	Responsible Parties	Potential Funding	Completion Year
K.	Evaluate locations for addition of playground areas and play equipment including possible inclusion of “natural play” or “adventure play” areas.	RC, RD	PARC	2020

R-2 *Maintain a high quality of recreational service for all residents.*

Action	Agencies Responsible	Potential Funding	Priority
A. Evaluate future uses and improvements to Mullin Recreation Area including improved universal access, additional field creation, and irrigation for existing playing fields.	RC, RD, LUC	PARC	2018
B. Evaluate future uses and improvements to Park St. Field including improved universal access and additional field creation.	RC, RD, LUC	PARC	2018
C. Rehabilitate building and make bathrooms accessible at Clarke Park.	RC, RD	PARC	2020
D. Develop a maintenance schedule coordinated with schools to assure all fields receive equal and adequate maintenance.	RC, RD, SC		2018
E. Establish an annual forum that hosts recreation organizations and managers that use Town facilities <ul style="list-style-type: none"> • Identify short and long term needs • Discuss Town budget • Discuss annual capital and maintenance plan • Discuss process that determines fees and schedules 	RD		2016
F. Increase recreational program offerings for seniors.	RD, RC, COA		2020
G. Increase recreational program offerings for teens.	RD, RC, SC, YS		2020

NATURAL RESOURCE PROTECTION, STEWARDSHIP, RESTORATION, & ENHANCEMENT

NR-1 *Protect surface and groundwater resources to ensure a sustainable supply of drinking water and to preserve and restore the ecological integrity of the Ipswich River Watershed.*

	Action	Agency Responsible	Potential Funding	Priority
A.	Identify lands of conservation interest in the Aquifer Protection District.	ZBA, CPC, CC, WC, LUC		2020
B.	Continue to work with Andover on Sister Pond project	CC, P		2020
C.	Continue annual spring clean-up of the Ipswich River	CC, IRST		2020
D.	Continue to monitor water quality of Martins Pond and evaluate potential solutions should water quality deteriorate	MPWC	RP, MET	2020
E.	Continue to encourage and promote town-wide water saving techniques. <ul style="list-style-type: none"> • Prepare brochures for homeowners and developers about best management practices that promote water protection and conservation. • Seek to increase use of rain barrels 	DPW, WC, WSA, CC	EEG	2020
F.	Consult and implement recommended strategies of the Ipswich River Watershed Association's <i>Handbook for Municipal Managers of the Ipswich River Watershed</i>	CC, CPC, P, RC, RD	RP, MET	2020

NR-2 Protect North Reading's unique natural features to maintain biological diversity and preserve the Town's scenic qualities.

Action	Agencies Responsible	Potential Funding	Priority
A. Create permanent protection for quaking bog at Furbish Pond	CC, , BOS, TM, WC	MET, DWSP, LAND	2020
B. Sponsor an annual environmental awareness day.	CC, RC, Garden Club, SC	EEG	2016
C. Prioritize protection of lands within existing wildlife corridors, including Ipswich River and other waterways, Swan Pond area, Ives Memorial Forest and Harold Parker State Forest areas.	LUC, CC, BOS, TM	LAND, FG, CP, LIP	2020
D. Prioritize protection of lands with unique environmental features including the Atlantic Cedar Swamp in southern portion of Town.	LUC, CC	LAND, FG, CP, LIP	2020
E. Work with local schools to raise public awareness and understanding of natural areas through interpretive programming and ensure nature trails in conservation areas support the programming.	CC, IRST, SC	EEG, SC	2016
E. Develop a strategic plan that identifies a process and timeline for certifying all town vernal pools.	CC, Volunteers		2018
F. Work with private landowners to identify strategies for protecting the Town's remaining agricultural properties, including Seven-Acre Farm.	LUC, BOS, CPC		2016
G. Identify lands / sites of historic and cultural interest and develop a preservation strategy.	HC, CC, RC	MPPF	2020
H. Consider adopting a scenic roads bylaw.	CPC, P, BOS		2018
I. Provide more public information about where hunting is allowed in Town.	BOS, RC		2016

ACCESS TO PUBLIC OPEN SPACES

A-1 Expand and improve access to and awareness of public open space and recreation areas.

Action	Agencies Responsible	Potential Funding	Priority
A. Create a Walkable Trails Map	RC, RD		2016
B. Develop trailheads, public access points, and parking areas for conservation lands where appropriate.	CC, RC, RD	RT	2020

	Action	Agencies Responsible	Potential Funding	Priority
C.	Consider providing information to realtors to include in welcome packages to new homeowners.	RC, RD		2020
D.	Work with chamber of commerce and local businesses to publicize parks and recreational activities.	RC, RD		2020

A-2 *Provide universal access to facilities and programs.*

	Action	Agencies Responsible	Potential Funding	Priority
A.	Annually assess all town open space facilities and identify accessibility improvements needed.	COD, RC, RD		2020
B.	Plan and schedule improvements to Benevento Field spectator seating, accessways, and concessions stand to increase accessibility and meet ADA standards.	COD, RC, RD	CPA, PARC	2018
C.	Plan and schedule improvements to the Chestnut Street athletic field complex accessways, concessions stand, and bathrooms to increase accessibility and meet ADA standards.	COD, RC, RD	CPA, PARC	2018
D.	Plan improvements to the Kidspot playground to improve accessways, surfacing, and equipment to increase accessibility and meet ADA standards.	COD, RC, RD	CPA, PARC	2020
E.	Plan improvements to the Little School playground and athletic fields to improve accessways, surfacing, and equipment to increase accessibility and meet ADA standards.	COD, SC, RC, RD	CPA, PARC	2020
F.	Plan improvements to the Hood School playground and athletic fields to improve accessways, surfacing, and equipment to increase accessibility and meet ADA standards.	COD, SC, RC, RD	CPA, PARC	2020
G.	Plan improvements to the Batchelder School playground and athletic fields to improve accessways, surfacing, and equipment to increase accessibility and meet ADA standards.	COD, SC, RC, RD	CPA, PARC	2020

LAND ACQUISITION, FUNDING, & MANAGEMENT

L-1 Plan and coordinate protection of lands of conservation and recreation interest.

Action	Agencies Responsible	Potential Funding	Priority
A. Pursue adoption of Community Preservation Act.	CPC, P, BOS		2016
B. Monitor list of parcels of conservation interest and track changes in ownership, use, availability and development interests.	A, LUC, CPC, CC, RC		Ongoing
C. Check all building permit applications against the list of parcels of interest for protection.	BI, P		Ongoing
D. Host an all-board task force meeting annually to review status of OSRP actions	LUC, OS, TA		2016
E. Implement a system to inventory and track private open space properties that are deed restricted or owned/managed by private neighborhood trusts (such as those that are part of a PUD or OSRD development).	CPC, A, P, OS		2020

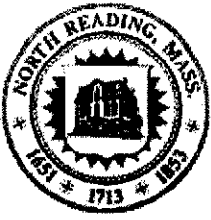
L-2 Manage Town open space properties to protect natural resources while encouraging appropriate public use.

Action	Agencies Responsible	Potential Funding	Priority
A. Create management program for all conservation lands, including developing a Forest Stewardship program for Ives Memorial Forest	CC, BOS		2020
B. Develop and regularly update a list of maintenance and improvement projects that could be undertaken by volunteers.	RC, CC, LUC		2016
C. Build a network of volunteers to undertake maintenance and improvement projects at recreation areas.	RC, CC, IRST		2016
D. Evaluate potential for establishing of a land stewardship program for conservation lands that involves volunteers to monitor and report site misuse or disturbance.	RC, CC, LUC		2020
E. Increase public information and awareness about designated hunting areas and restrictions on ATV use on public properties.	RC, CC, LUC		2018
F. Implement a policy of “leave no trace” on all public lands and provide appropriate signage and enforcement. Consider providing disposal options at trail heads where problems persist.	RC, CC, LUC		2016

L-3 *Coordinate protection and management of natural resource areas, recreational resources, and open spaces with multiple jurisdictions.*

	Action	Agencies Responsible	Potential Funding	Priority
A.	Work with neighboring towns to pursue inter-town trail links and water protection: <ul style="list-style-type: none"> • Danvers – Swan Pond connection • Middleton Town Forest at North Reading town line 	RD, RC, CC		2020

Section 10: Public Comments



Town of North Reading
Massachusetts

Board of Selectman

February 7, 2013

Melissa Cryan
Executive Office of Energy and
Environmental Affairs
100 Cambridge Street, Suite 900
Boston, MA 02114

Dear Ms. Cryan:

The North Reading Town of Administrator has reviewed the recently updated Open Space and Recreation Plan prepared by Brown Walker Planners, Inc.

The North Reading Town Administrator agrees in general with the Open Space and Recreation Plan's recommendations. In addition, the Town Administrator will work cooperatively with other town departments, boards, committees and residents to help implement the Plan's recommendations. The Town Administrator supports adoption and implementation of the Open Space and Recreation Plan by the Town of North Reading.

Sincerely,

Greg Balukonis, Town Administrator

Dated: 2/7/2013



Town of North Reading
Massachusetts

Town Administrator

December 13, 2012

Melissa Cryan
Executive Office of Energy and
Environmental Affairs
100 Cambridge Street, Suite 900
Boston, MA 02114

Dear Ms. Cryan:

The North Reading Board of Selectmen has reviewed the recently updated Open Space and Recreation Plan prepared by Brown Walker Planners, Inc.

The North Reading Board of Selectmen agrees in general with the Open Space and Recreation Plan's recommendations. In addition, the Board will work cooperatively with other town departments, boards, committees and residents to help implement the Plan's recommendations. The Board supports adoption and implementation of the Open Space and Recreation Plan by the Town of North Reading.

Sincerely,

Greg Balukonis
Town Administrator



Town of North Reading
Massachusetts

Community Planning Commission

December 13, 2012

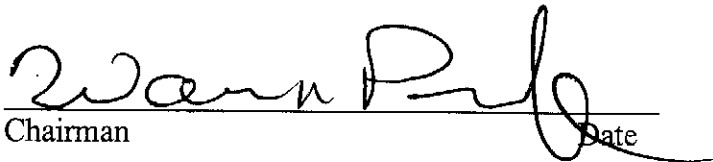
Melissa Cryan
Executive Office of Energy and
Environmental Affairs
100 Cambridge Street, Suite 900
Boston, MA 02114

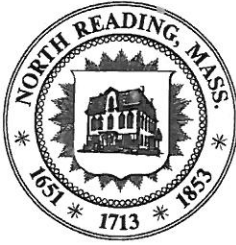
Dear Ms. Cryan:

The North Reading Community Planning Commission has reviewed the recently updated Open Space and Recreation Plan prepared by Brown Walker Planners, Inc.

The North Reading Community Planning Commission agrees in general with the Open Space and Recreation Plan's recommendations. In addition, the Commission will work cooperatively with other town departments, boards, committees and residents to help implement the Plan's recommendations. The Commission supports adoption and implementation of the Open Space and Recreation Plan by the Town of North Reading.

Sincerely,


Chairman _____ Date _____



TOWN OF NORTH READING
Massachusetts

Conservation Commission

November 13, 2012

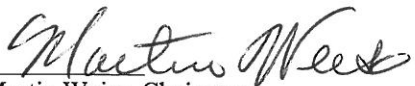
Melissa Cryan
Executive Office of Energy and Environmental Affairs
100 Cambridge Street, Ste. 900
Boston, MA 02114

Dear Ms. Cryan:

The Conservation Commission has reviewed the recently updated Open Space and Recreation Plan.

The Conservation Commission agrees in general with the Open Space and Recreation Plan's recommendations. In addition, the Conservation Commission will work cooperatively with other town departments, boards, committees, and residents to help implement the Plan's recommendations. The Conservation Commission supports adoption and implementation of the Open Space and Recreation Plan by the Town of North Reading.

Sincerely,


Martin Weiss, Chairman
North Reading Conservation Commission



October 11, 2012

Juliet T. H. Walker, President
Brown Walker Planners, Inc.
4 Middle St., Ste. 201
Newburyport, MA 01950

Dear Ms. Walker:

Thank you for submitting the "Town of North Reading Open Space and Recreation Plan DRAFT August 2012 to the Metropolitan Area Planning Council (MAPC) for review.

The Division of Conservation Services (DCS) requires that all open space plans must be submitted to the regional planning agency for review. This review is advisory and only DCS has the power to approve a municipal open space plan. While DCS reviews open space plans for compliance with their guidelines, MAPC reviews these plans for their attention to regional issues generally and more specifically for consistency with *MetroFuture*, the regional policy plan for the Boston metropolitan area.

The following are MAPC's comments on the North Reading Open Space and Recreation Plan:

Consistency with MetroFuture - The North Reading Open Space and Recreation Plan contains a thorough description and integration of *MetroFuture*. We are pleased to see that North Reading has recognized the value of the concepts espoused in *MetroFuture* and your plan contains references to many actions and goals that are fully aligned with *MetroFuture*. The plan also includes a thorough description of regional resources and inter-municipal projects. We would like to congratulate North Reading for developing an excellent plan that is consistent with the goals and strategies of our regional plan.

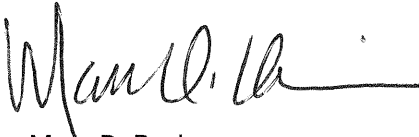
Community Preservation Act: - Adoption of the Community Preservation Act (CPA) is a key strategy recommended by *MetroFuture*. Although North Reading has not adopted the CPA it is mentioned in the Seven Year Action plan as a potential action item. We encourage North Reading to pursue adoption of the CPA. You are undoubtedly aware of the fact that state matching funds for CPA communities have declined precipitously in recent years. However, reforms to the program and potential additional funding were passed by the Legislature and signed by the Governor in July. Up to \$25 million in additional funding are likely to be available to cities and towns in the fall of 2013, bringing the state match up to an estimated 48% from its current 23%. Reforms include broadened eligibility of recreational facilities, the option to exempt up to the first \$100,000 of commercial property value from the CPA surcharge, and the ability to use municipal revenue beyond the property tax surcharge toward eligibility for state matching funds. More detailed information on all of these

changes can be found at http://www.communitypreservation.org/2012_Section_by_Section.pdf or by contacting MAPC's Government Affairs staff.

North Reading's Open Space and Recreation Plan is very thorough and it should serve the town well as it continues its efforts to preserve open space and provide for the recreational needs of its residents.

Thank you for the opportunity to review this plan.

Sincerely,

A handwritten signature in black ink, appearing to read "Marc D. Draisen", with a long horizontal flourish extending to the right.

Marc D. Draisen
Executive Director

cc: Melissa Cryan, Division of Conservation Services
Greg Balukonis, MAPC Representative, Town of North Reading

Section 11: References

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Section 504 Accessibility Report

Part 1: Administrative Requirements

DESIGNATION OF ADA COORDINATOR

See Appendix

GRIEVANCE PROCEDURE

See Appendix

PUBLIC NOTIFICATION REQUIREMENTS

See Appendix

PARTICIPATION OF INDIVIDUALS WITH DISABILITIES OR ORGANIZATIONS REPRESENTING THE DISABLED COMMUNITY

The Chairperson of the North Reading Commission on Disability, Meg Robertson, has reviewed the Section 504 Self-Evaluation and her comments were incorporated into this report.

Part 2: Program Accessibility


FACILITY INVENTORY

Recreation Properties

Benevento Memorial Field



Description: Three regulation-sized Little League fields, concession stand, equipment shed, dugouts, bleachers, paved parking for about 100. Used exclusively by Town's Little League teams. Maintained by the Little League Association and the Town Parks and Recreation Department.

Accessibility Comments: This facility was designed with accommodation for  accessibility, including designated parking, level and hard-packed surfaces between the spectator seating and parking lots, and accessible toilets. Needs identified include the lack of an accessible serving shelf at the concession stand. Some repair is needed on the sidewalk in front of the concession stand. There is no accessible seating on the bleachers except at grade level. There is no access to the bleachers except via stairs and handrails need to be reviewed to ensure compliance with ADA standards. There is limited wheelchair access to the fields and access from designated parking spots could be improved.



