Town of Sterling
WARRANT

Attention – Voters and Taxpayers

Please bring this WARRANT to Town Meeting

May 2, 2016 Monday

Special Town Meeting 6:30 pm
Annual Town Meeting 7:00 pm
Chocksett Middle School Gym
40 Boutelle Road

Town of Sterling

Finance Committee

Joseph Sova, Chairman

ANNUAL BUDGET MESSAGE

To the Citizens of Sterling,

Your Finance Committee respectfully submits its report and our town's budget recommendation for the fiscal year beginning July 1, 2016 and ending June 30, 2017. We have reviewed each town department's budget request which we present at the back portion of this warrant.

As part of the Finance Committee's budget deliberations over the past several months, the Committee, in conjunction with the Town Moderator, has moved to make revisions to the town meeting warrant you have received. The result of these revisions is a more streamlined warrant, as previously separate money articles are now being included in the appropriate departmental operating budget figure. In addition, all capital expenditures are now included in one single article on the warrant rather than multiple articles as in prior years. This effort has reduced the number of warrant articles this year to 33 from 40 the previous year. It is the expectation of the Committee that this will provide for an orderly review of the town's operating budget while maintaining the high level of transparency that voters have come to expect.

The Finance Committee recommendations are consistent with the goal of minimizing year to year tax bill increases. It is also reflective of our commitment to maintain municipal services, protecting town assets, and supporting capital needs while guarding the town's financial position. This continues to be an ongoing challenge as sources of new revenue growth remain limited.

- Capital Requests

After careful consideration and review of capital requests totaling $807,250 from all departments, our recommendation this year is that $414,250 of capital requests be approved. These items are consolidated into one single article (Article 8), and would be funded primarily through certified free cash, with some transfers from reserves and old articles. It is important to note that based on our recommendations, there would be no added debt to fund these expenditures.

- School District Assessments

Last year the town approved the original Wachusett Regional School District assessment, which totaled $10,465,389. Subsequently, the assessment was reduced to $10,179,012, after two district towns failed to approve this original assessment. This year, the WRSD increased their assessment to $10,901,563. This represents a 4.2% increase from the approved initial

assessment, and a 7.1% increase from the final assessment. The Montachusett Regional Vocational Technical School District increased their assessment from $768,074 for FY16 to $789,187 in FY17. This represents an increase of $21,113, or 2.7%.

- Capital Fund

Several years of funding capital purchases from the Capital Fund has reduced the fund to its present balance to just over $4 million. The Finance Committee and the Capital Fund Committee both recommend funding new capital requests from "raise and appropriate" or other sources instead of accessing the Capital Fund or incurring new debt this upcoming fiscal year. We feel this "pay as you go" approach is prudent and helps grow the fund for future planning purposes. The Committees jointly recommend appropriating $50,000 to the Capital Fund in this upcoming budget year.

- Other Post-Employee Benefits (OPEB)

The Town of Sterling provides post_employment medical benefits to town retirees and their covered dependents commonly referred to as OPEB. As such, the liability to fund these benefits in the future is estimated using an actuarial valuation. Based on these calculations, Sterling has a substantial unfunded liability which requires a fundamental change in how we confront this issue. Migrating from a "pay as you go" to a pre-funded approach is the first step in this process.

The Finance Committee will continue to address this matter in its budget deliberations and recommends appropriating $100,000 in this fiscal year budget as outlined in Article 21. These funds would be added to an investment account already established to fund this liability.

We would like to thank the voters, departments, boards and committees for their contributions and continued support of our efforts to provide a balanced budget to meet the needs of the town.

Respectfully Submitted;

The Town of Sterling Finance Committee

Joseph G. Sova, Chairman
Robert A. Brown, Vice Chairman
Gerald Kokernak
Cynthia Secord
Barbara Bartlett
Mary Cliett
Edward Swett

THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF STERLING
SPECIAL TOWN MEETING
MAY 2, 2016

Worcester, ss.

To the Warrant Officer or either of the Constables of the Town of Sterling in the county of Worcester:

GREETINGS:

In the name of the Commonwealth of Massachusetts, you are directed to notify and warn the Inhabitants of the Town of Sterling, qualified to vote in elections and Town affairs, to meet at the Chocksett School on Boutelle Road, in said Sterling on

MONDAY EVENING, THE SECOND DAY OF MAY, 2016

at six thirty (6:30) o'clock in the evening, then and there to act upon the following articles:

ARTICLE 1. Transfer Certified Free Cash to Capital Fund

To see if the Town will vote to transfer a sum of $50,000, or any other sum, from Certified Free Cash to the Capital Investment Fund, as allowed by the bylaws of Sterling; or take any action in relation thereto.

Submitted by: Finance Committee
Recommendation: The Finance Committee recommends Approval.
Recommendation: The Board of Selectmen recommends Approval.
Summary: This article transfers funds from an available fund, Certified Free Cash, into the Capital Fund.

ARTICLE 2. Transfer Certified Free Cash to Stabilization Fund

To see if the Town will vote to transfer the sum of $164,756, or any other sum, from Certified Free Cash to the Stabilization Fund, in accordance with the provisions of Chapter 40, Section 5B, General Laws, as amended; or take any action in relation thereto.

Submitted by: Finance Committee
Recommendation: The Finance Committee recommends Approval.
Recommendation: The Board of Selectmen recommends Approval.
Summary: This article transfers funds from an available fund, Certified Free Cash, into the Stabilization Fund.

ARTICLE 3. Fund Deficit due to Snow and Ice

To see if the Town will vote to transfer from the Stabilization Fund, or from other available funds, a sum of money, to the Snow and Ice Account to cover any deficit in the snow and ice budget for the current fiscal year; or take any action in relation thereto.

Submitted by: DPW Board / Town Administrator
Recommendation: The Finance Committee will report at Town Meeting.
Recommendation: The Board of Selectmen will report at Town Meeting.
Summary: This article transfers money from the Stabilization Fund into the DPW Snow and Ice Account to cover the deficit in the account caused by the snow and ice storms of this past winter and spring. At press time the account remains within budget. It is expected that this article will be passed over.

ARTICLE 4. Retroactive Pay for Firefighters Union

To see if the Town will vote to transfer from available funds the sum of $86,394.42, or some other sum, to fund the retroactive pay and negotiated increases and stipends for Fiscal Year 2015 and Fiscal Year 2016 resulting from the settlement of the labor agreement with the Sterling Professional Firefighters Union, Local 5001, and that of this sum $60,959.66 be added to Account # 01220-51200, Fire Wages, and $25,434.76 be added to Account #01231-51200, Ambulance Wages; or take an action in relation thereto.

Submitted by: Board of Selectmen
Recommendation: The Finance Committee recommends Approval.
Recommendation: The Board of Selectmen recommends Approval.
Summary: This article funds the retroactive compensation and additional pay for FY2016 due under the negotiated settlement with the Firefighter's Union.

ARTICLE 5. Additional Funds for Building Department

To see if the Town will vote to transfer the sum of $6,235.00, or some other sum, to fund a shortfall in the salary and wage accounts for the Building Commissioner, Building Department Administrative Assistant and Wiring Inspector for Fiscal Year 2016; or take an action in relation thereto.

Submitted by: Board of Selectmen
Recommendation: The Finance Committee recommends Approval.
Recommendation: The Board of Selectmen recommends Approval.
Summary: This article adds additional fund to personal accounts in the Building Department. As the economy recovers, the volume of permits issued and inspections performed has increased greatly. The Building Department staff has needed to work additional hours to maintain service levels. These additional funds are more than offset by additional permit fees collected.

ARTICLE 6. Water Department Project Re-allocation of Funds

To see if the Town will vote to transfer excess funds in the amount of $40,717.46 from Article 21 of the May 3, 2014 Annual Town Meeting, (U. V. Maintenance), Account #61000-58050, to Article 14 of the May 4, 2015 Annual Town Meeting, Account #61000-58014 (Osgood water tank rehabilitation), to fund unanticipated costs related to the tank rehabilitation; or take any action in relation thereto.

Submitted by: Department of Public Works/Water
Recommendation: The Public Works Board recommends passage of this article.
Recommendation: The Finance Committee recommends Approval.
Recommendation: The Board of Selectmen recommends Approval.
Summary: This article will add excess funds from the U. V. Maintenance project to the Osgood Road water tank rehab project. Bids for the Osgood project have come in higher than estimated.

ARTICLE 7. AMI Water meter upgrades

To see if the Town will vote to transfer from the Water Enterprise Retained Earnings, the sum of $138,000 to Account 61000-58049, Water Meter Upgrade, said sum to be used to continue conversion of the water meter system over to an automatic read AMI (Advanced Metering Infrastructure) system, and further, to authorize the Water Department to enter into such agreements and take other action as necessary to effectuate the purposes of this vote, said sum to be expended by the Department of Public Works; or take any action in relation thereto.

