

TOWN OF WELLESLEY



MASSACHUSETTS

## ZONING BOARD OF APPEALS

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ZBA 2017-85  
Petition of Babson College  
Weissman Center  
9 Map Hill Drive

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1:00 PM

Pursuant to due notice, the Special Permit Granting Authority held a Public Hearing on Thursday, October 19, 2017, at 7:30 p.m. in the Juliani Meeting Room, 525 Washington Street, Wellesley, on the petition of Babson College requesting Site Plan Approval pursuant to the provisions of Section XVII A and Section XXV of the Zoning Bylaw and a Special Permit pursuant to the provisions of Section XIVE and Section XXV of the Zoning Bylaw for a Major Construction Project that consists of construction of a new 9,900 square foot academic building with 8,100 square feet of workshop, office, conference room, resource, classroom and kitchen space on the first floor with an 1,800 square foot mechanical mezzanine above. The project is located at 9 Map Hill Drive, in a Business A District and a Water Supply Protection District.

On September 7, 2017, the Petitioner filed a request for a hearing before this Authority, and thereafter, due notice of the hearing was given by mailing and publication.

Presenting the case at the hearing were David Grissino, Director of Capital Projects & Planning, Babson College, Stephen Langer, Esq., Jessica Wala, PE, Nitsch Engineering, Stuart Meurer, Windover Construction, Erik Tellander, AIA, William Rawn Associates and Vasso Mathes, Senior Capital Project Manager, Babson College.

Mr. Grissino said that 20 years ago Babson College broke land off to found Olin College. He said that written into the charter for Olin College was the aspiration that Olin, as a school of Engineering and Babson, as a Business School would find ways to collaborate with each other and find points of intersection to enrich both of their student experiences. He said that it has been done successfully over the past 20 years but in an ad hoc manner. He said that the Weissman Center will be the first real purpose built space specifically designed to enhance that collaboration. He said that the program has expanded to include Wellesley College. He said that a group meets regularly to talk about curriculum overlap. He said that the Weissman Center will be a resource for all of the local institutions.

Mr. Grissino said that site selection was intentional to provide a common ground that is equal walking distance from each campus along Map Hill Drive. He said that the site is currently undeveloped. He said that the building will fit comfortably on the site. He said that the program for the building consists of three main areas, one for ideation or brainstorming where people come together at the early stages to generate ideas. He said that there is a large classroom that is modeled on a classroom that they have in the

Olin Building on the Babson Campus. He said that the heart of the building will be a large workshop for hands on work. He said that the workshop will have tools, spray paint booths, small electronics, sewing machines, 3-D printers, large format printers and all of the things that the students need to translate ideas to physical form. He said that students can share strategies to bring the products to market.

Mr. Grissino said that this is a very forward looking and innovative building. He said that the Babson Campus has a set of design guidelines and standards that were developed by the trustees which recognize that Babson has a historic tradition on the campus that many would like to enhance and continue. He said that the challenge for the design team was to strike a balance between progressive things that will happen at the Center with traditional architecture and making it feel like a Babson building.

Mr. Grissino said that development of the site focused on easy access from both campuses. He said that there is one front door. He said that there will be access to outdoor space with patios immediately adjacent to the ideation space and a large patio connected to the workshop space where large fold away doors will connect the interior and exterior. He said that the intention is to keep the surrounding landscape undeveloped rather than an irrigated, manicured landscape. He said that there will be a green roof on a portion of the building that will be easy to maintain.

Mr. Grissino said that they will continue use the main gate for all construction. He said that they will use the Trim Parking Lot for construction parking. He said that working hours will be similar to the other projects on campus. He said that they have had a lot of success in the past with construction projects. He said that they are about to complete the tennis courts project that the Board approved and it has gone very well. He said that all of the routes to and from major highways will continue to be used.