Broken sidewalk at concession stand and designated parking could be improved (see example at Martins Pond).

Chestnut St. Complex



Description: Along Ipswich River between Park St. and Haverhill St. Abuts DPW garage and other town land. Front portion is under the jurisdiction of the Parks and Rec Department including athletic fields and Kids Spot playground. Two full-sized soccer fields, (1) softball overlay field with backstop and baseline fencing, (1) basketball court, player benches. Used by youth and adult teams. Paved, 80-car parking lot. Grassed area served by sprinkler system. Concession/storage shed. Playground includes swings, slides, picnic areas, shaded, climbing equipment.

Accessibility Comments: Sidewalks to fields and concession seem to have cross slope issues and is not accessible to the concession stand. Curb ramps to major sidewalk need to be checked to confirm they are to code. Snack concession counter and entrance into building do not appear to meet accessibility standards. There is no wheelchair access from HP parking spaces to the concession stand, except by removing the bollard, which is not removed at all times so there is no consistent accessible access. Also noted that there is a drainage grate on the 'wheelchair access' area. This site lacks accessible bathroom facilities.

Playground could be improved to accommodate children of varying physical abilities, surface is wood chip. There is a non-signed 'ramp' which leads to the back of the play area. New stair railings do not meet ADA standards. There are no accessible paths from the Kidspot parking lot to the playground or the fields.



Problems with placement of drainage & cross slope issues and does not comply with ADA curbcut guidelines.



Pole obstructs sidewalk path. No HP toilets or accessible route to them.



Bollard restricts access from parking area, concession stand shelf is too high for wheelchair service.



No wheelchair access to field or playground from the Kidspot parking lot.



Wood chip and stepped playground surface inhibits access and ramp surface could be improved and signed.



New stair railings were recently installed and do not meet ADA standards.

Clarke Park

Description: Park located along southern edge of Martins Pond. Includes sand beach with boating access area, basketball court, tot lot, pavilion, benches, sand volleyball court, and parking lot. Used by residents of Martins Pond neighborhood and town-wide.

Accessibility Comments: Park has been upgraded to accommodate ♿ accessibility, with crushed stone or paved pathways through the tot lot and along the beach, designated parking spaces, and accessible water fountains. In the future, the Town may consider improvements to the playground equipment to accommodate people with different disabilities and should consider changing playground surface from woodchip. There is no accessible route to picnic tables and grills and there is no accessible picnic table. ♿ accessible portable toilets and paving of HP parking spots and paved sidewalk access to areas should also be considered.



Surface of playground is wood chip and paving of HP parking spots could be considered.





Lack of accessible picnic table and no accessible paths to table or grill area.

Ipswich River Park



Description: Park includes pedestrian and bike paths, picnic areas, tennis and basketball courts, playground, volleyball court, street hockey, multiple use playfields, baseball fields, public gardens, natural areas, fishing and canoe access, restrooms, concession and storage, horseshoe pit, 200 parking spaces.

Accessibility Comments: Ongoing park improvements are underway and all new facilities should be designed to be  accessible. The boat launch off of Central St. is not  accessible and future improvements at that site should consider alternative accommodations for people with physical disabilities. New seating area near front of park lacks an accessible route from the sidewalk.



Seating area near front of park lacks an accessible path from parking area.

Mullin Recreation Park



Description: Softball field with open space.

Accessibility Comments: Parking area does not accommodate ♿ access, surfaces are dirt and there are no designated spaces. Providing ♿ accessible portable toilets should also be considered.

Park St. Field



Description: Open space, basketball court and dirt parking area. Used by neighborhood residents.

Accessibility Comments: Parking area does not accommodate ♿ access, surfaces are dirt and there are no designated spaces. Access to the basketball court is over grass. Future improvements should consider accommodations for ♿ accessibility in parking area and to the basketball court.

Conservation Properties

Chestnut St. Land

Description: Along Ipswich River between Park St. and Haverhill St. Conservation land is behind DPW garage and other town land. Front portion is operated by the Parks and Recreation Department. Much of the conservation land is wetlands, including part of Bear Meadow. Includes a portion of the abandoned railroad bed which crosses the southern side of town. Crossed by New England Power lines.

Accessibility Comments: Primary uses for these lands are wildlife conservation and preservation of wildlife habitat. No formal public access is provided to the conservation portion of this land.

Ives Memorial Forest



Description: Densely wooded land abutting Harold Parker State Forest. Access is from Arline Dr. subdivision. Portion of this land was previously developed as a campsite in 1970s accessed via Foley Dr and used by Boys and Girls Scouts, but it is no longer used for camping. Walking trail from Arline Dr. crosses into Harold Parker and emerges on Marblehead St. then crosses to Bradford Pond.

Accessibility Comments: Parking at the trail access is unmarked and there are no trail signs. The trail width, surfaces and slopes are not constructed for ♿ access. Most of the property is intended for conservation purposes.

North Parish Park

Description: Passive recreation area on Park St. includes picnic tables and open meadow on banks of Ipswich River. This was originally the site of the Town DPW garage and was later improved by the Girl Scouts. Abuts abandoned railroad bed that is now town conservation land and, with neighboring conservation parcels, extends to Ipswich River Park and north side of Ipswich River along Park St.

Accessibility Comments: Additional accommodations for ♿ access should be considered, including widening the openings in the fence for wheelchair access, adding marked ♿ parking, providing ♿ picnic tables that are easily accessed from the parking areas without obstructions, and adding paved or stone-dust trail surfaces to access picnic areas and river views.

Other Conservation Properties (various locations throughout the Town)

Description: Other conservation properties are located around the Town including land around Martin's Pond and Martin's Brook, the Skug River, Swan Pond, and a portion of a cedar swamp at the Reading town line. A substantial portion of land within the properties is located in wetland areas, aquifer recharge areas, or floodplains. Old logging trails provide some opportunity for walking in upland areas near Swan Pond, but parking is along the street and there is no formal signage or regular trail maintenance.



Accessibility Comments: Primary uses for these lands are wildlife conservation and preservation of water resources. No formal public access is provided to these conservation areas. In the future, if a potential trail system is established, the Town should develop some parking areas with designated ♿ parking spots and should also evaluate the feasibility of an accessible trail with interpretive facilities that accommodates people with disabilities.

School Properties

The School Department maintains an inventory of youths with special needs and conducts extensive programs in collaboration with other communities for children with disabilities.

Little School

Description: Neighborhood playground with tot lot, (3) softball fields with backstops. Bordered by woods on three sides. Intermediate play area. The playground is designed to meet the physical and educational needs of elementary-aged children with learning disabilities.

Accessibility Comments: Additional accommodations for  access should be prioritized, including playground surfaces (which are wood chip) and access paths to playgrounds. Playground should be improved to accommodate children of all physical abilities. A ramp to the ballfield should be considered as the steep slope and stairways limit  access. There is no wheelchair access for concession stand and no accessible picnic tables. Sidewalk access and curbcuts need to be upgraded to meet ADA standards.



Concession stand is not accessible and there are no accessible picnic tables.

High School and Middle School

Description: Schools share single parcel. Senior high school is located on Park St. Facilities include playing fields, baseball fields, concession stand, spectator stand, track, football field, soccer field, indoor gymnasium, outdoor basketball courts. Used by students and organized youth and adult recreation groups.

Middle school is on Sherman Rd. Facilities include softball, baseball and soccer field, six all-purpose tennis courts, player benches. Used by JV teams and other organized



recreation teams such as adult soccer, Little League, softball. Also used by neighborhood residents. Undeveloped areas are wooded and hilly.

Accessibility Comments: New construction is planned for these locations. All facilities should comply with ADA standards.

Hood School



Description: Tot and intermediate playground equipment, ballfield, backstop, player benches. Used by school and neighborhood residents. Part of the site is hilly and undeveloped.

Accessibility Comments: Additional accommodations for  access should be prioritized, including improving surfaces, providing designated parking near fields and playground, and adding a paved or hard-packed accessible path to playground. All spectator seating should provide room for  seating. Playground should be improved to accommodate children of all abilities. Pavement is uneven and broken up. Picnic tables are not wheelchair accessible. There needs to be an accessible route between the school and playground.



Batchelder School

Description: Tot lot and intermediate playground.

Accessibility Comments: ♿ accessible parking and paths provided. Playground surface is wood chips, which may limit accessibility for people with certain physical disabilities. Sidewalk entrance off of Haverhill Street is not wheelchair accessible and broken sidewalk impacts public pedestrian access to the playground.

**Swan Pond Rd. Land**

Description: Property is undeveloped, not intended for public access. Possible future school site.

Accessibility Comments: No recommended improvements at this time.

Other Town Open Space Lands

Hillview Country Club



Description: Public club with 18-hole golf course and clubhouse. Extends from North St to Skug River. Used for sledding and x-country skiing in the winter.

Accessibility Comments: No recommended improvements at this time.

Park St. Cemetery, Harmony Vale Cemetery, Riverside Cemetery

Description: Town cemeteries.

Accessibility Comments: No recommended improvements at this time.

Town Common

Description: Historic town common, grassy open space. Benches, gazebo and walkways.

Accessibility Comments: An accessible path to the site is not provided.



Other General Government Properties (at various locations around Town)

Description: Other government properties are located around the Town including land around Eisenhaure's Pond, Furbish Pond, Swan Pond, and Martins Pond as well as along the Andover, Middleton, Reading, and Lynnfield town lines and abutting the Ipswich River. In some locations old logging trails provide some opportunity for walking in upland areas, but parking is along the street and there is no formal signage or regular trail maintenance.

Accessibility Comments: Primary uses for these lands are water supply protection or else undesignated. No formal public access is provided to these areas. Certain properties such as Eisenhaures Pond area and the former Smith Property are being evaluated for future uses as parkland or other recreational facilities. The Town has no recommended improvements at this time.

TRANSITION PLAN

A transition plan is required where structural changes are necessary. The plan must: (1) identify physical obstacles; (2) describe necessary changes; (3) schedule those changes; and (4) identify the responsible individual. The Commission on Disability has helped to identify physical obstacles at the open space and recreation areas included in this inventory and necessary changes have been described above. Recommended changes have been added to Section 9: Seven-Year Action Plan indicating time frame and responsible parties. The Commission on Disability should be consulted in developing a specific transition plan for each facility requiring improvements.

Section 504 Accessibility Report: Comments: North Reading Commission on Disability July 2012

The Commission appreciates the work done on this draft. However there are a number of areas missed in this document.

There was no reference to any ADA/504 Transitional plans developed by the individual town departments. Access issues need to be incorporated into any repair or planned improvements to any public space, which has not seemed to occurred.

The Program Access Plan schedule should:

- Identify existing facilities that limit access for persons with disabilities.
- Describe in detail methods to be used to make facilities accessible.
- Specify schedule for improving facilities by prioritizing needs of persons with disabilities in existing facilities.
- Indicate official responsible for implementation of plan.
(28 C.F.R. § 35.150(d)(3).)

I have added some additional accessibility comments regarding the town open spaces. This is not an inclusive list, since I have not had time to review all the spaces.

Thank you for your consideration.

Sincerely,

Meg Robertson

Chair of the Commission on Disability

978-664-0278

Mobilitymeg@aol.com

Part 3: Employment Practices

See Appendix

Appendix A: Inventory of Town-owned Conservation and Recreation Lands

Table 16: Town Cemeteries

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Harmony Vale Cemetery	98 CHESTNUT ST	040-0056	0.96	DPW	Unknown	Unknown		RA	Permanent	Earliest graves date to 1823. George F. Root, musician, and Clara Louise (Root) Burnham, author, are buried here.
Park St Cemetery	211 PARK ST	042-0035	0.85	DPW	Good			LB	Permanent	Near Town Center, contains early gravestones.
Riverside Cemetery	171 ELM ST	075-0037	28.52	DPW	Good			RA	Permanent	Largest Town cemetery, overlooks Ipswich River.

Table 17: Conservation Commission Properties

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Cedar Swamp	0 CHESTNUT ST	039-0011	15.00	Conservation Commission	Unknown			RA	Permanent	Along power lines east of Haverhill St. Sites are separated by 5 acres of privately held wetlands. Eastern site abuts Camp Curtis Guild land. Accessible through town-held easement over private land at end of Crestwood Rd. Majority of area is rare Atlantic white cedar swamp, which extends into Reading.
Cedar Swamp	0 CHESTNUT ST	039-0012	10.90	Conservation Commission	Unknown			RA	Permanent	
Cedar Swamp	0 HAVERHILL ST	039-0013	14.60	Conservation Commission	Unknown			RA	Permanent	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Cedar Swamp	0 OFF CRESTWOOD RD	057-0012	5.40	Conservation Commission	Unknown			RA	Permanent	
Cedar Swamp	0 OFF CRESTWOOD RD	057-0015	5.00	Conservation Commission	Unknown			RA	Permanent	
Cedar Swamp	0 OFF CRESTWOOD RD	057-0016	5.00	Conservation Commission	Unknown			RA	Permanent	
Chestnut St Complex	322 PARK ST	023-0071	0.30	Conservation Commission	Good	Passive		RA	Permanent	Along Ipswich River between Park St. and Haverhill St. Abuts DPW garage, Chestnut St. athletic fields, and Kids Spot playground. Much of the area is wetlands, including part of Bear Meadow, cranberry bog under the power lines. Includes a portion of the abandoned railroad bed which crosses the southern side of town. Crossed by power lines.
Chestnut St Complex	318 PARK ST	036-0060	2.00	Conservation Commission	Good	Passive		RA	Permanent	
Chestnut St Complex	168 CHESTNUT ST	036-0061	76.80	Conservation Commission	Good	Passive		RA	Permanent	
Eisenhaures Pond Park	8 APPIAN WAY	033-0076	0.51	Conservation Commission	Good	Passive		RA	Permanent	Some walking trails, passive recreation opportunities.
Eisenhaures Pond Park	1 SECOND ST	033-0077	0.51	Conservation Commission	Good	Passive		RA	Permanent	
Eisenhaures Pond Park	2 SECOND ST	033-0080	0.74	Conservation Commission	Good	Passive		RA	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Eisenhaures Pond Park	6 SECOND ST	033-0081	0.42	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	8 SECOND ST	033-0082	0.40	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	12 SECOND ST	033-0083	0.39	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	16 MAGNOLIA ST	033-0084	0.51	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	15 MAGNOLIA ST	033-0085	0.29	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	11 FIRST ST	033-0087	0.20	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	11 APPIAN WAY	033-0088	0.42	Conservation Commission	Good	Passive		RA	Permanent	
Eisenhaures Pond Park	5 DAY AVE	033-0094	0.87	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	1 DAY AVE	033-0095	0.45	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	14 APPIAN WAY	033-0096	0.48	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	20 APPIAN WAY	033-0098	0.92	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	13 APPIAN WAY	033-0099	0.48	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	12 FIRST ST	033-0100	2.10	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	13 FIRST ST	033-0108	0.39	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	32 MAPLE RD	043-0021	1.00	Conservation Commission	Good	Passive		RA	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Eisenhaures Pond Park	29 MAPLE RD	043-0022	2.70	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	64 OAKDALE RD	043-0040	0.64	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	65 OAKDALE RD	043-0041	0.50	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	34 MAPLE RD	043-0105	0.10	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	71 OAKDALE RD	044-0003	0.53	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	33 MAPLE RD	044-0006	0.80	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	21 CHERRY ST	044-0010	0.45	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	25 CHERRY ST	044-0011	0.47	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	31 CHERRY ST	044-0013	0.35	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	32 CHERRY ST	044-0014	0.48	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	3 COTTER AVE	044-0016	0.80	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	30 CHERRY ST	044-0017	0.43	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	28 CHERRY ST	044-0018	0.44	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	23 FOURTH ST	044-0019	0.30	Conservation Commission	Good	Passive		RA	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Eisenhaures Pond Park	7 MAGNOLIA ST	044-0021	0.60	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	24 THIRD ST	044-0023	0.76	Conservation Commission	Good	Passive		RA	Permanent	
Eisenhaures Pond Park	10 LLOYD RD	044-0024	7.00	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	26 CHERRY ST	044-0050	0.88	Conservation Commission	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	46 TOWER HILL RD	044-0098	4.20	Conservation Commission	Good	Passive		RA	Temporary	
Furbish Pond / Stickney Well	0 OFF REDMOND AVE	003-0045	7.05	Conservation Commission	Fair			RA	Temporary	Includes Water Dept land. Water supply and wellsite are out of operation due to pollutants. Furbish Pond is a rare quaking bog.
Gordon Rd / Sandspur Ln	2 RARIDAN ST	004-0110	0.90	Conservation Commission	Unknown	Unknown		RA	Permanent	Primarily wetlands and floodplain. Suggested as possible nature lab site for nearby Little School.
Gordon Rd / Sandspur Ln	9 SHENANDO AH RD	004-0112	0.32	Conservation Commission	Unknown	Unknown		RA	Permanent	
Gordon Rd / Sandspur Ln	7 SHENANDO AH RD	004-0113	0.24	Conservation Commission	Unknown	Unknown		RA	Permanent	
Gordon Rd / Sandspur Ln	5 SHENANDO AH RD	004-0114	0.24	Conservation Commission	Unknown	Unknown		RA	Permanent	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Ives Memorial Forest	0 HAVERHILL ST	051-0002	3.80	Conservation Commission	Good	Passive	LAND	RA	Permanent	Densely wooded, abuts Harold Parker State Forest. Access from Arline Dr. subdivision. Was previously developed as a campsite in 1970s accessed via Foley Dr and used by Boys and Girls Scouts, no longer used for camping. Trail from Arline Dr. crosses into Harold Parker and emerges on Marblehead St. then crosses to Bradford Pond.
Ives Memorial Forest	0 HAVERHILL ST	051-0003	4.30	Conservation Commission	Good	Passive	LAND	RA	Permanent	
Ives Memorial Forest	0 OFF DARRELL DR	051-0005	5.20	Conservation Commission	Good	Passive	LAND	RR	Permanent	
Ives Memorial Forest	10 ARLINE DR	051-0018	0.24	Conservation Commission	Good	Passive	LAND	RA	Permanent	
Ives Memorial Forest	0 OFF FOLEY DR	052-0032	1.80	Conservation Commission	Good	Passive	LAND	RA	Permanent	
Martins Brook	67 MAIN ST	023-0033	15.50	Conservation Commission	Unknown	Unknown		HB	Permanent	
Martins Brook	0 OFF MAIN ST	023-0069	2.00	Conservation Commission	Unknown	Unknown		HB	Permanent	
Martins Brook	71 MAIN ST	023-0073	0.95	Conservation Commission	Unknown	Unknown		HB	Permanent	
Martins Pond	106 BURROUGH S RD	008-0108	0.11	Conservation Commission	Unknown	Unknown		RB	Permanent	Predominantly wetlands and aquifer recharge areas. Some frontage on Martins Pond and Martins Brook.