Submitted by: Department of Public Works
Recommendation: The Finance Committee recommends Approval.
Recommendation: The Board of Selectmen recommends Approval.
Summary: The Water Department, in conjunction with SMLD, has successfully replaced 500 meters to date which are remotely read by SMLD software. This $138,000 will purchase another 700 meters bringing the total to 1200 meters on the AMI system.

ARTICLE 8. Transfer from 2016 WRSD Assessment

To see if the Town will vote to transfer the sum of $111,150 from the remaining funds in Article 6 of the May 4, 2015 Town of Sterling Annual Town Meeting, WRSD Above Net Minimum Contribution to the Wachusett Regional School District for the purpose of paying costs of remodeling, reconstructing and making extraordinary repairs to the technology infrastructure for the Houghton Elementary School and the Chocksett Middle School. Said sum to be expended under the direction of the Wachusett Regional School Committee; or take any action in relation thereto.

Submitted by: WRSD School Committee
Recommendation: The Finance Committee recommends Disapproval
Recommendation: The Board of Selectmen will make a recommendation at Town Meeting.
Summary: The School District has not provided a summary.

ARTICLE 9. Bills from Prior Fiscal Years

To see if the Town will vote to transfer from available funds, a sum of money to pay any outstanding prior fiscal year's invoices; or take any action in relation thereto.

Submitted by: Town Administrator
Recommendation: The Finance Committee recommends Approval
Recommendation: The Board of Selectmen recommends Approval.
Summary: This article authorizes the Town to pay bills from prior fiscal years. At the time that this warrant went to press there was one bill. This was a bill from Eagle Elevator for service at the Library in the amount of $875.00, the service was performed on 04/14/2015, but the invoice was not generated until 07/18/2015.

ARTICLE 10. Transfers within FY16 Operating Budget

To see if the Town will vote to transfer funds within the FY16 Operating Budget, from one account to another, or from available funds to the FY16 Operating Budget; or take any action in relation thereto.

Submitted by: Town Administrator
Recommendation: The Finance Committee will report at Town Meeting
Recommendation: The Board of Selectmen will report at Town Meeting
Summary: This article authorizes the Town to pay transfer funds within the operating budget to cover anticipated shortfalls within specific accounts. At press time there are no pending requests. It is expected that this article will be passed over.

And you are directed to serve this warrant by posting up attested copies thereof, one at each of the following locations in Sterling, fourteen (14) days at least before the time for holding said meeting:

Mary Ellen Butterick Municipal Building
Conant Public Library
Sterling Post Office
Sterling Police Station
Sterling Municipal Light Building

Hereof fail not and make due return of this warrant with your doings thereto to the Town Clerk at the time and place of meeting as aforesaid.

Given under our hands this _____ day of April 2016.

Sterling Board of Selectmen

_____	_____	_____
Robert Cutler, Chairman	John Kilcoyne	Maureen Cranson

THE COMMONWEALTH OF MASSACHUSETTS
TOWN OF STERLING
ANNUAL TOWN MEETING
MAY 2, 2016

Worcester, ss.

To the Warrant Officer or either of the Constables of the Town of Sterling in the county of Worcester:
GREETINGS:
In the name of the Commonwealth of Massachusetts, you are directed to notify and warn the inhabitants of the Town of Sterling qualified to vote in elections and Town affairs to meet at the Chocksett School on Boutelle Road, in Sterling on

MONDAY EVENING, THE SECOND DAY OF MAY, 2016

at seven (7:00) o'clock in the evening, then and there to act on the following articles:

ARTICLE 1. FY17 Town Operating Budget

To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of $10,481,514 or any other sum, and to further appropriate, from the Ambulance Receipts Account, the sum of $350,000 or any other sum, and to further appropriate, from the Cemetery Perpetual Care Account, the sum of $5,000 or any other sum; for a total appropriation of $10,836,514 for the payment of salaries and compensation, payment of debt and interest and for charges, expenses and outlays of the Town Departments, for the ensuing fiscal year, beginning July 1, 2016 and ending June 30, 2017, as shown in the operating budget printed at the back of this Warrant; or take any action in relation thereto.

Submitted by: Finance Committee
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: This is the general budget article that funds the Town Departments for the coming fiscal year. A breakdown of the Town Department budgets can be viewed on the preceding spreadsheets.

ARTICLE 2. Compensation for Elected Officers

To see if the Town will vote to fix the salaries and compensation of all elected officers of the Town as provided by Section 108 of Chapter 41 of the General Laws [MGL Ch 41:108], as amended, and as presented in Article 1 of this Warrant; or take any action in relation thereto.

Submitted by: Finance Committee
Recommendation: The Board of Selectmen recommends the passage of this article.

Recommendation: The Finance Committee recommends the passage of this article.
Summary: This article fixes the salaries and compensation for all elected officials, except the Sterling Municipal Light Board, as presented in the general budget.

ARTICLE 3. Set Salary of Municipal Light Board

To see if the Town will vote to set the salary of the Sterling Municipal Light Board members as follows: Chairman $1,500; Clerk $1,500; Third member $1,500; said sum to be an expense of the Sterling Municipal Light Department; or take any action in relation thereto.

Submitted by: Sterling Municipal Light Board
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: This Article funds the salaries of the elected members of the Municipal Light Board. It is funded by Light Department revenues, and has no impact on the tax rate.

ARTICLE 4. Reserve Fund for FY17

To see if the Town will vote to raise and appropriate the sum of $100,000, or any other sum, for the Reserve Fund for Fiscal Year 2017 in accordance with the provisions of General Law Chapter 40, Section 6 [MGL Ch 40:06] as amended; or take any action in relation thereto.

Submitted by: Finance Committee
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: This article proposes an appropriation to fund the Reserve Fund, which is used by the Finance Committee to cover unexpected shortfalls in department budgets.

ARTICLE 5. WRSD Net Minimum Contribution, Debt, & Interest

To see if the Town will vote to raise and appropriate the sum of $9,045,906, or any other sum, which is equal to Sterling's net minimum contribution, as provided by the Commonwealth of Massachusetts, plus the cost of Sterling's share of WRSD transportation costs and our portion of the WRSD debt and interest costs, in accordance with Section 16B of Chapter 71 of the General Laws [MGL Ch 71:16B], as amended, and Section #4 of the Wachusett Regional School District Agreement, as amended, for its share of operational costs and of debt and interest charges of the Wachusett Regional School District; or take any action in relation thereto.

Submitted by: Wachusett Regional School Committee
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: This article proposes an appropriation to fund the Town's portion of the Wachusett Regional School District's annual budget equal to the net minimum contribution ($8,042,616), as directed by the State, plus the costs for transportation ($592,578), debt and interest for the high school ($395,812), and debt and interest for oil spill remediation ($14,900).

ARTICLE 6. WRSD Above Net Minimum Contribution

To see if the Town will vote to raise and appropriate the sum of $1,855,657, or any other sum, above the net minimum contribution as requested by the Wachusett Regional School District, as Sterling's share of the WRSD annual budget, provided said budget does not exceed $87,566,797 for the fiscal year 2017. By operation of law, said sum shall be reduced to reflect any decrease in the FY17 WRSD annual budget and associated assessment that is approved by the Wachusett Regional School Committee, without further action by Town Meeting; or take any action in relation thereto.

Submitted by: Wachusett Regional School Committee
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: This article proposes an appropriation to fund the Town's portion of the Wachusett Regional School District's annual operating budget that is above the amount voted in Article 5 for fiscal year 2017. By operation of law, this appropriation shall be automatically reduced if the proposed budget is not approved by the member towns and the School Committee subsequently approves a reduced budget with a lower assessment.

ARTICLE 7. Montachusett Regional Vocational School Assessment

To see if the Town will vote to raise and appropriate the sum of $776,750, or any other sum, in accordance with Section 16B of Chapter 71 of the General Laws [MGL Ch 71:16B], as amended, and Section #4C and E of the Montachusett Regional Vocational School District Agreement for its share of operational and capital costs of the Montachusett Regional Vocational School District, and to transfer, from the Capital Fund, the sum of $12,437, or any other sum, for the purpose of paying the Town's portion of the debt and interest for the Montachusett Regional High School Building Project for a total appropriation of $789,187; or take any action in relation thereto.

Submitted by: Montachusett Regional Vocational School Committee
Recommendation: The Finance Committee recommends the passage of this article.
Recommendation: The Capital Committee recommends the passage of this article.
Recommendation: The Board of Selectmen recommends the passage of this article.
Summary: This article proposes an appropriation to fund the Town's portion of the Montachusett Regional Vocational School District's annual budget and debt service.