Mr. Grissino said that this project will be happening at the same time as the athletic center which broke ground in September. He said that this is in a distinct location, so a lot of the construction traffic will not overlap except at the gate. He said that they will be done with all of the foundation work at the athletic center before they begin the foundation work for this building. He said that some steel work will happen concurrently but the steel work at this facility will be very quick. He said that they are cognizant of campus safety concerns with multiple construction projects happening at the same time.

Mr. Grissino said that they met with the Design Review Board (DRB) over the summer, got some great feedback that had some influence over the exterior design, circulation around the building and detailing on the stone walls.

Mr. Grissino said that they met with the Department of Public Works (DPW), who provided a series of comments. He said that Babson has since followed up with DPW to answer their questions. He said that there were two outstanding issues dealing with an existing drain line that will be displaced during construction and then put back in place. He said that Babson will work with Windover Construction and can submit a plan to the Building Department in advance so that they are aware of the situation. He said that they may not have a solution until they are out in the field. He said that it is the main drain line that comes down through the site. He said that they will replace it with a new pipe with all of the proper safety precautions. He said that during the interim, they will have a plan to re-route it.

Mr. Grissino said that another issue relates to accessible parking spaces. He said that there are seven accessible spaces directly across the street in the Trim Lot. He said that DPW thought that Babson should construct a crosswalk. He said that there is currently no direct crosswalk at the mouth of the Trim Lot crossing the street. He said that there is a sidewalk but you have to work your way a little bit closer to the Trim Dining Hall before you reach it. He said that an alternative would be to do some re-stripping within the Hollister Lot to provide two spaces immediately adjacent to the building. He said that most of the buildings on campus do not have parking adjacent to them. He said that there are eight accessible spaces in the Coleman Lot, which is adjacent to the Map Hill residential area. He said that there are clusters of buildings and clusters of parking. He said that they do not assign parking spaces to projects. He said that currently there are two spaces adjacent to the building in the Hollister Lot, two spaces adjacent to the Reynolds Campus Center, and they could put two spaces adjacent to the Weissman Center. He said that where they are able, they like to locate spaces near the buildings. He said that the campus model for parking typically works as more of a pool.

Mr. Grissino said that Babson has been having conversations with the Access Board about developing an overall campus wide accessibility plan. He said that it is in the early stages and has come about because of work that Babson is doing in some residential buildings. He said that the plan recognizes that a campus operates differently. He said that for this project, they are confident that it is appropriate to locate the accessible spaces adjacent to the entry of this building. He said that there are currently four spaces that are identified as being closest to the building. He said that they can re-stripe the area quickly to accommodate two accessible spaces.

Mr. Grissino said that he had a conversation with Victor Panak in the Planning Department regarding comments about applicability of the Tree Bylaw. He said that when he mentioned that the campus is the lot, Mr. Panak recognized that the Tree Bylaw does not apply.

Mr. Grissino said that there was a question about hazardous materials in a Water Supply Protection District (WSPD). He said that anticipated activities will be spray paint, paint, 3-D printers and the like. He said that they built in proper ventilation in the mechanical systems. He said that they do not anticipate toxic materials being flushed down the sink. He said that Babson uses Innovative Safety Services Inc. (ISSI) to oversee all the health and safety protocols and work with the maintenance department about products being used. He said that ISSI monitors and reports a lot of the activities in the buildings and will participate in the operations of this building as well. He said that this is an opportunity for Babson to wade into the making of things. He said that it will not be as intense as the kinds of activities that happen at Olin. A Board member said that the area where paints, solvents, adhesives, etc. will be used will be 10 percent of the total area of the first floor. Mr. Grissino said that they provided a dedicated sink in the plans for those kinds of activities and clean up. A Board member asked if there will be any kind of gas and oil separators or drains in the building. Mr. Grissino said that there will not. He said that there will be a dedicated staff person to oversee the activities. He said that faculty will be directing the projects. He said that they can establish protocols for what can and cannot be in the building.