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Martins Pond	104 BURROUGH S RD	008-0109	0.11	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	1 BROOKSDA LE RD	008-0110	0.23	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	2 BROOKSDA LE RD	008-0111	0.18	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	9 ALGONQUI N RD	008-0112	0.26	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	8 FIELDCREST TER	008-0113	0.81	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	14 ALGONQUI N RD	008-0114	0.08	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	17 HOLLYWOOD D TER	008-0115	0.41	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	15 HOLLYWOOD D TER	008-0116	0.08	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	8 HOLLYWOOD D TER	008-0119	0.27	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	6 HOLLYWOOD D TER	008-0120	0.46	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	5 PLAINFIELD RD	008-0121	0.41	Conservation Commission	Unknown	Unknown		RB	Permanent	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Martins Pond	8 PLAINFIELD RD	008-0123	0.88	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	4 PLAINFIELD RD	008-0124	0.14	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	2 ATWATER RD	008-0125	0.48	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	4 RIVER RD	008-0126	0.23	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	2 RIVER RD	008-0127	0.11	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	2 PLAINFIELD RD	008-0128	0.36	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	1 PLAINFIELD RD	008-0129	0.11	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	2 HOLLYWOOD TER	008-0130	0.58	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	9 HOLLYWOOD TER	008-0131	0.09	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	11 HOLLYWOOD TER	008-0132	0.09	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	6 ALGONQUIN RD	008-0135	0.84	Conservation Commission	Unknown	Unknown		RB	Permanent	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Martins Pond	3 ALGONQUIN RD	008-0137	0.45	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	4 GARDEN RD	008-0138	0.08	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	98 BURROUGH S RD	008-0140	0.25	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	16 PINECREST RD	008-0260	0.55	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	14 PINECREST RD	008-0261	0.15	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	1 LAKESIDE BLVD	008-0266	0.10	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	5 WILDFLOWER TER	008-0267	0.04	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	3 WILDFLOWER TER	008-0268	0.18	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	0 OFF HILLSIDE RD	012-0038	0.37	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	15 TRAVELLED WAY	012-0044	0.02	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	17 TRAVELLED WAY	012-0045	0.03	Conservation Commission	Unknown	Unknown		RB	Permanent	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Martins Pond	19 TRAVELLED WAY	012-0046	0.05	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	21 BATCHELDE R AVE	012-0047	0.26	Conservation Commission	Unknown	Unknown		HB	Permanent	
Martins Pond	23 BATCHELDE R AVE	012-0055	0.18	Conservation Commission	Unknown	Unknown		HB	Permanent	
Martins Pond	0 OFF TRAVELLED WAY	012-0142	0.20	Conservation Commission	Unknown	Unknown		HB	Permanent	
Martins Pond	41 BURROUGH S RD	013-0051	0.17	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	7 WILDFLOW ER TER	013-0057	0.44	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	4 WILDFLOW ER TER	013-0058	0.86	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	9 PINECREST RD	013-0059	0.07	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	60 BURROUGH S RD	013-0060	3.70	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	58 BURROUGH S RD	013-0061	0.39	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	6 BIRCH RD	013-0065	0.18	Conservation Commission	Unknown	Unknown		RB	Permanent	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Martins Pond	42 BURROUGH S RD	013-0068	0.85	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	40 BURROUGH S RD	013-0070	0.34	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	36 BURROUGH S RD	013-0071	7.00	Conservation Commission	Unknown	Unknown		RB	Permanent	
Martins Pond	15 SAINT THERESA ST	013-0100	2.00	Conservation Commission	Unknown	Unknown		HB	Permanent	
Martins Pond	0 OFF BURROUGH S RD	013-0127	1.50	Conservation Commission	Unknown	Unknown		RB	Permanent	
North Parish Park	187 CHESTNUT ST	036-0035	2.70	Conservation Commission	Good	Passive		RA	Permanent	Park on Park St includes picnic area and open meadow on Ipswich River. Originally site of DPW garage. Improved by Girl Scouts. Abuts abandoned railroad bed and extends to Ipswich River Park.
North Parish Park	0 HAVERHILL ST	041-0053	3.20	Conservation Commission	Good	Passive		RA	Permanent	
North Parish Park	182 PARK ST	042-0003	0.74	Conservation Commission	Good	Passive		LB	Permanent	
North Parish Park	216 PARK ST	042-0008	4.41	Conservation Commission	Good	Passive		LB	Permanent	
North Parish Park	23 CENTRAL ST	042-0010	0.32	Conservation Commission	Good	Passive		RA	Permanent	
North Parish Park	226 PARK ST	042-0145	3.25	Conservation Commission	Good	Passive		RA	Permanent	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Skug River	0 R CENTRAL ST	029-0001	25.50	Conservation Commission	Unknown	Unknown		HB	Permanent	Adjacent to both sides of Central St. Abuts wellsite and Benevento Memorial Field. Skug River frontage with associated wetlands and floodplains.
Skug River	251 CENTRAL ST	029-0004	0.63	Conservation Commission	Unknown	Unknown		RA	Permanent	
Strawberry Acres	0 OFF DUANE DR	052-0086	2.65	Conservation Commission	Unknown	Unknown		RA	Permanent	Off Foley Dr, wetlands and wooded.
Swan Pond	0 DOGWOOD LANE	072-0003	0.32	Conservation Commission	Unknown	Unknown		RD	Permanent	Conservation lands about school-owned parcel and other town-owned land. Identified in past as possible school site and possible reservoir site. Potential linkage from Harold Parker State Forest extending to Ipswich River. Includes cranberry bog in Mill Meadow area.
Swan Pond	228 SWAN POND RD	072-0020	0.40	Conservation Commission	Unknown	Unknown		RD	Permanent	
Swan Pond	238 SWAN POND RD	072-0023	1.00	Conservation Commission	Unknown	Unknown		RD	Permanent	
Swan Pond	0 SWAN POND AREA	072-0033	3.80	Conservation Commission	Unknown	Unknown		RD	Permanent	
Swan Pond	0 SWAN POND AREA	073-0001	44.00	Conservation Commission	Unknown	Unknown		RA	Permanent	
Swan Pond	0 SWAN POND AREA	073-0002	11.00	Conservation Commission	Unknown	Unknown		RR	Permanent	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Swan Pond	0 SWAN POND AREA	073-0003	8.20	Conservation Commission	Unknown	Unknown		RD	Permanent	Conservation lands about school-owned parcel and other town-owned land. Identified in past as possible school site and possible reservoir site. Potential linkage from Harold Parker State Forest extending to Ipswich River. Includes cranberry bog in Mill Meadow area.
Swan Pond	0 SWAN POND RD	073-0004	30.40	Conservation Commission	Unknown	Unknown		RD	Permanent	
Swan Pond	0 SWAN POND RD	080-0003	50.25	Conservation Commission	Unknown	Unknown		RD	Permanent	
Swan Pond	10 ADAM ST	081-0001	0.69	Conservation Commission	Unknown	Unknown		RD	Permanent	
Swan Pond	22 ADAM ST	081-0004	0.30	Conservation Commission	Unknown	Unknown		RD	Permanent	
Swan Pond	0 SWAN POND AREA	081-0012	11.00	Conservation Commission	Unknown	Unknown		RD	Permanent	
Town Center	8 WILLOW ST	054-0033	1.80	Conservation Commission	Unknown	Passive		RB	Permanent	Wetlands and floodplain along Ipswich River.
Town Center	10 WILLOW ST	054-0034	2.90	Conservation Commission	Unknown	Passive		RB	Permanent	
Town Center	12 WILLOW ST	054-0035	0.23	Conservation Commission	Unknown	Passive		RB	Permanent	
Town Center	288 ELM ST	054-0052	0.50	Conservation Commission	Unknown	Passive		RA	Permanent	
Town Center	290 ELM ST	054-0053	0.54	Conservation Commission	Unknown	Passive		RA	Permanent	
Town Center	292 ELM ST	054-0054	0.57	Conservation Commission	Unknown	Passive		RA	Permanent	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Town Center	294 ELM ST	054-0055	0.49	Conservation Commission	Unknown	Passive		RA	Permanent	
	5 COLD SPRING RD	005-0054	0.81	Conservation Commission	Unknown	Unknown		RA	Permanent	
	14 CARRIAGE WAY	005-0098	1.35	Conservation Commission	Unknown	Unknown		RA	Permanent	
	2 GARDEN RD	008-0139	0.32	Conservation Commission	Unknown	Unknown		RB	Permanent	
	350 MAIN ST	011-0006	0.20	Conservation Commission	Unknown	Unknown		HB	Permanent	
	4 COGSWELL RD	012-0073	0.68	Conservation Commission	Unknown	Unknown		HB	Permanent	
	4 COGSWELL RD	012-0164	0.24	Conservation Commission	Unknown	Unknown		C	Permanent	
	0 OFF ABBOTT RD	015-0058	5.60	Conservation Commission	Unknown	Unknown		RA	Permanent	
	0 OFF MAIN ST	016-0018	5.20	Conservation Commission	Unknown	Unknown		RA	Temporary	
	0 OFF PARK ST	018-0047	19.08	Conservation Commission	Unknown	Unknown		RA	Permanent	
	42 ANTHONY RD	030-0047	3.60	Conservation Commission	Unknown	Unknown		RA	Permanent	
	0 WESTWARD CIR	031-0059	3.65	Conservation Commission	Unknown	Unknown		RA	Permanent	
	6 NELSON WAY	032-0033	1.40	Conservation Commission	Unknown	Unknown		RA	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	5 NELSON WAY	032-0034	0.18	Conservation Commission	Unknown	Unknown		RA	Temporary	
	9 CHERRY ST	033-0049	2.50	Conservation Commission	Unknown	Unknown		RA	Temporary	
	11 CHERRY ST	033-0050	0.43	Conservation Commission	Unknown	Unknown		RA	Temporary	
	16 CHERRY ST	033-0051	1.20	Conservation Commission	Unknown	Unknown		RA	Temporary	
	12 CHERRY ST	033-0052	0.44	Conservation Commission	Unknown	Unknown		RA	Temporary	
	5 FOURTH ST	033-0055	2.90	Conservation Commission	Unknown	Unknown		RA	Temporary	
	15 FOURTH ST	033-0056	0.44	Conservation Commission	Unknown	Unknown		RA	Temporary	
	16 FOURTH ST	033-0057	1.60	Conservation Commission	Unknown	Unknown		RA	Temporary	
	16 BROADWAY	033-0058	0.78	Conservation Commission	Unknown	Unknown		RA	Temporary	
	9 THIRD ST	033-0059	0.80	Conservation Commission	Unknown	Unknown		RA	Temporary	
	2 APPIAN WAY	033-0060	0.91	Conservation Commission	Unknown	Unknown		RA	Temporary	
	4 APPIAN WAY	033-0064	0.48	Conservation Commission	Unknown	Unknown		RA	Temporary	
	6 APPIAN WAY	033-0066	0.51	Conservation Commission	Unknown	Unknown		RA	Temporary	
	12 THIRD ST	033-0067	0.44	Conservation Commission	Unknown	Unknown		RA	Temporary	
	14 THIRD ST	033-0068	1.00	Conservation Commission	Unknown	Unknown		RA	Temporary	
	18 THIRD ST	033-0070	0.50	Conservation Commission	Unknown	Unknown		RA	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	11 MAGNOLIA ST	033-0071	0.52	Conservation Commission	Unknown	Unknown		RA	Temporary	
	9 SECOND ST	033-0074	0.43	Conservation Commission	Unknown	Unknown		RA	Temporary	
	7 APPIAN WAY	033-0075	1.00	Conservation Commission	Unknown	Unknown		RA	Permanent	
	14 CAMERON RD	034-0028	0.34	Conservation Commission	Unknown	Unknown		RA	Permanent	
	15 CAMERON RD	034-0030	0.25	Conservation Commission	Unknown	Unknown		RA	Permanent	
	12 HARRIS RD	035-0013	0.24	Conservation Commission	Unknown	Unknown		RA	Permanent	
	48 OAKDALE RD	043-0033	0.10	Conservation Commission	Unknown	Unknown		RA	Permanent	
	52 OAKDALE RD	043-0035	0.08	Conservation Commission	Unknown	Unknown		RA	Permanent	
	53 OAKDALE RD	043-0047	0.90	Conservation Commission	Unknown	Unknown		RA	Permanent	
	2 OSCAR'S WAY	044-0034	0.08	Conservation Commission	Unknown	Unknown		RA	Permanent	
	265 HAVERHILL ST	045-0037	2.12	Conservation Commission	Unknown	Unknown		RA	Permanent	
	10 COTTAGE ST	049-0005	2.50	Conservation Commission	Unknown	Unknown		RA	Permanent	Abuts Harold Parker State Forest.