ARTICLE 8. Fiscal Year 2017 Capital Plan

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow the sum of $**414,250**, or any other sum, to be used to fund the Fiscal Year 2017 Capital Plan for the Town of Sterling, as recommended by the Finance Committee. This plan consists of the following items:

Item	Department	Amount
1. Street Sweeper	Public Works	$215,000
2. Backhoe	Public Works	$65,000
3. Roof Repairs – Fire Station	Facilities	$92,000
4. 5% Grant Match- Air Compressor At Fire Department	Fire Depart.	$4,250
5. Replace 2006 Detect. Car	Police Depart.	$38,000
	TOTAL	**$414,250**

Appropriated funds to be administered under the direction of the requesting department; or take any action in relation thereto.

Submitted by: Finance Committee
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: This article would provide funding for the Town Capital Plan for Fiscal Year 2017. The Finance Committee has elected to combine all capital items into a single article to provide Town Meeting with a more complete picture of the Town's capital expenditures. The Moderator will address each item in turn during the presentation of the article.

Proposed funding for these Capital Items is as follows:

Item #1, DPW Street Sweeper; $215,000 from Certified Free Cash.

Item #2, DPW Backhoe; $20,000 from the Water Enterprise Fund and $45,000 from Certified Free Cash.

Item #3, Fire Station Roof Repairs; $92,000 from Certified Free Cash.

Item #4, Fire Department Air Compressor Grant Match; $3,875 from Article 18 of the May 4, 2015 ATM, Federal Fire Act Grant 5% Match and $375 from Certified Free Cash

Item #5, Replace 2006 Detective Car; $38,000 from Certified Free Cash

ARTICLE 9. Renaming of Science Project Room at WRHS

To see if the Town will vote to allow the Wachusett Regional School Committee to rename the Science Project Room at the Wachusett Regional High School in honor of Dr. Neil Ault of Holden; or take any action in relation thereto.

Submitted by: Wachusett Regional District School Committee
Recommendation: The Board of Selectmen defers to Town Meeting.
Recommendation: The Finance Committee defers to Town Meeting.

Summary: Per WRSDC Policy 7161 "The Wachusett Regional School District shall not name, or permit to be named, a room or building owned by a Member Town as a memorial to any person or organization except by the vote of the respective town at a town meeting". In 1959 Dr. Neil Ault of Holden helped launch Wachusett's Science Seminar, a science program founded to encourage students gifted in science. This article seeks to allow the WRSDC to honor him by naming the science project room at WRHS in his honor.

ARTICLE 10. Water Dept. Operation Enterprise Fund

To see if the Town will vote to appropriate the sum of $934,757 any other sum, from water department revenue, and further to appropriate $ 40,000 from Water Enterprise Retained Earnings, for extraordinary or unforeseen expense as determined by the DPW Board and approved by the Finance Committee, for a total appropriation of $974,757 to operate the Water Department Enterprise Fund for Fiscal Year 2017 under the provisions of Chapter 44, Section 53F½ [MGL Ch 53F½], as follows:

Salaries/Wages	$231,626	
Expenses	$318,850	
Principal & Interest	$256,027	
Indirect Costs	$128,254	
Subtotal	$934.757	from FY17 water charges and fees
Reserve Fund	$40,000	from Retained Earnings
Total Approp.	$974,757	

or take any action in relation thereto.

Submitted by: Department of Public Works Board
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: This article funds the Water Department budget solely from water revenue including charges, fees, and retained earnings; none is from taxation. This article includes a Reserve Fund for extraordinary or unforeseen expense. Use of this reserve fund will be only upon recommendation of the DPW Board and approval by the Finance Committee.
The Water Enterprise will raise an additional $128,254 from the ratepayers to reimburse the General Fund for indirect costs such as insurance. Total FY17 water revenue needed is $934,757 plus $40,000 from Retained Earnings, for a total of $ 974,757.

ARTICLE 11. Civil Fingerprinting

To see if the Town will vote to enact a Civil Fingerprinting Bylaw, as authorized by Chapter 256 of the Acts of 2010, and incorporated into the Massachusetts General Laws as Chapter 6, section 172 B½. Said bylaw shall enable the Sterling Police Department to conduct State and Federal Fingerprint Based Criminal History checks for individuals applying for, or in possession of certain occupational licenses, including but not limited to those engaged in the business of Hawking and Peddling, those applying for local solicitors and peddlers license, Manager of Alcohol Beverage License, Owner or Operator of Public Conveyance, Dealer of Second Hand

Articles, Pawn Dealers, and Ice Cream Truck Vendors, to adopt appropriate policies and procedures to effectuate the purpose of this by-law, or to take any other action relative thereto

CIVIL FINGERPRINTING

Section 1: Purpose and Scope:

This Bylaw authorizes the Police Department to conduct state and national fingerprint based criminal history checks for individuals applying for specific licenses in Town to enhance public safety, as authorized by Massachusetts General Laws Chapter 6, Section 172B½. To carry out the criminal history checks authorized by this Bylaw, the Police Department shall be authorized to use state and Federal Bureau of Investigation ("FBI") records, provided, however, that such records shall not be disseminated to unauthorized entities and shall be maintained and disclosed in accordance with all applicable law.

The Bylaw further authorizes the Board of Selectmen, in consultation with the Chief of Police, to promulgate policies and procedures to implement this Bylaw, which may include, but shall not be limited to, establishment of submission deadlines, procedures for making recommendations to the licensing authority or making a licensing as a result of the criminal history check, procedures for assessing, correcting or amending any such record, criteria for fitness determinations, security of information obtained and penalties for failure to comply with this by-law.

Section 2: Criminal History Check Authorization

The Police Department shall, as authorized by Massachusetts General Laws Chapter 6, Section 172B½, conduct State and Federal Fingerprint Based Criminal History checks for individuals and entities for the following licenses. Any applicant for a license to engage in any of the following occupational activities within the Town shall submit a full set of fingerprints taken by the Sterling Police Department within ten (l0) days of the date of the application for a license for the purpose of conducting a state and national criminal record background check to determine the suitability of the applicant for the following licenses:

Manager of Alcoholic Beverage License
Hawker and Peddler
Door to Door Soliciting
Owner or Operator of Public Conveyance
Dealer of Second-Hand Articles
Pawn Dealers
Ice Cream Truck Vendor

At the time of fingerprinting, the Police Department shall notify the individual being fingerprinted that the fingerprints will be used to check the individual's criminal history records and obtain the individual's consent. After the applicant completes a consent form, provides his/her fingerprints and the appropriate fee, the Police Department shall transmit the fingerprints it has obtained pursuant to this Bylaw to the Identification Section of the Massachusetts State Police, the Massachusetts Department of Criminal Justice Information Services ("DCJIS"),

and/or the FBI or the successors of such agencies as may be necessary for the purpose of conducting fingerprint-based state and national criminal records background checks for the license applicants specified in this Bylaw.

The Town authorizes the Massachusetts State Police, the DCIS and the FBI and their successors, as may be applicable, to conduct fingerprint-based state and national criminal record background checks, including of FBI records, consistent with this Bylaw. The Town authorizes the Police Department to receive and utilize State and FBI records in connection with such background checks, consistent with this Bylaw and its implementing regulations. In accordance with its implementing regulations, the Police Department shall communicate the results of fingerprint-based criminal record background checks to the appropriate governmental licensing authority within the Town.

Section 3: Use of Criminal Record by Licensing Authorities

Licensing authorities of the Town shall utilize the results of fingerprint-based criminal record background checks for the sole purpose of determining the suitability of the subjects of the checks in connection with the license applications specified in this Bylaw. A Town licensing authority may deny an application for a license on the basis of the results of a fingerprint-based criminal record background check if it determines that the results of the check render the subject unsuitable for the proposed licensed activity. The licensing authority shall consider all applicable laws, regulations and Town policies bearing on an applicant's suitability in making this determination.

Licensing authorities of the Town are hereby authorized to deny an application for any license specified herein and in the implementing regulations, including renewals and transfers of said licenses, from any person who is determined unfit for the license due to information obtained pursuant to this Bylaw. Factors that shall be considered in making a determination of fitness shall include, but not be limited to, whether the record subject has been convicted of, or is under pending indictment for a crime, that bears upon the subject’s ability or fitness to serve in that capacity, including any felony or a misdemeanor that involved force or threat of force, possession of a controlled substance, or sex-related offense.