A Board member said that some of the doors roll up in the resource and printing areas. He said that a roll up door does not constitute a legal exit. He said that someone should speak with the Building Inspector about that.

Mr. Grissino said that Babson has not had a 24/7 center on campus before. He said that Olin does have them. He said that Babson does not have a culture of leaving things out. He said that Olin does leave its project materials out. He said that conversations about this are happening now with the faculty and administration. He said that this is an experiment for Babson. He said that the workshop is a space that students will occupy for a term or length of a project. He said that it will be more like an architectural studio where you have a space for an extended period of time and you leave your project materials out. He said that having the rolling doors open is part of that culture. He said that they anticipate the small tools area having more noise, so it has more acoustic separation. He said that the spray booth will be in the resource area and will be vented directly up. He said that all of the mechanical equipment will be located in a mezzanine directly above the resource areas, so there will be no outdoor equipment.

Mr. Grissino said that occupancy may hover around 60 people if there is a full class in session. He said that there is a Babson, Olin, Wellesley advisory group, comprised of provosts and faculty from each institution who are developing the program. He said that it is difficult because all of the colleges have different schedules. He said that the classroom is not intended to be part of the general pool for the campus but for strategic class work that is about the collaboration. He said that they do not envision having a random class in there.

Ms. Wala said that the stormwater system will address the increase in impervious area and peak runoff rates associated with this project. She said that they designed the system to comply with Wellesley and Massachusetts Stormwater Standards. She said that they designed the system to store water and release it slowly through a control structure. She said that it will either meet or reduce the peak runoff rates. A Board member said that the test pits indicated that there is some water that is less than five feet from the surface. He asked how the retention system will interface with water that is close to the surface. The Chairman said that there is a requirement in the WSPD bylaw that relates to impervious till and what constraints there are for re-injecting to groundwater. He said that another requirement relates to earth work at the front where there will be less than five feet to groundwater. He asked how those issues will be dealt with under the bylaw. Ms. Wala said that the groundwater that was encountered, similar to other locations on the Babson campus, is expected to be groundwater that is perched above glacial till, not the actual groundwater table. She said that once the soil is excavated, the groundwater elevation will flow to a more natural state. She said that based on geotechnical data, they do not anticipate that the water will make its way into the system and back out. She said that there is minimal area where the elevation will be excavated to less than five feet. She said that it is not a concern because some of those areas will be paved and stormwater will be collected in the system and treated before it is discharged. The Chairman said that the five feet is to the perched water table not to groundwater.

Mr. Grissino said that this will be the fourth BayFilter System on campus. He said that the systems have been effective. He said that they have maintenance programs for each of them, it is a system that they know, and they will follow all of the protocols as they do with other building systems. He said that he did not know if there will be staff people trained to do the heavy work with the system or if it will be done by a third party but Babson is committed to keeping them maintained.

Mr. Grissino said that there will be some recessed lighting in the canopies that extend on either side of the building to provide lighting at the building entry. He said that the existing street lighting will provide the balance of the background lighting. He said that the Photometrics Plan shows that lighting will be at the

proper levels around the site and along the pathways. He said that because this will be a 24/7 facility, there will be additional security cameras that will be coordinated with the lighting. He said that the Babson Public Safety Department will monitor the cameras.

The Chairman said that there will be a lot of glass on the building. He asked about interior light that will be visible. Mr. Villander said that there will be a lot of high bay lights, not pendants. He said that the intent is to provide task lighting. He said that there may be some pendants in the kitchen to give it a homey feel. Mr. Grissino said that the primary elevations that face out will be glass. He said that it will be a beacon that is welcoming. He said that the people who will see it are cars that are parked in the Trim Lot. He said that in this case, the glow is positive for safety, given the 24/7 nature of the building.

Mr. Grissino said that the Planning Board commented about a Construction General Permit, which is a new federal regulation. He said that this project will not cross the threshold. He said that they are going for LEED certification, so a lot of the metrics and requirements will be ultimately met through a different process.