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	11 COTTAGE ST	049-0008	0.73	Conservation Commission	Unknown	Unknown		RR	Temporary	
	0 OLDE COACH RD	050-0018	0.03	Conservation Commission	Unknown	Unknown		RR	Permanent	
	56 LINDOR RD	052-0053	1.15	Conservation Commission	Unknown	Unknown		RA	Permanent	
	0 LILLIAN DR	052-0074	0.06	Conservation Commission	Unknown	Unknown		RA	Permanent	
	0 FOLEY DR	052-0080	0.06	Conservation Commission	Unknown	Unknown		RA	Permanent	
	0 OFF ELM ST	062-0037	0.34	Conservation Commission	Unknown	Unknown		RA	Permanent	
	0 SWAN POND RD	073-0016	1.00	Conservation Commission	Unknown	Unknown		RD	Temporary	
	196 ELM ST	075-0072	3.50	Conservation Commission	Unknown	Unknown		RA	Permanent	Abuts Ipswich River, adjacent to former Smith Property.
	3 NAHANT ST	077-0004	0.64	Conservation Commission	Unknown	Unknown		RA	Permanent	
	0 OFF NAHANT ST	077-0011	0.20	Conservation Commission	Unknown	Unknown		RA	Permanent	
	1 RIVERSIDE DR	078-0006	0.11	Conservation Commission	Unknown	Unknown		RA	Permanent	
	7 RIVERSIDE DR	078-0010	0.20	Conservation Commission	Unknown	Unknown		RA	Permanent	
	0 GREEN MEADOW DR	085-0011	6.96	Conservation Commission	Unknown	Unknown		RD	Permanent	
	0 GREEN MEADOW DR	085-0017	0.17	Conservation Commission	Unknown	Unknown		RD	Permanent	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	0 MIDDLETON LINE	085-0018	0.08	Conservation Commission	Unknown	Unknown		RD	Permanent	

Table 18: Parks and Recreation Properties

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Hillview Country Club	165 NORTH ST	027-0049	137.20	Hillview Commission	Good	Active	PARC	RA	Permanent	Public 18-hole course and clubhouse. Much of parcel is primary recharge area for Central St. wellfield.
Hillview Country Club	146 NORTH ST	027-0060	0.92	Hillview Commission			PARC	RA	Permanent	
	3 R CENTRAL ST	041-0035	3.83	Hillview Commission				RA	Permanent	
Benevento Park / Little League Field	0 OFF CENTRAL ST	029-0005	10.60	Parks and Rec	Good	Active		RA	Permanent	Fields, concessions, spectator areas, parking.
Clarke Park	61 BURROUGHS RD	013-0055	1.70	Parks and Rec	Good	Active		RB	Permanent	Sand beach with boating area and playground, parking and unused restroom facility.
Ipswich River Park	21 CENTRAL ST	041-0026	0.98	Parks and Rec	Good	Active / Passive	PARC, LWCF	RA	Permanent	Acquired with assistance of Hillview Commission by eminent domain in 1993 for town-wide use. Park with variety of public use areas, active and passive recreation areas.
Ipswich River Park	19 CENTRAL ST	041-0027	0.46	Parks and Rec	Good	Active / Passive	PARC, LWCF	RA	Permanent	
Ipswich River Park	17 CENTRAL ST	041-0028	0.46	Parks and Rec	Good	Active / Passive	PARC, LWCF	RA	Permanent	

Ipswich River Park	15 CENTRAL ST	041-0029	38.80	Parks and Rec	Good	Active Passive	/	PARC, LWCF	RA	Permanent	
Ipswich River Park	13 CENTRAL ST	041-0030	0.46	Parks and Rec	Good	Active Passive	/	PARC, LWCF	RA	Permanent	
Ipswich River Park	11 CENTRAL ST	041-0031	0.46	Parks and Rec	Good	Active Passive	/	PARC, LWCF	RA	Permanent	
Ipswich River Park	9 CENTRAL ST	041-0032	0.46	Parks and Rec	Good	Active Passive	/	PARC, LWCF	RA	Permanent	
Ipswich River Park	7 CENTRAL ST	041-0033	0.46	Parks and Rec	Good	Active Passive	/	PARC, LWCF	RA	Permanent	
Ipswich River Park	0 HAVERHILL ST	041-0052	0.70	Parks and Rec	Good	Active Passive	/	PARC, LWCF	RA	Permanent	
Ipswich River Park	15 CENTRAL ST	041-0069	0.37	Parks and Rec	Good	Active Passive	/	PARC, LWCF	RA	Permanent	
Mullin Recreation Park	96 LOWELL RD	014-0142	9.50	Parks and Rec	Good	Active			RA	Permanent	Athletic fields and open space.
Park St. Field	8 PARK ST	060-0017	1.70	Parks and Rec	Fair	Active			RA	Permanent	Basketball court, parking area, field. Former landfill.
	220 ELM ST	062-0042	0.43	Parks and Rec					RA	Permanent	Abuts Ipswich River, adjacent to former Smith Property. Potential for canoe launch and bike path rest spot.

Table 19: School Properties

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Batchelder School	2 PEABODY ST	054-0004	4.40	School Dept	Good	Active		LB	Temporary	Playground. originally was highschool rec facility.
Hood School	0 WESTCHESTER DR	031-0084	0.04	School Dept	Good	Active		RA	Temporary	Playground, ballfield. Part of site is hilly and undeveloped.
Hood School	298 HAVERHILL ST	046-A 0005	14.35	School Dept	Good	Active		RA	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Hood School	0 WESTWARD CIR	046-0055	0.22	School Dept	Good	Active		RA	Temporary	
Little School	7 BARBERRY RD	017-0016	8.40	School Dept	Good	Active		RA	Temporary	Playground, athletic fields. Bordered by woodlands.
Middle / High Schools	189 PARK ST	042-0140	32.50	School Dept	Good	Active		LB	Temporary	Facilities include artificial turf field, indoor gym, basketball courts, other athletic fields. Undeveloped areas are wooded and hilly.
Middle / High Schools	0 TOWER HILL RD	042-0144	0.88	School Dept	Good	Active		RA	Temporary	
	55 SWAN POND RD	074-0069	36.90	School Dept	Fair	Active / Passive		RR	Temporary	Undeveloped, identified as potential school site or other recreational use.