Section 4: Compliance with Law, Regulation, and Town Policy

Implementation of this Bylaw and the conducting of fingerprint-based criminal record background checks by the Town shall be in accordance with all applicable laws, regulations, and Town policies, including, but not limited to, the Town's policy applicable to licensing-related criminal record background checks which shall include record retention and confidentiality requirements. The Town shall not disseminate the results of fingerprint-based criminal background checks except as may be provided by law, regulation, and Town policy. The Town shall not disseminate criminal record information received from the FBI to unauthorized persons or entities.

Section 5: Fees

The fee charged by the Police Department for the purpose of conducting fingerprint-based criminal record background checks shall be one hundred dollars ($100) for each fingerprinting and criminal history check. A portion of the fee, as specified in Massachusetts General Laws Chapter 6, Section 172B 1/2, shall be deposited into the Firearms Fingerprint Identity Verification Trust Fund, and the remainder of the fee may be retained by the Town for costs associated with the administration of the fingerprinting system.

Section 6: Effective Date

This Bylaw shall take effect after compliance with Massachusetts General Laws Chapter 40, Section 32 have been met.

Submitted by: Police Chief
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: This article will add a new bylaw which allows the Police Department to collect fingerprints from individuals applying for certain licenses and use the fingerprints collected to conduct background checks.

ARTICLE 12. Chapter 90 Funding

To see if the Town will vote to accept Chapter 90 funds in the amount of $417,596, or any other sum, as funded by the Commonwealth of Massachusetts for highway resurfacing and/or other related work or expenditures as allowed by the State Chapter 90 regulations, said sum to be expended by the Department of Public Works, with approval of the Board of Selectmen, and in accordance with the DPW's 5-year Capital Plan reviewed annually by the Capital Plan Committee; or take any action in relation thereto.

Submitted by: Department of Public Works
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: This article allows the Town to expend money under the guidelines of Chapter 90 for road maintenance, equipment purchases, and other Public Works projects which are then reimbursed by the Commonwealth. The Governor has filed preliminary Chapter 90 numbers calling for Sterling to receive $417,596 in this program during FY17.

ARTICLE 13. Amendments to Personnel Policy Bylaw Classification and Compensation Matrices

To see if the Town will vote to amend the Personnel Policy Bylaw of the Town of Sterling, by deleting Attachment D – FY15 Compensation Schedule – Union Positions in its entirety, and by deleting the following sections printed below:

Attachment A – FY 2015 Classification Plan
Regular Non-Union Positions
(Proposed to be effective as of July 1, 2014)

Proposed Grade Level	Current Grade Level	Position Title
I	**2**	Clerk Typist
	3	Library Technician II
	2	Library Technician I
	4	Custodian
	3	Van driver
II	**4 or 5**	Admin Assistant (Bldg, Assessor, Planning)
	4	Library Associate I
	4	Outreach Aide (COA)
	3	Meal Site Coordinator (COA)
III	**5**	Assistant Town Collector
	5	Assistant Town Treasurer
	6	Associate Health Agent
	2	Program Assistant (Rec)
	6	Executive Assistant (DPW)
	5	Assistant Town Clerk
	4	Animal Control Officer
	5	Library Associate II
IV	**7**	Asst. Library Dir (Child Services)
	7	Working Foreman
	6	Facilities Maintenance Technician
	7	Conservation Agent
V	**7**	COA Director
	8	HR Administrator
	8	Town Clerk
	8	Town Accountant
	8	Town Treasurer/Collector
	8	Asst Supt (DPW)
	Vacant	Town Planner
	7	Recreation Director
	8	Health Agent
	8	Building Commissioner
VI	**10**	DPW Superintendent

Attachment B – FY 2015 Classification Plan
Union Positions
(Proposed to be effective as of July 1, 2014)

Grade	Position	Department
2		
3	Laborer	DPW
4		
5	Asst. Mechanic	DPW

	Truck Driver	DPW
	Dispatcher	Police
6	Firefighter/EMS	Fire
	Firefighter/Mechanic	Fire
	Company Officer	Fire
	Executive Assistant	Police; Fire: Selectmen/Town Administrator
	Equipment Operator	DPW
	Mechanic	DPW
	Water Technician I	DPW
7	Firefighter/Paramedic	Fire
	Company Officer/Fire Inspector	Fire
	Head Dispatcher	DPW
	Sr. Water System Technician	DPW
8	Patrolman	Police
9		
10	Sergeant	Police
11		

Attachment C – Compensation Schedule
Non-Union Regular Positions
(Proposed to be effective as of July 1, 2014)

Proposed Grade Level	Hourly Salary Range Minimum	Hourly Salary Range Mid-Point	Hourly Salary Range Maximum
I	$13.18	$15.50	$18.45
II	$14.26	$17.83	$19.96
III	$16.40	$20.50	$23.78
IV	$18.86	$23.57	$26.40
V	$22.63	$28.29	$33.95
VI	$31.68	$39.60	$47.52

Proposed Grade Level	Annual Salary Range Minimum	Annual Salary Range Mid-Point	Annual Salary Range Maximum
I	$27,520	$32,364	$38,524
II	$29,775	$37,229	$41,676
III	$34,243	$42,804	$49,653
IV	$39,380	$49,214	$55,123
V	$47,251	$59,070	$70,888
VI	$66,148	$82,685	$99,222

Attachment E – Compensation Schedule
Call Fire Force Positions
(Proposed to be effective as of July 1, 2014)

Proposed Grade Level	Hourly Salary Range Minimum	Hourly Salary Range Mid-Point	Hourly Salary Range Maximum
I	$13.00	$19.76	$26.52

Attachment F -Stipend Positions
(Proposed to be effective as of July 1, 2014)

Position Title		Amount
ADA Coordinator		$1,500
Animal Inspector		$1,000
Emergency Management Director		$10,000
Gas Inspector		$5,500
Plumbing Inspectior		$10,000
Swealer of Weights and Measures		$1,200
Veteran's Agent		$3,900

Attachment G
Temporary Positions
(Proposed to be effective as of July 1, 2014)

Position Title	Minimum/Hour	Maximum/Hour
Police Special Officer	$8.25	$9.60
Constable		$9.25
Matron	$15.00	$25.00
Election Worker		$8.25
Register of Voters		$8.50
Assistant Register of Voters		$8.25

Position Title	Minimum/Hour	Maximum/Hour
Recycling Attendant		$11.00
Seasonal Laborer	$9.25	$10.00
Seasonal Truck Driver	$17.00	$20.00
Lifeguard	$10.00	$14.00
Seasonal Recreation Assistant	$8.50	$14.00
Van Driver (COA)		$9.46
Food inspector		$30.00
Account Clerk		$15.00
Parking Clerk		$25.00
Assistant Building Inspector		$25 per Inspection
Assistant Plumbing Inspector		$25 per Inspection
Wiring Inspector		$35 per Inspection
Assistant Wiring Inspector		$35 per Inspection

And replacing them with the following updated and corrected sections:

Attachment A - Classification Plan
Regular Non-Union Positions
(Effective as of July 1, 2016)

Grade Level	Position Title
I	Clerk Typist
	Library Technician (All)
	Custodian
	Van driver
	Laborer (DPW)
II	Admin Assistant
	Library Associate I
	Outreach Aide (COA)
	Meal Site Coordinator (COA)
	Assistant Mechanic (DPW)
III	Assistant Town Collector
	Assistant Town Treasurer
	Associate Health Agent
	Program Assistant (Rec)
	Executive Assistant (DPW; Police; Fire: Selectmen/TA)
	Assistant Town Clerk
	Animal Control Officer
	Library Associate II
	Water Technician (DPW)
	Truck Driver (DPW)
	Equipment Operator (DPW)
IV	Asst. Library Dir (Child Services)
	Working Foreman
	Facilities Maintenance Technician
	Conservation Agent
	Mechanic (DPW)
	Senior Water Technician (DPW)
V	COA Director
	HR Administrator
	Town Clerk
	Town Accountant
	Town Treasurer/Collector
	Asst Supt (DPW)
	Town Planner
	Recreation Director
	Health Agent
	Building Commissioner
VI	DPW Superintendent

Attachment B - Classification Plan
Union Positions
(Effective as of July 1, 2016)

Grade	Position	Department
5	Dispatcher	Police
6	Firefighter/EMS	Fire
	Firefighter/Mechanic	Fire
	Company Officer	Fire
7	Firefighter/Paramedic	Fire
	Company Officer/Fire Inspector	Fire
8	Patrolman	Police
	Lieutenant	Fire
9		
10	Sergeant	Police

Attachment C – Compensation Schedule
Non-Union Regular Positions
(Effective July 1, 2016)

Grade Level	Hourly Salary Range Minimum	Hourly Salary Range Mid-Point	Hourly Salary Range Maximum
I	$13.18	$15.82	$18.45
II	$14.26	$17.83	$19.96
III	$16.40	$20.50	$23.78
IV	$19.24	$23.57	$27.90
V	$22.63	$28.29	$33.95
VI	$33.26	$41.58	$49.90