A Board member said that DPW commented on domestic and fire protection water connections. Mr. Grissino said that they kept the connections separate. He said that they enter the building in two locations that are immediately adjacent to where they are being used. He said that the first spur goes in at the northwest corner for the fire protection systems and the other goes around to the small toilet corridor that is in the middle of the building.

The Chairman said that the Planning Board commented on the permeable pipe. Ms. Wala said that the purpose of the pipe and the stone is to mitigate for peak runoff rates. She said that to make the system more efficient, they will use the storage that is provided in the stones. She said that the soils here are too impermeable to account for infiltration. She said that under the new condition there may be some reduction in runoff that gets to the Map Hill Drive drain main. She said that Nitsch did a conservative analysis but in good conditions there may be some infiltration. She said that roof drains will connect to the infiltration system.

The Board asked about maintenance of the green roof. Mr. Grissino said that there is a stair that goes up to the mechanical mezzanine. He said that there will be a doorway out for maintenance only. He said that it will be a low tray system that will require very low maintenance. He said that the green roof will be at the mezzanine level and will sit on the roof of the lower level. He said that it is the first green roof on the Babson Campus. He said that ultimately the Building & Grounds Department will be responsible for its maintenance. The Board said that there is no barrier at the end, which could be a safety concern. The Board said that the Building Inspector may require a guardrail system.

Mr. Grissino said that the revised drawings from October 12, 2017 show an update to Plan C2.00 that highlights the trees that will be taken out. He said that they tried to strategically leave some mature trees at the corners to frame the building. He said that some trees will be added back in but will be fewer than the number of trees that will be taken out. He said that they tried hard to minimize the visual disruption by leaving groupings of large trees at the corners and also providing an opportunity for the new plantings to come in and mature over time. He said that the area at the rear where they will cut into the hill will return to a natural state. He said that it is important to Babson to maintain the character as a wooded New

England campus. He said that when they do projects, they look to other parts of the campus where they may add landscaping and trees. He said that when they took out a number of trees for the tennis courts they created a new open space in its place. He said that the Weissman site is a small limited area. He said that they will only take down the trees that they need to. He said that they are trying to keep the site unirrigated, very easy to maintain, and use local native plantings so that it returns to more of a natural state over time.

The Board asked if the site will be used exclusively for materials storage during construction. Mr. Grissino said that they anticipate being able to operate within the fence line. He said that the updated plans include information about how the construction site will work. He said that there may be limited times when they will have to use the Trim Lot for staging. He said that the hope is to keep everything within the site perimeter.

The Chairman discussed vehicular circulation. He said that the thought is that the lot is the campus, so there is no change because this is internal. He said that there will be no new driveways. He said that circulation, queuing and parking will stay the same. He said that construction vehicles will follow the same routes that were used for the last three or four projects.

The Chairman said that the DRB supported the Applicant's contention that the project will be compatible with its surroundings. He said that innovation will not be a noxious use. He said that intensity of use is not an issue with regard to the totality of the campus.

A Board member asked how staff or teachers who will be regulating any potential hazardous material on the site will be trained. Mr. Grissino said that they will make sure that there is an understanding about how Babson, Olin and Wellesley College groups will oversee products and regulate activities in the building. He said that ISSI maintains and records health and safety across the campus. He said that this will be part of their regular program. The Chairman said that beyond recording activities, there has to be control so that bad stuff does not come into the building. Mr. Langer said that Olin has experience and will be part of the process.

Mr. Grissino discussed the changes that were made to the plans and submitted to the Board on October 11, 2017. He said that the design of the site, the building and the utilities did not change.

The Chairman said that the soil conditions preclude reinjecting the runoff to groundwater. He said that the depth of groundwater at the cut is less than five feet because it is to perched groundwater rather than to the water table. He said that the bylaw is intended to protect the groundwater table not perched groundwater because perched groundwater is not the water supply.