Table 20: General Government Properties

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Eisenhaures Pond Park	8 DAY AVE	033-0092	0.44	Board of Selectmen	Good	Passive		RA	Temporary	Some walking trails, passive recreation opportunities.
Eisenhaures Pond Park	10 DAY AVE	033-0093	0.22	Board of Selectmen	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	62 OAKDALE RD	043-0039	0.33	Board of Selectmen	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	67 OAKDALE RD	044-0001	0.53	Board of Selectmen	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	69 OAKDALE RD	044-0002	0.10	Board of Selectmen	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	13 CHERRY ST	044-0008	0.48	Board of Selectmen	Good	Passive		RA	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Eisenhaures Pond Park	3 BREAN AVE	044-0015	0.40	Board of Selectmen	Good	Passive		RA	Temporary	
Eisenhaures Pond Park	0 EISENHAUR E POND	044-0110	4.20	Board of Selectmen	Good	Passive		RA	Permanent	
Former Smith Property	0 OFF ELM ST	062-0038	18.10	Board of Selectmen	Fair	Active / Passive		RR	Temporary	Abuts Ipswich River, no designated use at this time, under evaluation for potential Town uses.
Former Smith Property	228 ELM ST	062-0078	18.00	Board of Selectmen	Fair	Active / Passive		RA	Temporary	
Former Smith Property	0 OFF ELM ST	075-0008	6.80	Board of Selectmen	Fair	Active / Passive		RA	Temporary	
Furbish Pond / Stickney Well	2 KRISTYN LN	003-0047	12.56	Board of Selectmen	Fair			RA	Temporary	Includes Water Dept land. Water supply and wells are out of operation due to pollutants. Furbish Pond is a rare quaking bog.
Gordon Rd / Sandspur Ln	11 SHENANDO AH RD	004-0111	0.32	Board of Selectmen	Unknown	Unknown		RA	Permanent	Primarily wetlands and floodplain. Suggested as possible nature lab site for nearby Little School.
Martins Pond	16 HOLLYWOOD TER	008-0006	0.21	Board of Selectmen	Unknown	Unknown		RB	Temporary	Predominantly wetlands and aquifer recharge areas. Some frontage on Martins Pond and Martins Brook.
Martins Pond	28 ALGONQUI N RD	008-0018	0.09	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	30 ALGONQUI N RD	008-0019	0.22	Board of Selectmen	Unknown	Unknown		RB	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Martins Pond	25 ALGONQUIN RD	008-0020	0.21	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	22 BROOKSDALE RD	008-0030	0.15	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	19 BROOKSDALE RD	008-0031	0.36	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	17 BROOKSDALE RD	008-0032	0.41	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	15 BROOKSDALE RD	008-0033	0.55	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	13 BROOKSDALE RD	008-0034	0.14	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	11 BROOKSDALE RD	008-0035	0.09	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	3 FIELDCREST TER	008-0036	0.29	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	21 EVERGREEN TER	008-0045	0.14	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	18 OLD ANDOVER RD	008-0054	0.16	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	23 OLD ANDOVER RD	008-0056	0.70	Board of Selectmen	Unknown	Unknown		RB	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Martins Pond	4 BRENTWOOD RD	008-0058	0.31	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	9 LAURELTON RD	008-0065	0.52	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	2 LAURELTON RD	008-0066	0.36	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	3 BELLEFLOWER RD	008-0078	0.07	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	2 BELLEFLOWER RD	008-0079	0.33	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	2 HAWTHORNE TER	008-0093	0.26	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	7 EVERGREEN TER	008-0099	0.35	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	2 EVERGREEN TER	008-0100	0.03	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	4 EVERGREEN TER	008-0101	0.10	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	86 BURROUGH SRD	008-0144	5.20	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	74 BURROUGH SRD	008-0145	0.83	Board of Selectmen	Unknown	Unknown		RB	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Martins Pond	17 AUDUBON RD	008-0188	0.22	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	5 AUDUBON RD	008-0193	0.03	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	89 BURROUGH S RD	008-0194	0.02	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	91 BURROUGH S RD	008-0195	0.08	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	14 AUDUBON RD	008-0197	0.07	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	21 PARKVIEW TER	008-0204	0.04	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	8 AUDUBON RD	008-0209	0.60	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	16 EDGEWOOD D TER	008-0221	0.18	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	13 EDGEWOOD D TER	008-0224	0.07	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	1 EDGEWOOD D TER	008-0230	0.04	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	8 HOMESTEAD D TER	008-0234	0.11	Board of Selectmen	Unknown	Unknown		RB	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Martins Pond	10 HOMESTEAD TER	008-0235	0.07	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	14 HOMESTEAD TER	008-0237	0.07	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	18 HOMESTEAD TER	008-0239	0.07	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	20 HOMESTEAD TER	008-0240	0.31	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	19 HOMESTEAD TER	008-0241	1.00	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	15 HOMESTEAD TER	008-0242	0.04	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	13 HOMESTEAD TER	008-0243	0.04	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	13 PLEASANT VIEW TER	008-0245	0.35	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	22 OAKHURST TER	008-0257	0.06	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	16 OAKHURST TER	008-0258	0.14	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	14 OAKHURST TER	008-0271	0.05	Board of Selectmen	Unknown	Unknown		RB	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Martins Pond	18 OAKHURST TER	008-0272	0.07	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	20 OAKHURST TER	008-0274	0.04	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	54 OLD ANDOVER RD	009-0001	0.73	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	7 WOLF RD	009-0004	0.21	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	5 WOLF RD	009-0005	0.67	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	0 NORTH OF RTE 125	009-0019	0.42	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	3 PHILLIS TER	009-0021	0.17	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	8 NUSKA TRL	009-0035	0.08	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	6 NUSKA TRL	009-0036	0.14	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	4 NUSKA TRL	009-0037	0.14	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	0 OLD ANDOVER RD	009-0045	0.06	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	55 OLD ANDOVER RD	009-0054	0.18	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	57 OLD ANDOVER RD	009-0057	0.10	Board of Selectmen	Unknown	Unknown		RB	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Martins Pond	1 BEAR RD	009-0058	0.06	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	8 HIGHLAND TER	009-0064	1.00	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	9 RAHNDEN TER	009-0103	0.05	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	2 HIGHLAND TER	009-0110	0.07	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	4 HIGHLAND TER	009-0111	0.18	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	10 RAHNDEN TER	009-0129	1.10	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	11 RAHNDEN TER	009-0130	0.06	Board of Selectmen	Unknown	Unknown		RB	Temporary	
Martins Pond	61 N OLD ANDOVER RD	009-0131	0.03	Board of Selectmen	Unknown	Unknown		RB	Temporary	
North Parish Park	248 PARK ST	036-0033	0.50	Board of Selectmen	Good	Passive		RA	Temporary	Park on Park St includes picnic area and open meadow on Ipswich River. Originally site of DPW garage. Improved by Girl Scouts. Abuts abandoned railroad bed and extends to Ipswich River Park.
North Parish Park	254 PARK ST	036-0034	0.84	Board of Selectmen	Good	Passive		LB	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
North Parish Park	16 CENTRAL ST	041-0025	0.73	Board of Selectmen	Good	Passive		RA	Permanent	
North Parish Park	236 PARK ST	042-0012	0.95	Board of Selectmen	Good	Passive		LB	Temporary	
Putnam House	27 BOW ST	054-0063	1.30	Board of Selectmen	Good			C	Temporary	House dates to 1718. Nat'l Historic Register site.
Swan Pond	0 SWAN POND AREA	070-0032	0.72	Board of Selectmen	Unknown	Unknown		RR	Permanent	Conservation lands about school-owned parcel and other town-owned land. Identified in past as possible school site and possible reservoir site. Potential linkage from Harold Parker State Forest extending to Ipswich River. Includes cranberry bog in Mill Meadow area.
Swan Pond	0 SWAN POND AREA	072-0035	65.86	Board of Selectmen	Unknown	Unknown		RD	Permanent	
Swan Pond	0 ADAM ST	080-0005	0.31	Board of Selectmen	Unknown	Unknown		RD	Permanent	
Town Common and Third Meeting House	155 PARK ST	054-0003	2.40	Board of Selectmen	Good	Passive		LB	Temporary	Constructed in 1713 as Reading Town Common. Meeting house dates to 1829.
Town Hall / Murphy Field	235 NORTH ST	014-0012	7.50	Board of Selectmen	Fair	Active		RB	Temporary	Former Murphy School, now Town Hall. Includes athletic field.
	1 EXT REDMOND AVE	003-0023	0.49	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	1 JILL CIR	003-0067	0.33	Board of Selectmen	Unknown	Unknown		RA	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	4 JILL CIR	003-0078	0.49	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	9 GRANT ST	005-0014	0.22	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	3 COLD SPRING RD	005-0055	0.91	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 MACARTHUR RD	005-0065	0.58	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	4 HIGH ST	005-0074	0.17	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 COLD SPRING RD	005-0091	0.59	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 BACK RIVER LOT	006-0001	7.80	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	96 R LOWELL RD	006-0003	2.00	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	10 ALGONQUIN RD	008-0134	0.08	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	12 HOMESTEAD TER	008-0236	0.11	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	16 HOMESTEAD TER	008-0238	0.11	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	0 ANDOVER LINE	011-0005	0.17	Board of Selectmen	Unknown	Unknown		HB	Temporary	
	0 BATCHELDER AVE	012-0052	0.02	Board of Selectmen	Unknown	Unknown		HB	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	322 MAIN ST	012-0149	0.03	Board of Selectmen	Unknown	Unknown		HB	Temporary	
	304 MAIN ST	012-0152	0.07	Board of Selectmen	Unknown	Unknown		HB	Temporary	
	302 MAIN ST	012-0153	0.03	Board of Selectmen	Unknown	Unknown		HB	Temporary	
	4 BURROUGH S RD	013-0081	0.24	Board of Selectmen	Unknown	Unknown		HB	Temporary	
	9 ELMA RD	013-0085	0.11	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	11 ELMA RD	013-0086	0.11	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	6 ELMA RD	013-0093	0.17	Board of Selectmen	Unknown	Unknown		HB	Temporary	
	6 WILMA RD	013-0099	0.14	Board of Selectmen	Unknown	Unknown		HB	Temporary	
	7 SAINT THERESA ST	013-0101	0.20	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	17 SULLIVAN RD	013-0121	0.49	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	0 WILMA RD	013-0131	0.16	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	9 PATLEY RD	014-0088	0.24	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	196 MAIN ST	014-0119	0.62	Board of Selectmen	Unknown	Unknown		HB	Temporary	
	0 NORTH ST	014-0131	0.04	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	9 OAK AVE	014-0132	0.38	Board of Selectmen	Unknown	Unknown		RB	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	196 A MAIN ST	014-0141	0.14	Board of Selectmen	Unknown	Unknown		HB	Temporary	
	0 OFF ABBOTT RD	015-0057	3.80	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	8 ACRES BLVD	017-0001	0.09	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 BARBERRY COR	017-0028	0.18	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	1 BARBERRY RD	017-0029	0.11	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	38 NUTTER RD	017-0053	0.33	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	436 PARK ST	018-0030	0.12	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	6 WEST ST	018-0032	0.05	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	8 WEST ST	018-0033	0.05	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	10 WEST ST	018-0034	0.19	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	14 WEST ST	018-0035	0.10	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	16 WEST ST	018-0036	0.10	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	18 WEST ST	018-0037	0.68	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	19 WEST ST	018-0038	0.50	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	13 WEST ST	018-0039	0.04	Board of Selectmen	Unknown	Unknown		RA	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	5 WEST ST	018-0040	0.85	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	3 WEST ST	018-0041	0.10	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	7 BELLEVUE AVE	018-0044	0.40	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 PARK & SOUTHWICK	018-0071	0.06	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 OFF NICHOLS ST	025-0042	2.00	Board of Selectmen	Unknown	Unknown		HB	Temporary	
	180 MAIN ST	025-0098	0.03	Board of Selectmen	Unknown	Unknown		HB	Temporary	
	17 PLYMOUTH ST	026-0014	0.72	Board of Selectmen	Unknown	Unknown		HB	Temporary	
	17 R FRANCIS ST	026-0077	0.29	Board of Selectmen	Unknown	Unknown		HB	Temporary	
	0 OFF NORTH ST	026-0080	1.10	Board of Selectmen	Unknown	Unknown		HB	Temporary	
	182 MAIN ST	026-0097	0.01	Board of Selectmen	Unknown	Unknown		HB	Temporary	
	49 SHADY HILL DR	028-0050	1.13	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	47 SHADY HILL DR	028-0051	0.92	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 WESTWARD CIR	031-0078	4.14	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	22 APPIAN WAY	032-0032	0.48	Board of Selectmen	Unknown	Unknown		RA	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	70 NORTH ST	032-0035	0.05	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	2 GARDEN RD	033-0033	0.90	Board of Selectmen	Unknown	Unknown		RA	Permanent	
	3 GARDEN RD	033-0034	0.20	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	10 CHERRY ST	033-0053	0.96	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	1 FOURTH ST	033-0054	0.44	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	2 FOURTH ST	033-0061	0.45	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	3 THIRD ST	033-0063	0.46	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	16 THIRD ST	033-0069	0.50	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	10 CAMERON RD	034-0026	0.24	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	12 CAMERON RD	034-0027	0.13	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	16 CAMERON RD	034-0029	0.13	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	9 CAMERON RD	034-0032	0.11	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	7 CAMERON RD	034-0033	0.11	Board of Selectmen	Unknown	Unknown		RA	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	5 CAMERON RD	034-0034	0.11	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	12 PILGRIM ST	034-0039	0.80	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	16 HARRIS RD	035-0015	0.11	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	18 HARRIS RD	035-0016	0.81	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	19 HARRIS RD	035-0018	0.11	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	17 HARRIS RD	035-0019	0.17	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	15 HARRIS RD	035-0020	0.06	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	11 HARRIS RD	035-0022	0.11	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	9 HARRIS RD	035-0023	0.23	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	14 QUIMBY RD	035-0028	0.48	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	16 QUIMBY RD	035-0029	0.23	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	18 QUIMBY RD	035-0030	0.23	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	20 QUIMBY RD	035-0031	0.24	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	19 QUIMBY RD	035-0033	0.11	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	12 STEVENS RD	035-0037	0.23	Board of Selectmen	Unknown	Unknown		RA	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	0 OFF CEDAR ST	037-0001	13.70	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	35 A CEDAR ST	037-0012	0.09	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	57 HAVERHILL ST	040-0067	4.40	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	5 CENTRAL ST	041-0034	0.97	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	21 BLISS RD	042-0063	0.29	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	19 BLISS RD	042-0064	0.11	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	15 BLISS RD	042-0066	0.23	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	19 SHERMAN RD	042-0072	0.47	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	14 IVY ST	042-0076	0.29	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	17 IVY ST	042-0080	0.14	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	16 MEADE RD	042-0086	0.08	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	9 BLISS RD	042-0107	0.11	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	8 DODGE RD	042-0123	0.17	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	9 DEVENS RD	042-0125	0.17	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	8 DEVENS RD	042-0128	0.11	Board of Selectmen	Unknown	Unknown		RB	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	230 PARK ST	042-0146	0.46	Board of Selectmen	Unknown	Unknown		LB	Temporary	
	10 DODGE RD	042-0152	0.11	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	4 MAPLE RD	043-0002	0.36	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	27 LEE RD	043-0007	0.22	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	25 LEE RD	043-0008	0.14	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	23 LEE RD	043-0009	0.22	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	20 JUNIPER RD	043-0013	0.14	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	44 OAKDALE RD	043-0031	0.39	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	46 OAKDALE RD	043-0032	0.07	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	50 OAKDALE RD	043-0034	0.07	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	55 OAKDALE RD	043-0046	0.97	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	4 JUNIPER RD	043-0053	0.63	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	7 JANICE AVE	045-0007	0.46	Board of Selectmen	Unknown	Unknown		RA	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	3 A COLONIAL HILL DR	045-0090	0.47	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	1 GEORGE ROOT WAY	045-0095	0.09	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	11 FOLEY DR	052-0081	0.92	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	16 STRAWBERRY LN	052-0091	1.24	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 LINDOR RD	052-0093	0.52	Board of Selectmen	Unknown	Unknown		RR	Temporary	
	0 HAVERHILL ST	053-0037	0.29	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 OFF DUANE DR	053-0115	1.20	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	21 WILLOW ST	054-0039	4.10	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	19 WILLOW ST	054-0040	0.36	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	17 WILLOW ST	054-0041	0.60	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	15 WILLOW ST	054-0042	0.31	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	11 WILLOW ST	054-0043	0.85	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	7 WILLOW ST	054-0044	0.46	Board of Selectmen	Unknown	Unknown		RB	Temporary	
	21 BOW ST	054-0065	0.34	Board of Selectmen	Unknown	Unknown		LB	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	147 PARK ST	054-0067	0.28	Board of Selectmen	Unknown	Unknown		LB	Temporary	
	145 PARK ST	054-0068	0.23	Board of Selectmen	Unknown	Unknown		LB	Temporary	
	156 PARK ST	054-0126	1.40	Board of Selectmen	Unknown	Unknown		LB	Temporary	
	0 PARK ST	054-0139	0.05	Board of Selectmen	Unknown	Unknown		LB	Temporary	
	12 PARSONAGE LN	055-0015	4.20	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 HAVERHILL ST	055-0022	0.23	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 RAILROAD AVE	055-0023	0.93	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 RAILROAD AVE	055-0024	0.16	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 RAILROAD AVE	055-0074	0.17	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	3 CARPENTER DR	056-0062	9.12	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	7 BOXWOOD RD	056-0090	0.09	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 OFF HICKORY LN	057-0071	0.10	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 OFF HICKORY LN	057-0093	1.00	Board of Selectmen	Unknown	Unknown		RA	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	7 RUST LN	060-0042	5.30	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 WILLIAMS RD	061-0069	0.25	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	2 MALM RD	068-0010	0.11	Board of Selectmen	Unknown	Unknown		RR	Temporary	
	6 MALM RD	068-0013	0.24	Board of Selectmen	Unknown	Unknown		RR	Temporary	
	4 FOREST ST	068-0017	0.06	Board of Selectmen	Unknown	Unknown		RR	Temporary	
	11 FOREST ST	069-0002	0.12	Board of Selectmen	Unknown	Unknown		RR	Temporary	
	6 FOREST ST	069-0005	0.27	Board of Selectmen	Unknown	Unknown		RR	Temporary	
	15 ESSEX ST	070-0001	13.90	Board of Selectmen	Unknown	Unknown		RD	Temporary	
	3 LINCOLN ST	070-0008	0.13	Board of Selectmen	Unknown	Unknown		RD	Temporary	
	2 LINCOLN ST	070-0014	0.28	Board of Selectmen	Unknown	Unknown		RD	Temporary	
	7 WOOD ST	070-0024	0.31	Board of Selectmen	Unknown	Unknown		RD	Temporary	
	10 ESSEX ST	070-0027	0.11	Board of Selectmen	Unknown	Unknown		RD	Temporary	
	8 ESSEX ST	070-0028	5.38	Board of Selectmen	Unknown	Unknown		RD	Temporary	
	0 OFF ESSEX ST	070-0029	0.07	Board of Selectmen	Unknown	Unknown		RD	Temporary	
	4 ESSEX ST	070-0030	0.06	Board of Selectmen	Unknown	Unknown		RD	Temporary	
	3 SHASTA DR	074-0093	0.90	Board of Selectmen	Unknown	Unknown		RR	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	158 ELM ST	075-0002	0.23	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	160 ELM ST	075-0003	0.70	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 LYNNFIELD LINE	075-0050	0.07	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 OFF BIGHAM RD	075-0053	0.78	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 LYNNFIELD LINE	076-0017	1.40	Board of Selectmen	Unknown	Unknown		RR	Temporary	
	45 RIVERSIDE DR	077-0008	0.29	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	5 RIVERSIDE DR	078-0009	0.27	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	27 RIVERSIDE DR	078-0019	0.21	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	38 RIVERSIDE DR	078-0022	0.20	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	3 LYNN ST	078-0026	0.45	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	2 LYNN ST	078-0027	0.10	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	58 ELM ST	078-0054	0.46	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 SWAN POND RD	081-0015	8.00	Board of Selectmen	Unknown	Unknown		RD	Temporary	

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
	0 SWAN POND AREA	082-0001	0.70	Board of Selectmen	Unknown	Unknown		RD	Temporary	
	0 GILLIS DR	085-0057	0.15	Board of Selectmen	Unknown	Unknown		RA	Temporary	
	0 MIDDLETON LINE	086-0001	0.25	Board of Selectmen	Unknown	Unknown		RA	Permanent	
DPW Facility	166 CHESTNUT ST	036-0065	10.18	DPW	Fair			RA	Unprotected	DPW garage and surrounding wetland. Abuts Town conservation and athletic fields
DPW Facility	166 LEASE CHESTNUT ST	036-0066	45.49	DPW	Fair			RA	Unprotected	
DPW Facility	0 CEDAR ST	037-0010	0.23	DPW	Fair			RA	Unprotected	

Table 21: Water Department Properties

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Central St Wellfield	246 CENTRAL ST	029-0002	12.10	Water Dept	Good			RA	Temporary	Abuts conservation land along Skug River
Furbish Pond / Stickney Well	0 WILMINGTON LINE	003-0044	4.90	Water Dept	Fair			RA	Temporary	Water supply and wells are out of operation due to pollutants. Furbish Pond is a rare quaking bog.
Martins Pond	82 OLD ANDOVER RD	009-0013	0.73	Water Dept	Unknown	Unknown		RB	Temporary	Predominantly wetlands and aquifer recharge areas. Some frontage on Martins Pond and Martins Brook.

Name	Address	Map / Lot	Size (Acres)	Manager	Condition	Recreation Potential	State Grant Used	Zoning	Degree of Protection	Current Use / Description
Martins Pond	66 LAKESIDE BLVD	009-0065	12.40	Water Dept	Good			RB	Temporary	
Martins Pond	63 LAKESIDE BLVD	009-0079	0.31	Water Dept	Good			RB	Temporary	
Moose Hill Water Tower	0 OFF NORTH ST	027-0014	0.31	Water Dept	Good			RA	Temporary	Scenic viewpoint
Tower Hill Water Tower	0 TOWER HILL RD	043-0078	0.69	Water Dept	Good			RA	Temporary	
	0 COLD SPRING RD	005-0090	1.73	Water Dept	Unknown	Unknown		RA	Temporary	

Appendix B: Chapter 61, 61A, 61B Lands

Address	Map / Lot	Size (Acres)
25 HAVERHILL ST	039-0007	0.46
27 HAVERHILL ST	039-0006	0.46
14 CONCORD ST	018-0015	13.1
21 HAVERHILL ST	039-0009	0.46
23 HAVERHILL ST	039-0008	0.46
15 HAVERHILL ST	039-0010	44.1
33 HAVERHILL ST	040-0072	0.2
12 UPTON AVE	040-0037	5.88

Appendix C: Lands Owned by Other Towns












Address	Map / Lot	Size (Acres)	Owner
0 OFF PARK ST	061-0066	1.1	DANVERS TOWN OF
0 OFF ELM ST	062-0039	0.1	DANVERS TOWN OF
198 ELM ST	062-0040	0.7	DANVERS TOWN OF
199 ELM ST	062-0062	5.5	DANVERS TOWN OF
0 SWAN POND AREA	080-0002	0.7	DANVERS TOWN OF
0 SWAN POND AREA	080-0001	33.8	DANVERS TOWN OF
0 SWAN POND RD	072-0008	6.0	DANVERS TOWN OF
0 SWAN POND AREA	071-0012	1.0	DANVERS TOWN OF
0 SWAN POND AREA	071-0008	50.1	DANVERS TOWN OF
118 ELM ST	076-0003	0.2	LYNN CITY OF
4 MILL ST	021-0001	0.9	READING TOWN OF
15 MILL ST	021-0007	0.6	READING TOWN OF
166 R-I CHESTNUT ST	037-0011	5.5	READING TOWN OF

Appendix D: State-Owned Properties

Name	Location	Map / Lot	Size (Acres)	Owner
Camp Curtis Guild	0 OFF HICKORY LN	057-0092	26.9	MA National Guard
Harold Parker State Forest	351 R HAVERHILL ST	047-0033	10.7	MA DCR
Harold Parker State Forest	133 MARBLEHEAD ST	050-0002	45.6	MA DCR
Harold Parker State Forest	138 MARBLEHEAD ST/DCR	050-0005	97.5	MA DCR
Harold Parker State Forest	10 SALEM ST	068-0002	61.6	MA DCR
Harold Parker State Forest	21 SALEM ST	068-0004	23.1	MA DCR

Appendix E: Survey Summary

















1. What do you think are the most important goals related to the Town's open space and recreation spaces? Please pick up to 3 goals from the following list that you think should be highest priority for the next 5 to 10 years.