Grade Level	Annual Salary Range Minimum	Annual Salary Range Mid-Point	Annual Salary Range Maximum
I	$27,413	$32,895	$38,378
II	$29,661	$37,086	$41,517
III	$34,112	$42,640	$49,462
IV	$40,021	$49,026	$58,030
V	$47,070	$58,843	$70,616
VI	$69,189	$86,486	$103,784

Attachment E – Compensation Schedule
Call Fire Force Positions
(Effective as of July 1, 2016)

Grade Level	Hourly Salary Range Minimum	Hourly Salary Range Mid-Point	Hourly Salary Range Maximum
I	$13.00	$19.76	$26.52

Attachment F -Stipend Positions
(Effective July 1, 2016)

Position Title		Amount
ADA Coordinator		$1,500
Animal Inspector		$1,000
Emergency Management Director		$10,000
Gas Inspector		$5,610
Plumbing Inspector		$10,200
Sealer of Weights and Measures		$1,200

Attachment G
Temporary Positions
(Effective July 1, 2016)

Position Title	Minimum/Hour	Maximum/Hour
Police Special Officer	State Minimum	$12.00
Constable	State Minimum	$12.00
Cell Monitor	$15.00	$25.00
Election Officer	State Minimum	$11.00
Board of Registrars	State Minimum	$12.00
Assistant Board of Registrars	State Minimum	$11.00

Attachment H
Miscellaneous Positions
(Effective July 1, 2016)

Position Title	Minimum/Hour	Maximum/Hour
Seasonal Laborer	State Minimum	$12.00
Seasonal Truck Driver	$17.00	$20.00
Lifeguard	State Minimum	$14.00
Seasonal Recreation Assistant	State Minimum	$16.00
Food inspector		$30.00
Parking Clerk		$25.00
Assistant Building Inspector		$35 per Inspection
Assistant Plumbing Inspector		$35 per Inspection
Wiring Inspector		$35 per Inspection
Assistant Wiring Inspector		$35 per Inspection

or take any action in relation thereto.

Submitted by: Personnel Board
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: This article updates the compensation plan to correct spelling errors and reflect changes to the Minimum Wage approved by the State. It also removes the Veteran's Agent from the Stipend Positions matrix. This position is currently filled by the Clinton Veteran's agent on a fee for services basis.

ARTICLE 14. East Lake Waushacum Treatment

To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of $9,000, or any other sum, to account 01999-58050, the East Lake Waushacum Treatment Account. Said sum to be used for the study and treatment of the Lake, which is projected to cost $18,000 during FY17. Remaining costs are to be financed by the East Lake Waushacum Association; or take any action in relation thereto.

Submitted by: The Conservation Commission
Recommendation: The Board of Selectmen defers to Town Meeting.
Recommendation: The Finance Committee recommends defers to the Board of Health.
Summary: The Conservation Commission and the East Lake Waushacum Association have worked for many years implementing the lake management program designed to address lake quality issues. While there has been much improvement documented, there is still work to be performed. Last year, monies were spent on herbicide treatment which helped to keep the town beach clear and open. This year the Commission is requesting $9,000 towards total costs estimated at $18,000 dollars for the study and treatment of the lake. The remaining funds will be provided by the Lake Association. The Town will benefit from continued protection of water quality at the town beach, and continue to enjoy the programs organized by the town. These funds will also treat emergent vegetation for safety and lake quality.

ARTICLE 15. Amend Animal Control Bylaw – Impoundment Period

To see if the Town will vote to amend the General Bylaws of the Town of Sterling. Animal Control Bylaw, Section § 18-7 B., Impoundment of Animals, Duration of Impoundment, by deleting the phrase "state required ten-day holding period" and inserting the phrase "state required seven-day holding period". The amended section shall read:

B. Duration of impound. Each animal impounded in the Municipal Impound may be held for a period of up to 48 hours. In the event that such animal's owner cannot be identified within 48 hours, said animal shall be deemed a stray animal and transferred as such to an approved animal facility for the remainder of the state-required seven-day holding period.

or take any action in relation thereto.

Submitted by: The Animal Control Advisory Board
Recommendation: The Board of Selectmen defers to Town Meeting.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: The proposed amendment to the Animal Control Bylaw will make the Town of Sterling's Animal Control Bylaw consistent with Massachusetts General Law Chapter 140, sections 136A to 174E, as amended. This change provides potential cost savings for the Town.

ARTICLE 16. Authorize Treasurer to Borrow Money

To see if the Town will vote to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow money from time to time in anticipation of the revenue of the fiscal year

beginning July 1, 2016, in accordance with the provisions of Massachusetts General Laws, Chapter 44, Section 4, [MGL Ch 44:4], and to renew any note or notes as may be given for a period of less than one year, in accordance with the provisions of Massachusetts General Laws, Chapter 44, Section 17 [MGL Ch 44:17]; or take any action in relation thereto.

Submitted by: Treasurer/Collector
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: This article allows the Treasurer, with the approval of the Board of Selectmen, to borrow money as needed.

ARTICLE 17. Compensating Balance Agreements

To see if the Town will vote pursuant to Massachusetts General Laws, Chapter 44, Section 53F [MGL Ch 44:53F], to authorize the Town Treasurer to enter into compensating balance agreements, for the fiscal year beginning July 1, 2016; or take any action in relation thereto.

Submitted by: Treasurer/Collector
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: This article allows the Treasurer/Collector to enter into compensating balance agreements with banking institutions as needed for the operation of the department. A compensating balance is a way of paying for the services the bank provides by maintaining a specified, minimum balance in a non-interest or low interest bearing account.

ARTICLE 18. Alternative Procedure for Disposing of Abandoned Funds

To see if the Town will vote to accept the provisions of Massachusetts General Laws Chapter 200A, Section 9A [MGL Ch 200A:9A], to establish an alternative procedure for disposing of abandoned funds including unclaimed checks held in the custody of the Town; or take any action in relation thereto.

Submitted by: Treasurer/Collector
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: This article will allow the Town, after certain requirements are met, to retain unclaimed funds rather than turn them over to the State.

ARTICLE 19. Fund Actuarial Valuation of OPEB

To see if the Town will raise and appropriate or transfer from available funds a sum of money to retain an actuarial firm or actuarial firms to update the actuarial valuation of Other Post Employment Benefits (OPEB) provided by the Town to existing and future retirees, said sum to be expended by the Board of Selectmen; or take any action in relation thereto.

Submitted by: Treasurer/Collector

Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: Standards of the Government Accounting Standards Board (GASB 45) for the reporting and accounting of benefits mandates that every three years towns must identify the true cost of other post employment benefits which will be earned by employees over their estimated years of actual service. This article will allow the Town to update the last actuarial valuation completed in 2013.

ARTICLE 20. Revolving Accounts

To see if the Town will vote to re-authorize revolving funds for certain town departments under Massachusetts General Laws Chapter 44, Section 53E ½ [MGL Ch 44:53E½] for the fiscal year beginning July 1, 2016, or take any action in relation thereto. Such items may be voted as a block, or singly, or in any combination but however voted, will be treated for accounting and legislative purposes as if each item voted were voted as a separate article.

Revolving Fund	Authorized To Spend from Fund	Revenue Source	Use of Fund	FY2017 Spending Limit	Disposition of FY2017 Fund Balance	Spending Restrictions Or Comments
Recycling	DPW	Fees	Disposal of recyclable materials	$5,000	Balance available for expenditure	
Fuel	DPW	Fuel charges	Fuel charges for the Light Dept and Water Enterprise Fund	$60,000	Balance available for expenditure	
Deputy Collector	Treasurer	Fees	Fees collected by the Deputy Collector	$18,000	Balance available for expenditure	
Planning Board	Planning Board	Fees	Expenses, supplies and contracted services for the Planning Board	$25,000	Balance available for expenditure	
Council On aging	Council on Aging	Fees	Expenses, supplies and contracted services for the Senior Center	$50,000	Balance available for expenditure	
Fair Committee	Fair Committee	Fees	Expenses, supplies and contracted services to run the Sterling Fair	$135,000	Balance available for expenditure	
Hazardous Materials	Fire Chief	Fees	Costs associated with hazardous material incidents	$55,000	Balance available for expenditure	
Radio Master Box fees	Fire Chief	Fees	Expenses, supplies and maintenance of Radio Master Box system	$ 4,000	Balance available for expenditure	
Agricultural Commission	Agricultural Commission	Fees	Expenses and supplies for the Commission	$5,000	Balance available for expenditure	
Recreation Committee	Recreation Committee	Fees	Salaries, expenses, supplies and contracted services to run the Recreation Programs	$155,000	Balance available for expenditure	

Wiring Inspector	Inspectional Services	Inspection Fees	Wiring Inspector Compensation	$20,000	Balance available for expenditure	

Submitted by: Town Accountant
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: Revolving funds allow receipts of one or more specific boards, committees or departments to be spent without further appropriation, subject to the provisions of the town meeting approval. Although this article does not propose the appropriation of any funds, the combined spending authorized by this Article totals $532,000.