Mr. Grissino said that they hope to be able to remove the trees during the January recess. He said that the plan is to apply for a building permit in early December to give the Building Department time to review and grant the full building permit before any tree removal.

Mr. Grissino said that Babson held a neighborhood meeting a couple of weeks ago at the Executive Center on campus. He said that it was attended by residents of Wellesley and Needham and there were no issues with the project.

There was no one present at the public hearing who wished to speak to the petition.

**Submittals from the Applicant**

- Project Overview
- Application for Site Plan Approval, dated 9/6/17
- Site Plan Approval Review Plans and Submittal Checklist
- Development Prospectus, dated 9/6/17, revised 10/12/17
- Traffic Management and Construction Management Plan, dated 8/22/17, revised 10/12/17, prepared by Windover Construction
- Sewer System Impact Analysis Memorandum, dated 8/10/17, from Jessica Wala, PE, Nitsch Engineering
- Electrical Details Memorandum, dated 9/6/17, from Michael Shea, PE, R.G. Vanderweil Engineers, LLP
- Plumbing Water Consumption & Water Conservation Memorandum, dated 9/6/17, from William Brady, PE, Vanderweil Engineers, LLP
- Fire Flow Demand Memorandum, dated 9/6/17, from James Cook, PE, Vanderweil Engineers, LLP
- XIVE Water Supply Protection District Memorandum, dated 8/10/17, from Jessica Wala PE, Nitsch Engineering
- Stormwater Report, dated 8/10/17, revised 10/12/17, prepared by Jessica Wala, PE, Nitsch Engineering
- Site Plan Approval Sheet List & Summary, dated 10/12/17, prepared by William Rawn Associates
- Memorandum to George Saraceno, dated 10/12/17, re: Site Plan Submission (SPR) – ZBA 2017-85
- Memorandum to Vasso Mathes, dated 10/10/17, from Stephen Tolley, re: Planting Details
- Google Earth Map
- Accessible Spaces in Vicinity of Project Site, prepared by Babson College

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Plan Number	Drawing Title	Date of Issue	Prepared By	Date of Revision
G0.00	Cover Sheet	9/6/17	Clifford Gayley, RA	10/5/17
C1.00	Civil Notes, Legend, and Abbreviations	9/6/17	Jessica Wala, PE	10/5/17, 10/12/17
C2.00	Civil Site Preparation Plan	9/6/17	Jessica Wala, PE	10/5/17, 10/12/17
C3.00	Site Grading Plan	9/6/17	Jessica Wala, PE	10/5/17
C4.00	Site Utility Plan	9/6/17	Jessica Wala, PE	10/5/17, 10/12/17
C4.01	Site Drainage Plan	9/6/17	Jessica Wala, PE	10/5/17

C5.00	Drain Profile STA 0+00.00	9/6/17	Jessica Wala, PE	10/5/17, 10/12/17
C5.01	Drain Profiles STA 10+00.00 & 20+00.00	9/6/17	Jessica Wala, PE	10/5/17
C5.02	Sewer Profile	9/6/17	Jessica Wala, PE	10/5/17, 10/12/17
C6.00	Site Erosion Control Details Sheet I	9/6/17	Jessica Wala, PE	
C6.01	Site Erosion Control Details Sheet II	9/6/17	Jessica Wala, PE	
C6.02	Site Utility Details Sheet I	9/6/17	Jessica Wala, PE	
C6.03	Site Utility Details Sheet II	9/6/17	Jessica Wala, PE	
C6.04	Site Utility Details Sheet III	9/6/17	Jessica Wala, PE	
A0.01	Site Plan	9/6/17	Clifford Gayley, RA	10/5/17, 10/12/17
A0.06	Site Improvement Details	9/6/17	Clifford Gayley, RA	
A0.07	Site Improvement Details	9/6/17	Clifford Gayley, RA	10/5/17
A1.01	Floor Plan – Level 1	9/6/17	Clifford Gayley, RA	
A1.02	Floor Plan – Mezzanine	9/6/17	Clifford Gayley, RA	
A1.03	Roof Plan	9/6/17	Clifford Gayley, RA	
A3.01	Elevations – North & East	9/6/17	Clifford Gayley, RA	
A3.02	Elevations – South & West	9/6/17	Clifford Gayley, RA	
A4.01	Sections – Building	9/6/17	Clifford Gayley, RA	
A4.02	Sections – Building	9/6/17	Clifford Gayley, RA	
P1.01UL7.1	Plumbing Underground	9/6/17	William Brady, PE	
E5.01	Power Riser Diagram	9/6/17	Michael Shea, PE	
Sv-1	Existing Site Features Plan	3/15/17	Russell Bousquet, PLS	4/20/17, 5/8/17, 8/17/17, 10/11/17
Sv-2	Plot Plan	8/10/17	Russell Bousquet, PLS	10/11/17