		Response Percent	Response Count
Provide a range of recreational opportunities for all residents.		50.6%	90
Maintain high quality recreational programs and services.		44.4%	79
Protect public drinking water supplies.		42.7%	76
Preserve and restore natural resources.		33.7%	60
Protect the Town's scenic areas.		19.7%	35
Protect undeveloped areas.		39.3%	70
Expand and improve access to public open space and recreation areas.		23.0%	41
Improve access for the disabled to recreation facilities and programs.		6.7%	12
Create connections between existing public open space areas.		13.5%	24
Provide opportunities for residents to interact with / observe nature on a regular basis.		15.2%	27
Other (please specify)		3.9%	7
		answered question	178
		skipped question	1

Question 1 Open Ended**Other (please specify)**

- | | |
|---|---|
| 1 | All of the above |
| 2 | development of trails and maps for former railroad bed (rail trail - need bridge), Eisenhaure Park, and Boy Scout land) - link to other towns |
| 3 | Rail trail, or it's equivalent, connecting at least from Route 28 to Haverhill St through the Ipswich River Park. Extending out to Middleton would be even better!
Connecting north to Harold Parker would be great too! |
| 4 | City Sewer |
| 5 | Build rec center |
| 6 | Increase the town's walkability |
| 7 | keep off road vehicles away from the path behind ipswitch river |

2. What do you think are the most important projects or facility improvements for open space and recreation areas over the next 5 to 10 years? Please pick up to 3 from the following list that you think should be highest priority. As you answer these questions, please keep in mind that while grants, donations, user fees, and partnerships can offset costs, it is likely additional Town funds would be required.

		Response Percent	Response Count
Focus on improving / maintaining existing recreational areas and facilities		52.0%	92
Add trails and paths		29.4%	52
Add on-road bike lanes		18.6%	33
Add sports fields / courts		8.5%	15
Protect more open space / conservation land		37.9%	67
Provide more water-access points for canoes/kayaks		11.3%	20
Provide more bird-watching and wildlife-viewing areas		10.7%	19
Add more picnic areas		2.8%	5
Add playgrounds or play structures		12.4%	22
Explore providing designated location for dogs off-leash		23.2%	41
Provide an indoor athletic / recreation facility		32.2%	57
Expand recreational programs for adults		9.0%	16
Expand recreational programs for youth		12.4%	22
Expand recreational programs for seniors (65+)		2.8%	5
Explore opportunities for adding community gardens		13.0%	23
Other (please specify)		7.3%	13
answered question			177
skipped question			2

Question 2	Other (please specify)
1	side walks to recreation areas on public roads
2	I would focus mostly on keeping what we have in good condition and running well. I don't see a need to expand what is offered. There are plenty of local places to go to get most of what we don't have - like Harold Parker has a lot of these.
3	The town should consider using the public golf course for cross country skiing during the winter. Similar to what Weston does for their course.
4	Fix up skateboard park
5	Camping opportunities
6	Add Dirtbike trails and paths
7	I would like to see a community residents only swimming pool at Ipswich River Park
8	a splash park would be a wonderful addition
9	trails and paths (view nature) Ipswich river park.
10	Add sidewalks
11	Expand OUTDOOR recreational programs for adults
12	Town Sewer
13	Provide sidewalks from Reading/North Reading line on Haverhill Street to Ipswich River Park

3. Please indicate how often you visit the recreational areas listed below (refer to the map on the preceding page to find out where these are located). Then, rate how satisfied you are with the site overall. In rating your level of satisfaction, consider whether each site is adequate for the intended uses, as well as the general appearance and upkeep, and the overall quality of your experience. Please note, both public (state and local) and private parks are listed. (5 = highest quality, 1 = lowest quality)

Number of times use annually

	0 (never or less than yearly)	1 to 5 times per year	6 to 11 times per year	12 to 24 times per year	25 to 36 times per year	37 to 52 times per year	More than 52 times	Response Count
Batchelder School (1)	56.8% (71)	21.6% (27)	9.6% (12)	2.4% (3)	4.0% (5)	0.8% (1)	4.8% (6)	125
Benevento Memorial Field (2)	73.1% (87)	6.7% (8)	3.4% (4)	10.1% (12)	5.0% (6)	0.8% (1)	0.8% (1)	119
Chestnut Street Complex (3)	40.8% (51)	25.6% (32)	14.4% (18)	7.2% (9)	8.0% (10)	3.2% (4)	0.8% (1)	125
Clarke Park (4)	47.9% (58)	33.9% (41)	9.1% (11)	6.6% (8)	0.8% (1)	0.8% (1)	0.8% (1)	121
Eisenhaures Pond Park (5)	87.1% (101)	6.0% (7)	1.7% (2)	0.9% (1)	2.6% (3)	0.0% (0)	1.7% (2)	116
Harold Parker State Forest (6)	27.8% (37)	35.3% (47)	12.8% (17)	9.8% (13)	7.5% (10)	3.8% (5)	3.0% (4)	133
Ipswich River Park (7)	2.0% (3)	14.2% (21)	14.9% (22)	29.1% (43)	16.9% (25)	11.5% (17)	11.5% (17)	148
Ives Memorial Forest (8)	86.3% (101)	9.4% (11)	2.6% (3)	1.7% (2)	0.0% (0)	0.0% (0)	0.0% (0)	117
Hillview Country Club (9)	45.5% (55)	38.0% (46)	9.9% (12)	5.8% (7)	0.8% (1)	0.0% (0)	0.0% (0)	121
Hood School (10)	68.4% (78)	14.9% (17)	3.5% (4)	7.0% (8)	0.9% (1)	0.9% (1)	4.4% (5)	114
High School / Middle School (11)	47.8% (55)	24.3% (28)	13.0% (15)	2.6% (3)	7.0% (8)	2.6% (3)	2.6% (3)	115
Arthur J. Kenney Field (12)	61.1% (69)	22.1% (25)	8.8% (10)	3.5% (4)	4.4% (5)	0.0% (0)	0.0% (0)	113













Little School (13)	64.1% (75)	16.2% (19)	7.7% (9)	3.4% (4)	5.1% (6)	0.9% (1)	2.6% (3)	117
Mullin Recreation Park (14)	67.5% (77)	16.7% (19)	7.0% (8)	5.3% (6)	0.9% (1)	0.9% (1)	1.8% (2)	114
North Parish Park (15)	89.4% (101)	8.0% (9)	1.8% (2)	0.9% (1)	0.0% (0)	0.0% (0)	0.0% (0)	113
Park St. Field (16)	90.3% (102)	6.2% (7)	2.7% (3)	0.9% (1)	0.0% (0)	0.0% (0)	0.0% (0)	113
Town Common (17)	21.1% (26)	50.4% (62)	20.3% (25)	6.5% (8)	0.8% (1)	0.0% (0)	0.8% (1)	123
Town Hall field (18)	67.8% (80)	17.8% (21)	8.5% (10)	4.2% (5)	0.8% (1)	0.8% (1)	0.0% (0)	118

Quality of Experience

	5 (high quality)	4 (medium-high quality)	3 (neutral)	2 (medium-low quality)	1 (low quality)	Response Count
Batchelder School (1)	43.5% (27)	32.3% (20)	17.7% (11)	1.6% (1)	4.8% (3)	62
Benevento Memorial Field (2)	30.2% (13)	32.6% (14)	25.6% (11)	2.3% (1)	9.3% (4)	43
Chestnut Street Complex (3)	16.7% (12)	50.0% (36)	25.0% (18)	5.6% (4)	2.8% (2)	72
Clarke Park (4)	11.6% (8)	39.1% (27)	29.0% (20)	14.5% (10)	5.8% (4)	69
Eisenhaures Pond Park (5)	6.5% (2)	22.6% (7)	45.2% (14)	9.7% (3)	16.1% (5)	31
Harold Parker State Forest (6)	37.2% (35)	33.0% (31)	22.3% (21)	5.3% (5)	2.1% (2)	94
Ipswich River Park (7)	50.7% (68)	43.3% (58)	3.7% (5)	0.7% (1)	1.5% (2)	134
Ives Memorial Forest (8)	7.1% (2)	17.9% (5)	64.3% (18)	0.0% (0)	10.7% (3)	28
Hillview Country Club (9)	26.8% (19)	33.8% (24)	29.6% (21)	7.0% (5)	2.8% (2)	71
Hood School (10)	13.0% (6)	17.4% (8)	52.2% (24)	13.0% (6)	4.3% (2)	46

High School / Middle School (11)	12.7% (8)	25.4% (16)	25.4% (16)	23.8% (15)	12.7% (8)	63
Arthur J. Kenney Field (12)	42.0% (21)	26.0% (13)	28.0% (14)	0.0% (0)	4.0% (2)	50
Little School (13)	8.0% (4)	28.0% (14)	36.0% (18)	20.0% (10)	8.0% (4)	50
Mullin Recreation Park (14)	10.4% (5)	27.1% (13)	45.8% (22)	12.5% (6)	4.2% (2)	48
North Parish Park (15)	10.7% (3)	25.0% (7)	50.0% (14)	7.1% (2)	7.1% (2)	28
Park St. Field (16)	6.9% (2)	17.2% (5)	55.2% (16)	0.0% (0)	20.7% (6)	29
Town Common (17)	20.4% (19)	37.6% (35)	28.0% (26)	9.7% (9)	4.3% (4)	93
Town Hall field (18)	8.0% (4)	22.0% (11)	30.0% (15)	22.0% (11)	18.0% (9)	50
answered question						154
skipped question						25

**4. For those sites on the list above that you use infrequently or gave a low satisfaction rating what are some reasons you don't use them or are not satisfied with the experience?
(Please check ALL that apply)**

		Response Percent	Response Count
Site is not easily accessible by walking or biking from my home		22.6%	31
There isn't enough parking available		9.5%	13
Poor condition or maintenance		19.7%	27
Site doesn't fit my recreational interests / needs		54.7%	75
Lack of restrooms		19.7%	27
Safety concerns		5.8%	8
Crowding / too many people		0.7%	1
Size of park / amount of space available		6.6%	9
Lack of accommodation / accessibility for disabilities		3.6%	5
Don't know where that particular site is located		35.0%	48
Needs are met by other locations		37.2%	51
Other (please specify)		16.1%	22
		answered question	137
		skipped question	42










Question 4	Other (please specify)
1	we just moved to North Reading - i marked the parks we expect to visit in the future but cannot assume anything more detailed.
2	the Harold Parker State Forest needs to have basic maintenance: provide parking, open swimming areas on ponds, provide trashcans, clear fallen branches off trails, mark trees with paint or signage to recognize trails etc...
3	I would like to visit Eisenhaures Pond Park, however I do not know if there are any trails or access points. I would love to see passive recreation development of the Smith property.
4	Mullin Park needs a playground!!!
5	Not good signage for Eisenhaures Pond Park.
6	My children have outgrown parks
7	Don't live in north reading yet. Moving there in two months.
8	Kids spot needs to be updated and have a port a potty. Little school is fair but again, a little outdated.
9	old play structures, filthy sandboxes
10	No food or drink available at River Park.
11	I am very nervous at KidsSpot. I do not feel it is safe for small children at all. Between the structures and proximity to a busy street, it is loaded with dangers for small children. Also, the grounding is really bad for germs and is disgusting. I am sad to admit that I will not let my child play here. Clarke Park scares me to do the element of kids who tend to congregate there. The needles found there also scare me. The second slide that is very high is totally unsafe for small children,
12	Chestnut St athletic fields in great shape but trails in woods behind field overgrown, downed trees and dangerous old tree "fort"
13	Used to visit Park Street Field several times a week when it was the dog park. Would visit any site that was turned into a dog park at least 3 times/week.
14	A lot are for young children of which I have none.
15	Access to resource is limited/restricted, largely due to private development of surrounding land.
16	I dont understand why you pay a user fee for softball to use the little school yet parks and recs does not maintain it. This is BULLSHIT
17	Drainage at Kenney Field is poor. Town Hall field could use some landscaping attention.
18	Don't offer what I am looking for
19	Mullin Recreation Park is a great field for team activities, however it is a challenge to get there if I want to walk or bike. I find myself driving there even though it is near my home. Also, it would be great if there was some sort of play area for children.
20	not a resident, town employee
21	Would prefer a park where we can have our dogs off-leash.
22	No children as of yet so we haven't used a lot of the these areas.

Q5	Is there facility in a nearby community that you frequent that you'd like to have in North Reading? Please explain.
1	Drummond-North Andover
2	I will say the opposite is true: a friend once remarked that Andover needs a place like Ipswich River Park.
3	Senior Center/Community Area
4	Plumb Island. It's nice because there are no dogs allowed. And also you can ride your bike on the road there. YMCA in Reading, would be nice to have indoor facility/gym that also had a pool that school and residents could use. But only if affordable. May have to wait awhile until a few years after new schools are built.
5	Pedestrian path around spot pond in Melrose and the lake in Wakefield.
6	we understand that Wakefield has a large open area for dogs off-leash. We would love to have a place like this in North Reading.
7	I would like a fenced in area for off leash dogs.
8	Yes. Danvers Bike trail
9	No
10	the AVIS trails on route 28 in Andover, the Breakheart facility off Route 1, the Minuteman Park in Concord, the Ward Hill area in Andover.
11	Indoor recreation/play facility for kids. I'd like to see a bike path/bike lanes for alternative travel and connection of recreation areas. We NEED more sidewalks that are kept clear in the winter. Rail trail on the old railroad bed.
12	Weston ski track during winter
13	Someplace that has swimming lessons.
14	Minuteman Bike Path - would like a similar path in NR
15	Ice Rink
16	Yes! Many of the surrounding communities have small 'spray parks' that we frequent in the summer months. They appeal to a wide variety of children from infants to pre teens. They are relatively inexpensive and do not require much maintenance or life guards.
17	Burbank Ice Arena (Reading). My two girls love to skate and I would like it to be in our Town, not a neighboring town. For town loyalty and economics we'd like to do everything in North Reading. Unfortunately, that cannot happen in all instances.
18	YMCA
19	Big playground with a fence, like the one in N.Andover. More hiking trails through the woods, like in Harold Parker. 3 season camping. Ice skating.
20	hockey!
21	Indoor recreational facility. Residents need winter / rainy weather recreation. Would love a rail bed type bike walkway with no cars. Would like more education on Harold Parker.
22	Lazer Tag
23	better family hiking trails... a working farm
24	Walking Lake Quanicowitt in Wakefield Stoneham MDC pool in the summer
25	Harold Parker State Forest sections in Andover and North Andover. North Reading portions of HPSF are not as developed for recreational use as the Andover and N Andover sections. Fewer trails in North Reading Sections of HPSF. Existing sections are not used or maintained well (fallen trees). Fewer loops in NR section of HPSF.
26	maybe an ice or roller skating rink
27	Additional Turf Fields
28	Current Mix is good for my needs
29	walking or bike trail like in peabody
30	indoor hockey rink
31	The Fells Reservation - for the variety of hiking trails and options.
32	IRP

33	We love the spray park at the reading Y We love the Melrose common (playground and court area w/ lots of ride on / push toys)
34	Outdoor skating rinks in the winter. More winter gym space for school kids and teens.
35	nicer restaurant, nice gym
36	Rail trail/connecting paths. East/west from Route 28 to Haverhill St at least, to Middleton's path would be even better. Connect through Ipswich River park. Link path to Ryer's. :)
37	The town would benefit by having an indoor skating/recreational facility.
38	Path from Lynn fells to hockey rink in stoneham/melrose. Has pull up bar, sit up bench etc at the end by rink for public use
39	Water park
40	YMCA. Indoor courts (basketball) and swimming pool
41	Andover YMCA. North Reading has no indoor community recreational facility. This is especially important during the winter, when it may be hard to do recreational/fitness activities outside.
42	Splash Park (go to nearby towns). Better tennis courts (the ones at Birch Meadow are amazing).
43	Endicott Park in Danvers is amazing. Obviously beyond north readings current resources, but a model for enhancements at IRP or elsewhere. It would also be nice to use town buildings (library, building on the commons) as a community center such as the Hamilton Wenham community center to bring in someone such as the Music Man (children's musician). They do this at the reading library and you can barely get in the door it's so crowded.
44	Trails in fells. Kayak in Cambridge.
45	Hoods Pond in Topsfield. It would be great if there was somewhere to swim in North Reading.
46	We frequent Penguin Park and the playground(s) at the lake in wakefield. Wakefield offers, new, well maintained, safe equipment.
47	I would love a rec center esp with activities for teens. Research has shown this can reduce a drug problem in a town where there is not much to do.
48	Penguin Park, Andover Drummond Park, North Andover
49	There is no indoor playground, private or public, in North Reading. We regularly visit indoor playgrounds in other towns during inclement or cold weather.
50	Danvers Indoor Soccer facility; great indoor facility with multiple sport use. Large, clean, well maintained, organized.
51	No
52	There isn't a particular site that I visit in another town but I would love to see more indoor recreation space for all ages.
53	No
54	None that I ca think of.
55	I really love the tot park on Bankroft Street in Reading Mass. The park is adjacent to REading MEMorial High School's fields. There is ample parking, the structures are safe for children of all ages and it is completely fenced in. There is also rubber mulch for the grounding. I also really like the two playgrounds on LAke Quannapowit in Wakefield. They are also both fenced in, clean, have ample parking, and one park is geared towards older kids and one is geared towards younger kids. One reason I hate going to Ipswich River Park is that 90% of the play structures are completely unsafe for my two year old. Yet, she wants to play with all the other kids. It becomes an extreme safety issue and when I go there to do parks and rec events, I usually have to drag her out kicking and screaming because of having to restrict her use of the play structures. It is sad because it is a beautiful park but I think geared toward children 5 and older.
56	Walk the Lake in Wakefield. Not sure if there is a place to have that large a loop (3.2 miles).
57	Mostly just hiking/bike trails, not one specific site.
58	Rail Trail
59	Love the facilities in Lexington.
60	No.