ARTICLE 21. Fund Post-Employment Benefits

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of $100,000, or any other sum, to fund the Other Post Employment Benefits Trust Fund, as recommended under GASB 45; or take any action in relation thereto.

Submitted By: Finance Committee
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: Retirement benefits, and especially retirement health insurance, are a large and growing liability to the Town. This article continues our gradual funding of this liability, as recommended by the Government Accounting Standards Board.

ARTICLE 22. Fund Wachusett Greenways Expenses

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of $1,300, or any other sum, to be used to pay the expenses, including but not limited to, paying for a portable toilet and trail maintenance on the Sterling Rail Trail, of the Wachusett Greenways, a six town collaborative, said funds to be administered and expended by Wachusett Greenways; or take any action in relation thereto.

Submitted by: Board of Selectmen
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: Wachusett Greenways is a six Town collaborative. The organization's volunteers preserve and maintain the Rail Trail in Sterling.

ARTICLE 23. Fund Sterling Land Trust Expenses

To see if the Town will vote to raise and appropriate, transfer from available funds or borrow the sum of $1,300, or any other sum, to be used toward the payment of expenses incurred by the Sterling Land Trust, Inc. to preserve and manage various parcels of land within the Town, said funds to be administered and expended by the Trust; or take any action in relation thereto.

Submitted by: Board of Selectmen

Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: This article would provide financial assistance to the Sterling Land Trust which maintains various parcels of preserved open space land within the Town for passive recreational use and enjoyment by residents.

ARTICLE 24. Apply Stabilization Fund to Stabilize the Tax Rate

To see if the Town will vote to transfer a sum of money from the Stabilization Fund, to stabilize the tax rate; or take any action in relation thereto.

Submitted by: Finance Committee
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee will report at Town Meeting.
Summary: This article appropriates stabilization funds to reduce the FY17 tax levy. The Finance Committee will submit an amount at Town Meeting after consideration of the spending on previously approved articles.

ARTICLE 25. Amend WRSD Regional Agreement Section 1.1.3

To see if the Town will vote to amend the Wachusett Regional School District Agreement, by making technical, grammatical and/or clarifying edits to Section 1.1.3 of said Agreement, the changes shown ~~in~~ below, or take any other action in relation thereto. By deleting:

Section 1.1.3 The population of the Member Towns shall be determined every five (5) years in accordance with the towns' annual census with the first five (5) year review to be conducted in calendar 1998 and certified by the respective town clerks. Any increase in membership resulting from population changes shall be elected at the annual town meeting following the review year.

The five (5) year census review year and the election of new membership increase shall be in accordance with the following schedule:

CENSUS REVIEW	ELECTION AT ANNUAL MEETING
2007	2008
2012	2013
2017	2018
2022	2023

and every five (5) years thereafter

And by adding:

Section 1.1.3 The population of the Member Towns shall be determined every five (5) years in accordance with the towns' annual census with the next five (5) year review to be conducted in calendar 2021 and certified by the respective town clerks. Any

increase in membership resulting from population changes shall be elected at the annual town meeting following the review year.

Submitted by: WRSD School Committee
Recommendation: The Board of Selectmen defers to Town Meeting.
Recommendation: The Finance Committee defers to Town Meeting.
Summary: This Article updates the schedule for census review in the WRSD Regional agreement.

ARTICLE 26. Amend WRSD Regional Agreement Section 1.1.6

To see if the Town will vote to amend the Wachusett Regional School District Agreement, by making technical, grammatical and/or clarifying edits to Section 1.1.6 of said Agreement, the changes shown ~~in~~ below, or take any other action in relation thereto. By deleting:

Section 1.1.6 If a vacancy occurs **in** the Committee, or if there is a failure to elect, the Selectboard of the Member Town to which the vacancy relates shall fill such vacancy by appointment. The person so appointed shall be a registered voter of such town and shall perform the duties of the office until such town's next annual meeting and a successor is qualified; at such annual meeting a successor shall be elected to fill the balance of the unexpired term.

And by adding:

Section 1.1.6 If a vacancy occurs **on** the Committee, or if there is a failure to elect, the Selectboard of the Member Town to which the vacancy relates shall fill such vacancy by appointment. The person so appointed shall be a registered voter of such town and shall perform the duties of the office until such town's next annual meeting and a successor is qualified; at such annual meeting a successor shall be elected to fill the balance of the unexpired term.

Submitted by: WRSD School Committee
Recommendation: The Board of Selectmen defers to Town Meeting.
Recommendation: The Finance Committee defers to Town Meeting.
Summary: This Article corrects a syntax error in the WRSD Regional agreement.

ARTICLE 27. Amend WRSD Regional Agreement Section 5

To see if the Town will vote to amend the Wachusett Regional School District Agreement, by making technical, grammatical and/or clarifying edits to Section 5 said Agreement, the changes shown in below, or take any other action in relation thereto. By deleting:

Section 5 Payments of one half of each Member Town's proportional part of the District's Budget shall be made semi annually on the first day of each May and~~y~~ November, such payments to be made in the manner prescribed by statute.

And by adding:

Section 5 Payments of each Member Town's proportional part of the District's Budget shall be made in the manner prescribed by statute **four (4) times per year in accordance with the following schedule:**

- **Town of Paxton by July 1st,October 1st, January 1st and April 1st**
- **Town of Princeton by July 1st, October 1st, January 1st and April 1st**
- **Town of Rutland by August 1st, November 1st, February 1st and May 1st**
- **Town of Sterling by August 1st, November 1st, February 1st and May 1st**
- **Town of Holden by August 1st, November 1st, February 1st, and May**

Submitted by: WRSD School Committee
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends passage of this article.
Summary: This Article amends the schedule for payments of assessments to the District outlined in the WRSD Regional agreement. The change is will reduce the number of Revenue Anticipation Notes (RANs) that the District will need to issue.

ARTICLE 28. Amend WRSD Regional Agreement Section 7

To see if the Town will vote to amend the Wachusett Regional School District Agreement, by making technical, grammatical and/or clarifying edits to Section 7 of said Agreement, the changes shown ~~in~~ below, or take any other action in relation thereto. By deleting:

Section 7 Any town not included in the District may be admitted to said District by a majority vote of the Committee upon acceptance by the town of the original agreement with any amendments thereto.

Upon admission of such town, the total of the costs of the original construction and of subsequent acquisitions and improvements, reduced by a depreciation allowance at a percentage determined by the **Massachusetts Department of Education** shall be reapportioned to all towns in the District, including the newly admitted town, as determined by the Committee. The newly admitted town shall then assume liability for its entire share of the cost as determined by this Section, to be paid to the District over the remaining term of the funded debt. If no funded debt exists the newly admitted town must finance its share as computed in this Section, independent of the District, and pay the same directly to each Member Town, subject to the approval of the Committee. Any action under this Section shall be approved by the **Massachusetts Department of Education** in accordance with Massachusetts General Laws.

And by adding:

Section 7 Any town not included in the District may be admitted to said District by a majority vote of the Committee upon acceptance by the town of the original agreement with any amendments thereto.

Upon admission of such town, the total of the costs of the original construction and of subsequent acquisitions and improvements, reduced by a depreciation allowance at a percentage determined by the **Massachusetts Department of Elementary and Secondary Education** shall be reapportioned to all towns in the District, including the newly admitted town, as determined by the Committee. The newly admitted town shall then assume liability for its entire share of the cost as determined by this Section, to be paid to the District over the remaining term of the funded debt. If no funded debt exists the newly admitted town must finance its share as computed in this Section, independent of the District, and pay the same directly to each Member Town, subject to the approval of the Committee. Any action under this Section shall be approved by the **Massachusetts Department of Elementary and Secondary Education** in accordance with Massachusetts General Laws.