On October 6, 2017 and October 13, 2017, George Saraceno, Senior Civil Engineer, DPW Engineering Division submitted comments regarding the proposed project.

On September 26, 2017, David Allen, Supervisory Electrical Engineer, Municipal Light Plan, reviewed the project and submitted comments.

On October 2, 2017, the Design Review Board reviewed the project and voted unanimously to approve the project.

On October 4, 2017, Deputy Chief DiGiandomenico, Wellesley Fire Department, reviewed and project and submitted comments.

On October 17, 2017, the Planning Board reviewed the project and submitted recommendations.

### **DECISION**

The Board voted unanimously to approve the Site Plan Approval, subject to the conditions listed below.

The Board's approval of the Site Plan for the Project is premised on the Applicant's and Project's compliance with the following conditions (the "Conditions"). All requirements imposed by the Conditions or this Site Plan Approval shall be applicable to the entity responsible for the administration of the Project regardless of whether the condition specifically identifies the Applicant, the responsible entity, or no entity as having responsibility for a particular condition. By accepting this Site Plan Approval, the Applicant agrees to the terms, covenants, conditions, and agreements contained herein.

The Board found that the project meets the requirements of Section XIVE of the Zoning Bylaws for Water Supply Protection Districts. The Board voted unanimously to grant a Special Permit for a Major Construction Project in a Water Supply Protection District, subject to a condition that the Applicant shall establish, apply, and maintain a reasonable procedure under which appropriate members of the Babson College faculty, with the Director of Facilities Operations and the Director of Public Safety, shall review and approve a program for the delivery, use, storage, and disposal of any Toxic or Hazardous.

### **CONDITIONS**

1. By accepting this Site Plan Approval the Applicant agrees to the terms, covenants and conditions and agreements contained herein. This Site Plan Approval shall expire one year from the date hereof unless construction has begun by that date. The Applicant may apply to the Board for reasonable extensions to this Site Plan Approval for good and sufficient reason.
2. Except for the relief granted by the Board as listed in these Conditions, the Applicant shall comply with all provisions of the Zoning Bylaw and general bylaws generally applicable to a project approved on October 20, 2017. No fees are waived in connection with the Project. Fees shall be those then in effect at the time of application for the permit or approval subject to the fee.
3. Contract documents, including working drawings and specifications for the Project shall undergo the usual and customary review and approvals of the Building Inspector, the Town Engineer, or any other applicable local inspector or board.

### **Design Conditions**

4. Design and construction of the Project shall fully comply with all applicable federal and state laws and regulations, including, but not limited to, the requirements of the Massachusetts State Building Code (780 CMR) and the Massachusetts Architectural Access Board (521 CMR). The Project shall be designed and constructed on the Site in accordance with the Plans, except as provided in this Site Plan Approval, including these Conditions. Any requirement of consistency with the Plans means as those Plans are modified by the Conditions.
5. The Applicant shall establish, apply, and maintain a reasonable procedure under which appropriate members of the Babson College faculty, with the Director of Facilities Operations and the Director of Public Safety, shall review and approve a program for the delivery, use, storage, and disposal of any Toxic or Hazardous Materials (as defined in Section XIVE of the Zoning Bylaw) in any part of the Project. The procedure shall, as a minimum, meet the applicable requirements of Section XIVE(F) of the Zoning Bylaw.