61	Walking trails where dogs can run off-leash.
62	Canoe and sailboat rental would be great for Harold Parker lakes, like the Community Boating that Boston offers on the Charles River Basin and which Newton offers on the Charles River. Right now the lakes are underutilized in this regard.
63	No
64	N/A
65	peabody rail trail - would like to see more multi-use trails / paths
66	Pool facilities and rec center
67	An Ice Rink
68	an off leach dog park would be great! I have to travel more than 10 miles to enjoy one.
69	It would be nice to have some kind of swimming facility in town. It could be indoor or outdoor seasonal.
70	I often visit a tot lot near a friend's home in Davis Square, Somerville. They have a variety of structures and toys even the smallest toddler can enjoy. They also have a rubberized surface that is easily cleanable and protects the children from injury.
71	The splash park in Reading and Winchester is a fun and inexpensive recreation for children that would be amazing to have in our town. We also use the rail trails located in the surrounding towns quite a bit.
72	I frequent the Y in Reading which is a great adult and child facility. We do not have anything like that in NR. Also, generally I frequent Reading or Andover because the city is a bit more planned for walkers and has a more community feel than ours does. Right now, the town center in NR is beautiful but for those of us closer to Rt 28, we do not have easy access to a high quality open space nor do we have sidewalks to get to them from our side of town. Additionally, most town information is plastered on the sides of the field by the High School so for anyone who has no reason to go into town in that direction, we often have no way of knowing the key events in town.
73	Danvers Indoor Soccer Facility
74	Gym Street - Indoor recreation - gymnastics, exercise, bounce house, etc
75	Lynnfield Middle & High Schools fields/amenities
76	no off hand
77	bike path as in peabody
78	Dog Parks in other towns - Salem, etc.
79	The Lake at Wakefield. Running path is 3 miles in circumference. Ice Skating rink in other towns.
80	public pool

6. What Town actions do you favor to preserve open spaces? (please check all that you support)

		Response Percent	Response Count
Acquire more open space and conservation areas		38.1%	56
Create a fund to acquire and maintain open space		40.1%	59
Educate residents about land conservation issues		46.3%	68
Regulate the intensity of development in natural habitats and environmentally sensitive areas		53.1%	78
Defer taxes on private properties which are currently used for recreation and forest land to encourage continuation of those uses (Chapter 61)		29.3%	43
Dedicate more Town funds for maintenance and upkeep of existing open space and recreation areas		36.1%	53
Adopt the Community Preservation Act		29.3%	43
Increase management of existing conservation lands including opportunities to generate revenue		38.8%	57
Other (please specify)		8.2%	12
answered question			147
skipped question			32

Question 6	Other (please specify)
1	encourage residents use of current open space areas - possibly by establishing town wide events including fundraisers for local non profits (scouts, etc)
2	Establish designated bike lanes and trails on roads and park areas.
3	I'm against any increase in taxes
4	We don't need any more open spaces. Spend our money on education, infrastructure (water & sewer) and widen the trunk roads (Haverhill Street and Route 62).
5	Establish local "Friends of" groups to assist with the maintenance, upkeep, and watch over of larger conservation areas that town budgets can't cover such as Eisenhower pond part, Harold Parker in NR, Ives Mem Forest.
6	i do not support allowing any more low to moderate income housing here. With the drastic reduction in police staff and increase in crime since the development of Edgewood, as much as I like the benefits of the acts, I cannot support the possible costs to the town with this particular aspect of the act.
7	Make the existing public spaces more accessible and better connected by bike paths, walking paths, sidewalks, etc.
8	Interconnect, create wildlife corridors
9	I like to be educated on the Community Preservation Act
10	Identify key/critical access parcels and acquire them now before they are developed and lost. Many have already been lost!
11	Require businesses to pay a surcharge so that the town can create more sidewalks which would allow residents to be able to enjoy our open spaces.
12	evaluate savings/ efficiencies by coordinating turf maintenance currently done by Parks, DPW & Schools

7. To preserve open space, which strategies would you personally consider? (Please check all that you would consider.)

		Response Percent	Response Count
Deed land to the Town		29.8%	36
Donate money to the Town to acquire open space or recreation land		38.0%	46
Provide a conservation restriction on your land to the Town, the State, or a non-profit organization		31.4%	38
Vote for Town-supported land acquisition		66.9%	81
Other (please specify)		4.1%	5
answered question			121
skipped question			58

8. What other opinions or ideas would you like to share?

	Response Count
	36
answered question	36
skipped question	143

Q7	Other (please specify)
1	i think the town has a lot of conservation land now, but it isn't necessarily spread out. i would like to think that future acquisitions would come from small lots in otherwise more densely populated sections of town.
2	none of the above
3	Just not sure.....need more information on this issue.
4	ID critical parcels for acquisition/restriction asap
5	Zoning





Q8 What other opinions or ideas would you like to share?

- | | |
|---|---|
| 1 | It would be wonderful if the old railroad trail could be developed as a connector to Lynnfield. |
| 2 | There has to be creative ways to raise funds for these issues, because unfortunately the taxes have gone up at the speed of light and most people cannot afford the real estate taxes to go much higher:(|
| 3 | <p>Please take my contributions here lightly - I've lived in the town for only 1 week and am not so proud as to presume my opinions are well justified with respect to whatever legacy of town culture already exists. Seems foolish to not respond to the survey though.</p> <p>That being said, if one were to ask me what single explicit goal I would like to see the town accomplish it would be the establishment of an off-leash dog park. As new residents we are eager to meet our neighbors and also to exercise our dog in a safe and social place. We feel a dog park would accomplish both of these goals for many residents.</p> |
| 4 | My number one recreation in Town is walking and I think there a many adults who do this. Most of us end up walking in the streets because there aren't sidewalks -- this is okay because we are fortunate to have safe streets and courteous and cautious drivers. I usually walk from my home to Ipswich Park and around the loop and back and this is 3 miles. I might suggest at some point that you consider widening the paved walkway because it can be a little hazardous when the folks who are walking and nursing an injury or trying not to fall and get an injury encounter those young folks doing their best to ride and stir their bikes or skateboards, etc. Otherwise, I think you guys do a great job maintaining and upgrading the parks. Many thanks! |
| 5 | We need a safe area for dogs to play off-leash. There are too many people who do not respect the leash law in various neighborhoods and local parks. Why not designate a nice safe fenced-in space where this can be regulated? |
| 6 | Parks & Rec do a great job maintaining and keeping parks clean considering their budget keeps getting smaller. Mr. G. keeps everything looking great! He is a local treasure. |
| 7 | <p>Our community would benefit from the designation of bike lanes on major roads and bike trails. The health of school-age children and adults who bike to school and work would improve. The provision of secure bike stands in our schools and parks would encourage bike use. Promotion of biking by school administrators, teachers and nurses as well as the Transcript would increase bike safety and use. Contests among grades in schools or between schools would promote healthy activities. Bike racing could be added to Middle School and High School sports. Biking as an individual sport can be practiced for a lifetime.</p> <p>The increased price of gasoline will encourage families to increase bicycle use to access local activities. Removing cars from our roads will decrease pollution in our neighborhoods. Finally, because the bike rider is outdoors, greater observation and appreciation of the natural world in North Reading will occur allowing our citizens to value even more the quality of life in North Reading.</p> |
| 8 | This town has great potential to offer more recreation such as more walking trails, adding sidewalks to walk to town center and adding a dog park either near the Ipswich Recreation Park, the Mullen Park or another area of town. |





9	I think if run correctly, operating a ski track during the winter could possibly be a source of revenue for the town. I am not familiar with any financials of Weston, but I would think it could attract many people and organizations from the north shore, as Weston is far away and not too convenient.
10	north reading needs to grow with community - putting to many restrictions on the use of open spaces will stifle that growth
11	North Reading is a wonderful place to live and provides a high quality of life. However, I believe that that quality could be increased by more regulation of behaviors that decrease quality and in some cases cause harm to the town. Our property includes wetlands, including a beaver pond, that is frequented by a variety of wildlife, including beavers, heron, turtles, ducks and geese. These areas should be protected, or perhaps developed for birdwatching and wildlife viewing. Our property borders an easement to the Power Company that is often abused by people riding dirt bikes and ATVs. Not only do these machines create noise and pollution, but the riders disturb the wildlife and often trespass on our property, creating damage and leaving trash. I would like to see the town ban the operation of dirt bikes, ATVs and other off road machines completely, or barring that, at least ban their operation of town streets, and work with the police to create a plan to remove them from areas where they should not be riding. To pay for such a program, the town should consider a ticketing program so that dirt bike and ATV riders are fined when they operate
12	While it may not fall directly under the category of "open space", I believe the access to our open spaces is very important. I am referring to sidewalks and/or paths to our open spaces. We live on Chestnut Street, very near several of our GREAT open spaces and cannot safely walk or bike to them. That is unfortunate, it would be great to have a network of sidewalks and paths to access our park system. As it is, we probably don't go to the parks as frequent as we'd like.
13	garden!
14	A Dirtbike Off road motorcycle area would be nice
15	Based on your map of town areas I need to get out more and use them
16	sidewalk on streets like central street as people currently walk/run unsafely on the road paths through wooded areas to waters edge and around for hiking
17	Be careful that land that is bought is usable. Find creative ways to fund these projects. More money on town infrastructure and sewer treatment plan.
18	Creating links/connections through paths or a rail trail will create a set of new activities and new traffic flow through North Reading. I think it would help us become a destination for activities related to walking, jogging, cycling, snowshoeing, cross-country skiing, etc. If we can link a trail to some destinations, like Ipswich River Park, Ryer's Store (or other business areas), I think it creates a new source of revenue for business.
19	I love the idea of an indoor recreation space which would allow the town to increase/improve its recreation offerings and also give residents a place to meet for book clubs, hobby clubs, resident organized events, etc. I think this would also increase the sense of community in our town and give us more of a chance to interact with our neighbors.
20	Playground at Clark Park and at Chestnut Street are both in need of repair/paint and maintenance.
21	Find someone to run the food stands at each location.
22	None
23	I would love to see the addition of a splash park to Ipswich River Park or to another open space. I think children of all ages would enjoy this recreational activity and I think it could be a big money generator. Splash parks are the new rage and people travel far and pay a lot of money to use them. It allows kids to be social and have fun during the warm weather. It uses minimal water and requires far less maintenance/cleaning than a town pool.
24	Swings at the Bach playground. Bike paths on busy roads.

25	To go almost anywhere in town residents must get in their cars and drive. Once in your car you're more likely to go to a different town and use their outdoor spaces. If places were more accessible by foot or by bike people would be more likely to stay in town and enjoy our existing areas.
26	Need to preserve what little open space we have left now. We can focus of devolping access to open space later.
27	More access via bike and ped routes. Better plan to improve & maintan access for indiviudals w/disablities Better Recycling within parks & public spaces.
28	I love Ipswich River Park and go there quite often to walk the track. I would like to see the Smith property to become accessible to all.
29	Town worked fast to buy Ipswich River park and everyone would agree it worked out well. Same with the Hillview. Town did not move on many other large parcels and over the last 20 yrs most of them were developed and are now out of our reach. We need a visionary plan which ID's the possible lands/uses and the key parcels that are still left, and locks them up now while there is still time to do so. For. ex. access to both Eisenhower and Martin's Pond are very restricted and it's hard for anyone except abutters to really boat on them. Ipswich River could be a great canoeing river but it needs boat-launch access at various spots in town. Connected cross-country skiing trails through town and into Middleton, Andover and Harold Parker areas could be possible if parcels already preserved could be linked by acquiring small bits of land, or gaining right-of-way access through private lands in exchange for tax relief.
30	Glad to see some proactive efforts for the future of our open space.
31	Town Sewer would be a good Initiative
32	We have very good fields and open spaces- at the very least we should work to maintain what we have. If money were no factor then acquiring more open space would be great, but we need to be realistic about the town finances and priorities, and right now that is not a priority.
33	We should attempt to preserve the semi-rural character of the town. There is too much building and loss of open space and forested area. The changes are not pleasant.
34	I own a condominium with very little usable open space and enjoy having parks nearby that I can take my toddler to. When my husband and I moved to the town 6 years ago we were excited to find out that there was a dog park. This park gave us an opportunity to meet our neighbors while letting our dog play with others. A dog park is a great feature that the town needs.
35	prks & rec facilities are very well maintained compared to other communities.
36	Much of our funds go towards children's activities, etc., It would be nice to have one section to exercise our dogs while socializing with local town neighbors.

9. Which Town Voter Precinct do you live in? To see a map of Town voting precincts, [click here](#)

		Response Percent	Response Count
1		27.5%	39
2		21.1%	30
3		27.5%	39
4		23.9%	34
answered question			142
skipped question			37

10. How long have you lived in your current home?

		Response Percent	Response Count
0-5 years		38.4%	56
6-10 years		21.9%	32
11-20 years		20.5%	30
21 years or longer		19.2%	28
answered question			146
skipped question			33

11. How old are you?

		Response Percent	Response Count
Younger than 15		0.7%	1
15 to 19		0.0%	0
20-24		0.7%	1
25-34		12.8%	19
35-44		35.8%	53
45-54		31.1%	46
55-64		14.9%	22
Over 65		4.1%	6
answered question			148
skipped question			31

12. Do you have people under the age of 18 living in your household? (If you are under 18, include yourself).

		Response Percent	Response Count
yes		64.6%	93
no		35.4%	51
answered question			144
skipped question			35






13. Do you have seniors over the age of 65 living in your household? (If you are over 65, include yourself).

		Response Percent	Response Count
yes		10.1%	14
no		89.9%	124
answered question			138
skipped question			41

14. Do you rent or own your home?

		Response Percent	Response Count
rent		2.0%	3
own		96.6%	142
Other (please specify)		1.4%	2
answered question			147
skipped question			32

15. What is your annual household income?

		Response Percent	Response Count
Under \$50,000		5.4%	7
\$50,000 – \$99,999		20.8%	27
\$100,001 – \$149,999		33.8%	44
\$150,000 -- \$199,999		18.5%	24
\$200,000 or more		21.5%	28
answered question			130
skipped question			49

Appendix F: North Reading Affirmative Action Plan

TOWN OF NORTH READING

EQUAL EMPLOYMENT OPPORTUNITY

AFFIRMATIVE ACTION PLAN

FEBRUARY 2007

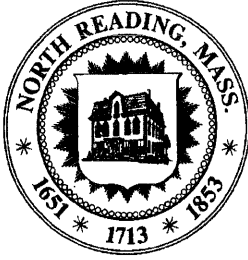
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Town of North Reading
Massachusetts

AFFIRMATIVE ACTION POLICY STATEMENT

The Town of North Reading, recognizing the right of an individual to work and to advance on the basis of merit, ability and potential, without regard to race, sex, color, handicap, religion, national origin, national ancestry, or age, resolves to take Affirmative Action measures to ensure equal opportunity in the areas of hiring, promotion, demotion or transfer, recruitment, layoff or termination, rate of compensation, in-service or apprenticeship training programs, and all terms and conditions of employment.