Submitted by: WRSD School Committee
Recommendation: The Board of Selectmen defers to Town Meeting.
Recommendation: The Finance Committee defers to Town Meeting.
Summary: This Article corrects edits section & to correctly identify the Massachusetts Department of Elementary and Secondary Education (DESE) in the WRSD Regional agreement

ARTICLE 29. Amend WRSD Regional Agreement Section 14.1

To see if the Town will vote to amend the Wachusett Regional School District Agreement, by making technical, grammatical and/or clarifying edits to Section 14.1 of said Agreement, the changes shown ~~in~~ below, or take any other action in relation thereto. By deleting:

Section 14.1 The Wachusett Regional School District Agreement shall be reviewed every **three (3)** years by the Committee. The Committee shall hold a public hearing to receive comment and proposed changes from the citizens of the Member Towns. The Committee shall prepare and submit a written report to the Selectboards of the Member Towns

And by adding:

Section 14.1 The Wachusett Regional School District Agreement shall be reviewed every **five (5)** years by the Committee. The Committee shall hold a public hearing to receive comment and proposed changes from the citizens of the Member Towns. The Committee shall prepare and submit a written report to the Selectboards of the Member Towns

Submitted by: WRSD School Committee
Recommendation: The Board of Selectmen defers to Town Meeting.
Recommendation: The Finance Committee defers to Town Meeting.
Summary: This Article extends the period between review for the WRSD Regional agreement from three to five years.

ARTICLE 30. Amend WRSD Regional Agreement Section 16

To see if the Town will vote to amend the Wachusett Regional School District Agreement, by making technical, grammatical and/or clarifying edits to Section 16 of said Agreement, the changes shown ~~in~~ below, or take any other action in relation thereto. By deleting:

Section 16 The Regional District School Committee may authorize capital expenditures from surplus funds for those purposes cited in General Laws, Chapter 71, Section 16, not to exceed $250,000 in any fiscal year or for any single **projected**, and provided two-thirds of the members of the Committee voting on the question authorize said expenditure.

And by adding:

Section 16 The Regional District School Committee may authorize capital expenditures from surplus funds for those purposes cited in General Laws, Chapter 71, Section 16, not to exceed $250,000 in any fiscal year or for any single **project**, and provided two-thirds of the members of the Committee voting on the question authorize said expenditure.

Submitted by: WRSD School Committee
Recommendation: The Board of Selectmen defers to Town Meeting.
Recommendation: The Finance Committee defers to Town Meeting.
Summary: This Article corrects a syntax error in the WRSD Regional agreement

ARTICLE 31. Amend WRSD Regional Agreement Section 17.1

To see if the Town will vote to amend the Wachusett Regional School District Agreement, by making technical, grammatical and/or clarifying edits to Section 17.1 of said Agreement, the changes shown ~~in~~ below, or take any other action in relation thereto. By deleting:

Section 17.1 The Member Towns are hereby authorized and directed to lease to the District, upon payment of one dollar ($1.00) in each case (each said sum to be assessed from each Member Town and the assessment to be payable upon demand by the District) the school building and premises, which premises include the land appurtenant to and used in connection with said schools owned by the Member Towns on July 1, 1994 and any new school buildings constructed by the Member Towns after July 1, 1994. Each such lease shall be made by the Selectboard for the Member Town and shall provide for an initial term of **twenty (20)** years and the term shall

commence on the date when the District accepts possession of the building and each such lease shall contain a provision for the extension of the lease for an additional term **of twenty (20)** years, at the option of the Committee. No rental shall be charged to the District by any of the Member Towns.

And by adding:

Section 17.1 The Member Towns are hereby authorized and directed to lease to the District, upon payment of one dollar ($1.00) in each case (each said sum to be assessed from each Member Town and the assessment to be payable upon demand by the District) the school building and premises, which premises include the land appurtenant to and used in connection with said schools owned by the Member Towns on July 1, 1994 and any new school buildings constructed by the Member Towns after July 1, 1994. Each such lease shall be made by the Selectboard for the Member Town and shall provide for an initial term of **ten (10)** years and the term shall commence on the date when the District accepts possession of the building and each such lease shall contain a provision for the extension of the lease for an additional term of **ten (10)** years, at the option of the Committee. No rental shall be charged to the District by any of the Member Towns.

Submitted by: WRSD School Committee
Recommendation: The Board of Selectmen defers to Town Meeting.
Recommendation: The Finance Committee defers to Town Meeting.
Summary: This Article reduces the term for leases of Town owned school buildings in the WRSD Regional agreement from twenty to ten years.

ARTICLE 32. Amend WRSD Regional Agreement Section 19.1

To see if the Town will vote to amend the Wachusett Regional School District Agreement, by making technical, grammatical and/or clarifying edits to Section 19.1 of said Agreement, the changes shown ~~in~~ below, or take any other action in relation thereto. By deleting:

Section 19.1 This amended Agreement shall take effect upon the affirmative vote of each of the Member Towns at town meetings in each such town and shall thereupon supersede the Wachusett Regional School District Agreement most recently amended by vote of the Member Towns on May 7, 1977 and validated by Chapters 461, 462 and 463 of the Acts of 1977.

And by adding:

Section 19.1 This amended Agreement shall take effect upon the affirmative vote of each of the Member Towns at town meetings in each such town, **as described in Section 14.2** and shall thereupon supersede the Wachusett

Regional School District Agreement most recently amended by vote of the Member Towns on May 7, 1977 and validated by Chapters 461, 462 and 463 of the Acts of 1977.

Submitted by: WRSD School Committee
Recommendation: The Board of Selectmen defers to Town Meeting.
Recommendation: The Finance Committee defers to Town Meeting.
Summary: This Article adds explanatory language to section 19.1 of the WRSD Regional agreement.

ARTICLE 33. Annual Town Election

To elect by ballot on Monday, May 9, 2016 from 7:00am to 8:00pm at the Houghton Elementary School gym on 32 Boutelle Road, the following officers:

(1) seat for Board of Assessors – 3 year term
(1) seat for Board of Health – 3 year term
(2) seats for Library Board of Trustees – each a 3 year term
(1) seat for Board of Selectmen – 3 year term
(1) seat for Constable – 3 year term
(1) seat for Department of Public Works Board – 3 year term
(1) seat for Sterling Housing Authority – 5 year term
(1) seat for Planning Board – 5 year term
(1) seat for Sterling Municipal Light Board – 3 year term
(1) seat for Wachusett Regional School District Committee –3 year term

Also to choose by ballot or otherwise, such other officers as may be necessary. The polls shall be opened on Monday, May 09, 2016 at seven (7:00) o'clock in the forenoon and shall remain open until eight (8:00) o'clock in the evening.

Given under our hands this _____day of April, 2016.

Sterling Board of Selectmen

_____
Robert F. Cutler, Chairman

_____
John F. Kilcoyne

_____
Maureen Cranson

To the Town Constable: and you are directed to serve this Warrant by posting on the Town Website and posting attested copies at the following municipal locations at least seven (7) days before the holding said meeting.

Butterick Municipal Building
Conant Free Library
Sterling Municipal Light Building
Sterling Police Station
Sterling Posting Office

Hereof fail not and make due return of this Warrant with your doings thereto to the Town Clerk at the time and place of meeting as aforesaid.

FY17 PROPOSED GENERAL FUND BUDGET

3/21/2016

Acct. Number	Description	2015 Actual	2016 Revis.	2017 Request	$ Incr.	% Incr.
	MODERATOR					
01114-51100	MODERATOR SALARY	500.00	500.00	$500.00	$0.00	0.0%
01114-57000	MODERATOR EXPENSE	0.00	150.00	$150.00	$0.00	0.0%
	Department Total	**500.00**	**650.00**	**650.00**	**0.00**	**0.0%**
	SELECTMEN					
01122-51100	SELECTMAN SALARY	4,500.00	4,500.00	$4,500.00	$0.00	0.0%
01122-57000	SELECTMAN EXPENSE	2,500.00	2,500.00	$2,500.00	$0.00	0.0%
	Department Total	**7,000.00**	**7,000.00**	**7,000.00**	**0.00**	**0.0%**
	TOWN ADMIN.					
01129-51100	TOWN ADMIN. SALARY	94,324.77	92,000.00	$93,840.00	$1,840.00	2.0%
01129-51200	TOWN ADMIN. WAGES	44,764.75	75,769.00	$77,284.38	$1,515.38	2.0%
01129-57000	TOWN ADMIN. EXPENSE	94,842.78	72,000.00	$72,000.00	$0.00	0.0%
	Department Total	**233,932.30**	**239,769.00**	**243,124.38**	**3,355.38**	1.4%