### **Construction Conditions**

6. The Applicant shall implement its Traffic Management and Construction Management Plan as specified in its submittal dated August 22, 2017 as modified by these Conditions.
7. During the period of construction, all construction equipment and materials deliveries shall utilize: (1) Route 9 to Cedar Street to Wellesley Avenue to Forest Street; or (2) any other such route as the Applicant shall agree with the Wellesley Police Department prior to its use.
8. During the period of construction, all deliveries of construction materials and equipment shall be made only on Monday through Friday no earlier than 7:00 a.m. and no later than 6:00 p.m. Exterior construction work may be performed on the Site Monday through Friday commencing not earlier than 7:00 a.m. and completing not later than 6:00 p.m., and on Saturdays from 9:00 a.m. to 5:00 p.m.
9. During the period of construction, on-site parking for construction workers and for construction equipment is specifically permitted, and no vehicles of construction workers and no construction equipment shall be parked on Wellesley Avenue, Forest Street or any other public way of the Town. Trucks and construction vehicles on-site shall shut off engines when not in use, or when idling time exceeds five minutes.

10. All construction and delivery vehicles entering the site shall stop at an established construction exit for a wheel wash to prevent the entrance of materials deleterious to the Water Supply Protection District onto the streets of the Town. The Applicant shall cause Forest Street to be swept as frequently as required in the event that dust, dirt and debris not completely removed by the truck wash are deposited on Forest Street.
11. Insofar as practicable, refueling of construction equipment on the site shall be prohibited. In the event that on-site refueling cannot be avoided, such refueling shall be performed with due consideration to spill prevention and control measures that should reasonably be applied in a Water Supply Protection District.

#### **Use Conditions**

12. Operation and maintenance of the stormwater run-off and drainage system shall comply with the requirements of the Town's "Municipal Stormwater Drainage System Rules and Regulations" in effect as of October 20, 2017.
13. To implement the Operation and Maintenance Plan and Long Term Pollution Prevention Plan, the Applicant shall either deploy a qualified third party contractor or its own staff to perform the O&M activities, provided that the personnel performing the work, whether third party contractor or its own staff, shall be trained in performance of the work in accordance with manufacturer's requirements, and shall be certified or qualified by the manufacturer if the manufacturer offers such certification or qualification.
14. Landscaping shall be in conformance with the Landscaping Plan and shall be maintained, repaired, or replaced as needed by the Applicant.

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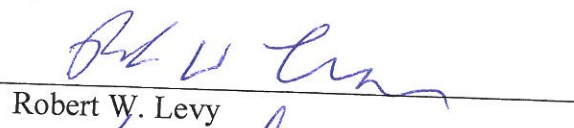
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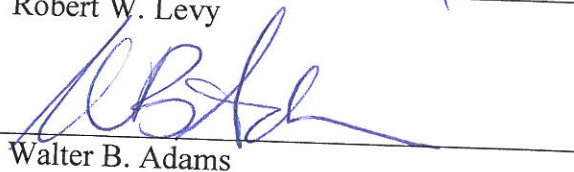
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APPEALS FROM THIS DECISION,  
IF ANY, SHALL BE MADE PURSUANT  
TO GENERAL LAWS, CHAPTER 40A,  
SECTION 17, AND SHALL BE FILED  
WITHIN 20 DAYS AFTER THE DATE  
OF FILING OF THIS DECISION IN THE  
OFFICE OF THE TOWN CLERK.

  
J. Randolph Becker, Acting Chairman

  
Robert W. Levy

  
Walter B. Adams

cc: Planning Board  
Inspector of Buildings  
lrm