Non-discrimination and equal opportunity are the policy of the Town of North Reading in all of its programs and activities. To that end, all Town of North Reading employees shall rigorously take affirmative steps to ensure equality of opportunity in the internal affairs of all departments, as well as in their relations with the public, including those persons and organizations doing business with any agency of the Town of North Reading. Each department, in discharging its statutory responsibilities, shall consider the likely effects which its decisions, programs and activities shall have in meeting the goal of the equality of opportunity.

Affirmative Action requires more than vigilance in the elimination of discriminatory barriers on the grounds of race, color, handicap, creed, national origin, national ancestry, age and sex. It must also entail positive and aggressive measures to ensure equal opportunity in internal personnel practices and in those programs which can affect persons outside of town government. This Affirmative Action shall include efforts necessary to remedy the effects of present and past discriminatory patterns and any action necessary to guarantee equal opportunity for all people.

Greg L. Balukonis, Town Administrator
February 26, 2007

AFFIRMATIVE ACTION PLAN

1. PURPOSE

The purpose of this Affirmative Action Plan is to enforce and implement the Town of North Reading's Equal Employment Opportunity/Affirmative Action Policy. This plan sets forth the procedures to assure that Equal Employment Opportunities are made available for all current and prospective employees of the Town. This plan shall be adhered to by all Town boards, departments and employees. For the purposes of this plan the North Reading School Department shall be exempt by agreement with the Massachusetts Commission Against Discrimination.

For the purposes of this Affirmative Action Plan, minority groups shall include, but not be limited to the following race/ethnic categories:

- a. Black: All persons having origins in any of the black racial groups of Africa;
- b. Hispanic: All persons of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture of origin, regardless of race;
- c. Asian or Pacific Islanders: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian sub-continent or Pacific Island. This area includes, for example, China, Japan, Korea, the Phillipine Islands and Samoa;
- d. Native American or Alaskan Native: All persons having origins in any of the original peoples of North America, and maintain cultural identification through tribal affiliations or community recognition.
- e. Cape Verdian: A person having origins in the Cape Verde Islands.

This Affirmative Action Plan shall be made available to the general public and all current and potential employees of the Town. Understanding and support of this plan is essential to its effectiveness.

The Town of North Reading, whenever necessary, will cooperate with federal, state and other local governments to jointly prevent any discrimination.

2. DELEGATION OF RESPONSIBILITY

Board of Selectmen - The responsibility for enforcement and implementation of the Town's Affirmative Action Plan rests with the Board of Selectmen. All personnel activities including those related to employees not appointed by the Board of Selectmen, shall be covered by this Plan.

Affirmative Action Officer - The dissemination and implementation of North Reading's Affirmative Action Plan shall be the responsibility of the Town Administrator who assumes the duties and responsibilities of Affirmative Action Officer. The Town Administrator's office is located in the North Reading Town Hall, (978) 664-6010.

EEO guidelines specify that the Affirmative Action Officer be a highly responsible individual who is to be given necessary staff support, sign-off authority on personnel selections, and open lines of communication to the Board of Selectmen. The Affirmative Action Officer's duties shall include, but not be limited to:

- Recommend to the Board of Selectmen Affirmative Action policies.
- Identify problem areas which may potentially stand in the way or delay the enactment of any affirmative action goals and taking the necessary steps to remedy those problems.
- Implement the affirmative action goals outlined in this plan and assist others in the implementation of these goals in their scope of responsibility.
- Provide technical assistance to Department Heads in their efforts to achieve affirmative action goals.
- Review and obtain suitable training upon approval of this plan and on a continuing basis for Department Heads, Supervisors, and other Municipal Staff in affirmative action. The training shall be designed to assure staff understanding and identification of barriers that stand in the way of achieving Equal Employment Opportunity.
- Monitor and review the accomplishments of the goals and objectives in the affirmative action program.
- Evaluate and report to the Board of Selectmen on the Town's progress toward achieving the goals and objective of this affirmative action program.
- Serve as liaison between the Town and community groups concerned with employment opportunities for minorities and women.
- Maintain current information on equal employment legislation, regulations and court ruling and advising the Board of Selectmen of any necessary changes as required.
- Serve as liaison between the Board of Selectmen and the compliance agencies (MCAD; EEOC).

Department Heads - Each Department Head will be directly responsible for implementing and enforcing the Affirmative Action Plan in his/her department. The Department Heads shall meet periodically with the Affirmative Action Officer to review annual goals and progress.

Each Department Head shall assume certain responsibilities in the screening of and hiring of employees within their respective departments. They should familiarize all employees and candidates for employment with North Reading's Affirmative Action Policy and grievance procedure. They shall assist the Personnel Administrator in recognizing and eliminating causes of discrimination.

3. DISSEMINATION OF PLAN AND POLICY

Every effort will be made to communicate the commitment expressed in this Affirmative Action Plan to present and prospective Town employees, to the public and in particular to recruitment resources to assure equal employment opportunity for all concerned groups.

Internal

All employees shall be familiarized with North Reading's Affirmative Action Plan, its grievance procedure and asked for their cooperation and support of this program.

All job applicants shall be advised of North Reading's Affirmative Action Policy and grievance procedure.

A copy of the plan will be available in the Town Hall for any employee or Town resident to read.

The Personnel Administrator shall be responsible for the posting of North Reading's Affirmative Action Policy and information regarding equal employment opportunity in appropriate places throughout the Town.

External

All printed advertisements, job announcements, contracts, personnel forms, and similar material shall indicate that the Town of North Reading is an "Equal Employment Opportunity Employer".

Information regarding the Equal Employment/Affirmative Action Policy and Plan shall be included in Town publications, whenever appropriate, and in any Personnel Manuals which may be developed or revised.

A copy of the Town's Affirmative Action Plan will be available at the Flint Memorial Library for review by the general public.

4. RECRUITMENT

Recruitment is an essential step in the implementation of an Affirmative Action Plan. North Reading will now go beyond its (traditional) recruitment sources to extend its job notices and to draw from a larger labor market. Where the Suburban News and North Reading Transcript had been the usual means of job advertisements, positions shall now be published in the Boston Globe in order to reach potential applicants in the Metropolitan area. Expanded contacts with minority and womens' groups would provide the Town with greater utilization of affected groups.

Civil Service

Police, Fire, and some of the Department of Public Work's employees of the Town of North Reading are Civil Service employees. All appointments to these respective Public Safety Departments are processed in accordance with the provision of Chapter 31, M.G.L.A. as administered by the Massachusetts Division of Personnel Administration. The Town is required to follow Chapter 31 of the Massachusetts General Laws when hiring, firing, promoting and transferring for these positions. The Town will use "Rule 14" of Selective Certification, Chapter 778, as a part of their implementation of this Affirmative Action Plan as permitted by the Department of Personnel Administration Regulations and Civil Service Law.

Non-Civil Service

A majority of the positions in North Reading's Municipal work force are covered by Collective Bargaining Contracts. Each Contract stipulates the procedures by which these positions are filled. Positions not filled by bargaining unit members are open to the public and are advertised in local newspapers.

Each Collective Bargaining Contract contains language which states that the Town will not discriminate against any employee on the basis of race, religion, color, national origin, sex or union activities. The existing Collective Bargaining Contracts will be reviewed by the Town to identify any barriers which may exist to either the hiring or the advancement of females and minorities. Upon the identification of any barriers, the Town will use these findings as the basis for future collection bargaining and negotiations.

There are a relatively small number of non-union positions included within the Town's Personnel By-Laws. Applicants for these positions are recruited from advertisements in local newspapers.

The Town will broaden its recruiting labor market area by contacting minority and women's groups to effectively reduce underutilization.

5. GRIEVANCE PROCEDURE

The purpose of North Reading's grievance procedure is to provide an informal, internal means for the resolution of all employee grievances related to Equal Employment Opportunity. It is intended to act as an aid in the full realization of the Town's EEO policy by offering a means of

recourse designed to be faster and more responsive to the needs of an applicant or employee. It is not, however, intended to preclude the use, by an employee or job applicant, of those other remedies to which he/she is entitled, including those set forth in relevant collective bargaining agreements or those available under state and federal law. Any individual who feels that the Town of North Reading is in violation of its Equal Employment Opportunity/Affirmative Action Plan, has the right to file a grievance with the Massachusetts Commission Against Discrimination within six months and the Federal Equal Employment Opportunity Commission within 180 days.

It will be the responsibility of the Town Administrator, in his capacity as Affirmative Action Officer, to implement and maintain North Reading's grievance procedure. This procedure shall operate as follows:

1. Should an employee or applicant for employment have a grievance either about his/her treatment on the job, or about any of the procedures used in the personnel process, that grievance should be communicated immediately, in writing, to the Town Administrator.
2. The Department Head shall meet with the grievant within five working days of the receipt of the grievance.
3. If the problem is not handled to the satisfaction of the grievant, a meeting with the Town Administrator shall be held within five (5) more working days.
4. Should the matter still not be rectified, it shall be brought before a special meeting of the Affirmative Action Monitoring Committee. This meeting shall be held within two weeks of the prior meeting.

The aggrieved person has the right to be accompanied and advised by an attorney or representative. Should the grievant and/or his or her attorney or representative be an employee of the Town, they shall be given a reasonable amount of time in which to prepare themselves, and to present a solution to the grievance. No other costs shall be incurred by the Town.

6. AFFIRMATIVE ACTION MONITORING COMMITTEE

The Board of Selectmen shall appoint an Affirmative Action Monitoring Committee, whose function it will be to monitor the enforcement of the Affirmative Action Plan. The functions of this Committee will be as follows:

- make periodic reviews and analysis of personnel records kept on hirings and promotions to determine if there is evidence of discrimination.
- investigate violations of this Affirmative Action Plan (see #4 above) and make recommendations for corrective action.

- participate in the design and planning of programs to implement the Affirmative Action Plan and propose changes as necessary.
- review and comment on any proposed amendments to the Plan prior to their acceptance.

~~The Affirmative Action Monitoring Committee shall consist of three members:~~

A Member of the Board of Selectmen

A Representative of Municipal Workers

A Community Representative

Of the three individuals appointed to this Committee, one shall be a female and one a minority.

The Town of North Reading maintains that it is in the best interests of its employees, and of itself, to provide a speedy, effective, non-retaliatory method of investigation and settling all instances of alleged discrimination. To achieve this end, the above procedure has been instituted.

7. PERSONNEL PROCEDURES AND ANALYSIS

North Reading has assigned Personnel Management to the Town Administrator whose responsibilities will be increased to include the duties of an Affirmative Action Officer. The Town has established personnel records and procedures for all Town employees. These procedures are currently in the process of being updated and will be reviewed to identify and eliminate any discriminatory personnel practices.

8. MONITORING PERFORMANCE

It is absolutely essential that a mechanism be in place whereby the Affirmative Action Officer can monitor the progress and achievements of the Town's Affirmative Action Plan. A procedure must be set-up to maintain the following records:

- Number of employees hired by race and sex.
- Number of employees transferred or promoted by race and sex.
- Voluntary and involuntary terminations, with reasons for the action by race and sex.

This data shall be reviewed periodically and shall be incorporated in to the Affirmative Action Officer's annual report.

9. GOALS AND TIMETABLES

The goals set forth in this plan are designed to reflect prospective changes and anticipated employment turn over within the Town over the next five years. These goals are subject to employee turn over due to retirements, reduction in work force and the financial constraints of Proposition 2 1/2.

The Town shall continue to seek qualified applicants for all Town positions. The basis for selection to these positions shall be an individual's qualifications, experience and ability to perform the essential duties of the position. It is the intent of the Board of Selectmen that the goals and timetables set forth in this Affirmative Action Plan be realistic and attainable within the financial means of the Town.

These goals and timetables are neither maximum nor minimum standards, but rather are meant to be realistic steps toward which the Town shall strive to meet its work force needs.

Specifically, these work goals shall include the following:

- Distribute the Affirmative Action Policy to all employees and contractors. Post same at all employment sites.
- Distribute the established grievance procedure to all employees. Post same at all work sites.
- Establish the personnel records data base necessary to generate required periodic activity reports to MCAD.
- Review all hiring and personnel procedures and contracts for compliance with the Affirmative Action Plan.
- Conduct a training session for Department Heads addressing appropriate recruitment, supervisory, promotional and records management practices.
- Establish and maintain an Affirmative Action file.
- Review and revise the Affirmative Action Plan as required.

10. WORK FORCE AND UTILIZATION ANALYSIS AND NUMERICAL GOALS FOR THE NEXT FIVE YEARS

This section analyzes the make-up of North Reading's municipal work force. It shall consist of the racial and sexual breakdown of the work force by job classification in order to identify the underutilization of affected groups. Underutilization may be defined as having fewer minorities or women in a particular job category than would reasonably be expected by their presence in the relevant labor market. In North Reading's case, the relevant labor market is the Boston Standard Metropolitan Statistical Area (SMSA).

According to Manpower Information for Affirmative Action Programs, prepared by the Massachusetts Division of Employment Security, the percentage of available minorities and females in the Boston SMSA - which would be the relevant labor market figures for North Reading's work force -

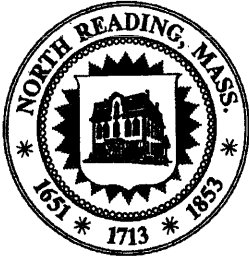
are approximately 10% and 47% respectively. These figures are held by the State regulations found in 301 CMR 50.18. as being the percentages toward which the Town of North Reading must strive in the employment of minorities and women.

The charts contained herein break down the work force by job classification revealing instances of underutilization. These charts are based on the projected labor force as of January 1, 1985. (See charts A, B, C and D)

11. AMENDMENTS TO THE PLAN

In the event the Town's Affirmative Action Plan has to be changed or amended then the following must take place:

- Amendments must be proposed by either the Affirmative Action Officer, the Affirmative Action Monitoring Committee or the Board of Selectmen.
- All proposed amendments shall be voted on by the Board of Selectmen.
- Changes in the Affirmative Action Plan will be discussed at length with the Massachusetts Commission Against Discrimination.



Town of North Reading
Massachusetts

PUBLIC NOTICE

IN ACCORDANCE WITH THE AMERICANS WITH DISABILITIES ACT REQUIREMENTS THE TOWN OF NORTH READING ADVISES APPLICANTS, PARTICIPANTS AND THE PUBLIC THAT IT DOES NOT DISCRIMINATE ON THE BASIS OF DISABILITY IN ADMISSION OR ACCESS TO, OR TREATMENT OR EMPLOYMENT IN ITS PROGRAMS, SERVICES AND ACTIVITIES.

THE TOWN OF NORTH READING HAS DESIGNATED THE FOLLOWING PERSON TO COORDINATE EFFORTS TO COMPLY WITH THESE REQUIREMENTS. INQUIRIES AND COMPLAINTS SHOULD BE DIRECTED TO:

**JAMES DE COLA, ADA COORDINATOR
TOWN HALL, 235 NORTH STREET
NORTH READING, MA 01864
978-664-6040**