Acct. Number	Description	2015 Actual	2016 Revis.	2017 Request	$ Incr.	% Incr.
	FINANCE COMMITTEE					
01131-57000	FINANCE BOARD EXPENSE	176.00	280.00	$280.00	$0.00	0.0%
	Department Total	**100,176.00**	**100,280.00**	**100,280.00**	**0.00**	**0.0%**
	ACCOUNTANT					
01135-51100	ACCOUNTANT SALARY	27,523.54	32,534.00	$29,376.00	-$3,158.00	-9.7%
01135-57000	ACCOUNTANT EXPENSE	2,751.99	2,000.00	$7,750.00	$5,750.00	287.5%
01136-57000	AUDIT EXPENSE	18,500.00	20,500.00	$20,500.00	$0.00	0.0%
	Department Total	**48,775.53**	**55,034.00**	**57,626.00**	**2,592.00**	**4.7%**
	ASSESSORS					
01141-51100	ASSESSOR SALARY	4,500.00	4,500.00	$4,500.00	$0.00	0.0%
01141-51200	ASSESSOR WAGES	42,374.06	43,145.00	$44,007.90	$862.90	2.0%
01141-57000	ASSESSOR EXPENSE	52,207.38	53,600.00	$54,672.00	$1,072.00	2.0%
	Department Total	**99,081.44**	**101,245.00**	**103,179.90**	**1,934.90**	**1.9%**
	TREAS./COLLECTOR					
01145-51100	TREAS./COLLECTOR SALARY	57,699.00	58,821.00	$59,978.00	$1,157.00	2.0%
01145-51200	TREAS./COLLECTOR WAGES	85,987.24	90,432.00	$92,695.00	$2,263.00	2.5%
01145-57000	TREAS./COLLECTOR EXPENSE	36,146.34	31,922.00	$42,566.00	$10,644.00	33.3%

Acct. Number	Description	2015 Actual	2016 Revis.	2017 Request	$ Incr.	% Incr.
01145-57001	TAX TITLE	1,231.00	5,000.00	$5,000.00	$0.00	0.0%
	Department Total	**181,063.58**	**186,175.00**	**200,239.00**	**14,064.00**	**7.6%**
	LEGAL SERVICES					
01151-53000	LEGAL SERVICES	73,907.83	60,000.00	$60,000.00	$0.00	0.0%
	Department Total	**73,907.83**	**60,000.00**	**$60,000.00**	**$0.00**	**0.0%**
	HUMAN RESOURCES					
01152-57000	HUMAN RESOURCE EXPENSE	474.88	500.00	$500.00	$0.00	0.0%
01152-57001	HUMAN RESOURCE TRAINING	0.00	2,500.00	$0.00	-$2,500.00	-100.0%
	Department Total	**474.88**	**3,000.00**	**500.00**	**(2,500.00)**	**-83.3%**
	INFORMATION TECHNOLOGY					
01155-52000	IT PROFESSIONAL SERVICES	40,897.50	40,541.00	$40,000.00	-$541.00	-1.3%
01155-57000	IT EXPENSE	20,639.70	14,800.00	$20,000.00	$5,200.00	35.1%
01155-57001	IT WEB HOSTING	0.00	5,400.00	$5,400.00	$0.00	0.0%
	Department Total	**61,537.20**	**60,741.00**	**65,400.00**	**4,659.00**	**7.7%**

Acct. Number	Description	2015 Actual	2016 Revis.	2017 Request	$ Incr.	% Incr.
	PERSONNEL BOARD					
01159-57000	PERSONNEL BOARD EXPENSE	134.00	500.00	$1,800.00	$1,300.00	260.0%
	Department Total	**134.00**	**500.00**	**$1,800.00**	**$1,300.00**	**260.0%**
	TOWN CLERK					
01161-51100	TOWN CLERK SALARY	62,956.00	63,195.00	$65,776.00	$2,581.00	4.1%
01161-51200	TOWN CLERK WAGES	40,886.06	41,697.00	$43,163.00	$1,466.00	3.5%
01161-52000	TOWN CLERK TRAINING	3,557.25	3,500.00	$3,500.00	$0.00	0.0%
01161-57000	TOWN CLERK EXPENSE	16,281.80	11,440.00	$17,400.00	$5,960.00	52.1%
	Department Total	**123,681.11**	**119,832.00**	**129,839.00**	**10,007.00**	**8.4%**
	ELECTIONS					
01162-51200	ELECTION WAGES	10,959.00	9,973.00	$11,000.00	$1,027.00	10.3%
01162-57000	ELECTION EXPENSE	16,523.32	17,800.00	$15,500.00	-$2,300.00	-12.9%
	Department Total	**27,482.32**	**27,773.00**	**26,500.00**	**(1,273.00)**	**-4.6%**
	CONSERVATION COMM.					
01171-51200	CONSERVAT. COMM. WAGES	22,694.36	23,240.00	$23,705.00	$465.00	2.0%
01171-57000	CONSERVAT. COMM. EXP.	22,530.75	1,000.00	$1,000.00	$0.00	0.0%
01171-57001	**CENT. MASS. STORMWATER CO.**	**0.00**	**5,000.00**	**$5,000.00**	**$0.00**	**0.0%**

Acct. Number	Description	2015 Actual	2016 Revis.	2017 Request	$ Incr.	% Incr.
	Department Total	**45,225.11**	**29,240.00**	**29,705.00**	**465.00**	1.6%
	PLANNING					
01175-51100	PLANNING SALARY	200.00	500.00	$500.00	$0.00	0.0%
01175-56310	MRPC EXPENSE	2,372.17	2,515.00	$2,640.00	$125.00	5.0%
01175-57000	PLANNING EXPENSE	18,752.09	18,518.00	$16,997.00	-$1,521.00	-8.2%
	Department Total	**21,324.26**	**21,533.00**	**20,137.00**	**(1,396.00)**	**-6.5%**
	BOARD OF APPEALS					
01176-51200	BOARD OF APPEALS WAGES	0.00	10,000.00	$0.00	-$10,000.00	-100.0%
01176-57000	BOARD OF APPEALS EXPENSE	5,770.72	8,887.00	$8,887.00	$0.00	0.0%
	Department Total	**5,770.72**	**18,887.00**	**8,887.00**	**(10,000.00)**	**-52.9%**
	AGRICULTURAL					
01177-57000	AGRICULTURAL EXPENSE	190.00	750.00	$750.00	$0.00	0.0%
	Department Total	**190.00**	**750.00**	**$750.00**	**$0.00**	**0.0%**
	ECONOMIC DEVELOPMENT					
01178-57000	ECON. DEVELOPMENT COMM.	0.00	13,500.00	$13,500.00	$0.00	0.0%
	Department Total	**0.00**	**13,500.00**	**$13,500.00**	**$0.00**	**0.0%**

Acct. Number	Description	2015 Actual	2016 Revis.	2017 Request	$ Incr.	% Incr.
	OPEN SPACE					
01179-57000	OPEN SPACE EXPENSE	887.26	1,000.00	$1,500.00	$500.00	50.0%
	Department Total	**887.26**	**1,000.00**	**$1,500.00**	**$500.00**	**50.0%**
	FACILITIES					
01192-51200	FACILITIES WAGES	26,080.82	30,978.00	$31,598.00	$620.00	2.0%
01192-57000	FACILITIES EXPENSE	56,621.96	71,576.00	$71,576.00	$0.00	0.0%
	Department Total	**82,702.78**	**102,554.00**	**103,174.00**	**620.00**	**0.6%**
	ADA					
01196-51200	ADA COORDIN. STIPEND	1,500.00	1,500.00	$1,500.00	$0.00	0.0%
	Department Total	**1,500.00**	**1,500.00**	**$1,500.00**	**$0.00**	**0.0%**
	POLICE					
01210-51100	POLICE SALARY	122,672.85	126,156.00	$128,680.00	$2,524.00	2.0%
01210-51200	POLICE WAGES	1,117,922.97	1,167,083.00	$1,172,493.00	$5,410.00	0.5%
01210-57000	POLICE EXPENSE	100,985.75	105,200.00	$105,320.00	$120.00	0.1%
01210-58500	POLICE CRUISER	35,135.00	39,000.00	$39,000.00	$0.00	0.0%
	Department Total	**1,376,716.57**	**1,437,439.00**	**1,445,493.00**	**8,054.00**	**0.6%**

Acct. Number	Description	2015 Actual	2016 Revis.	2017 Request	$ Incr.	% Incr.
	DISPATCH					
01215-51200	COMMUNICATION WAGES	241,059.00	252,840.00	$257,392.00	$4,552.00	1.8%
01215-57000	COMMUNICATION EXPENSE	85,637.80	86,685.00	$90,362.00	$3,677.00	4.2%
	Department Total	**326,696.80**	**339,525.00**	**347,754.00**	**8,229.00**	**2.4%**
	FIRE					
01220-51100	FIRE CHIEF SALARY	91,735.00	93,558.00	$95,429.00	$1,871.00	2.0%
01220-51200	FIRE WAGES	291,618.46	421,403.00	$503,804.00	$82,401.00	19.6%
01220-51500	FIRE EMER. MANAGEMENT STIP.	10,000.00	10,000.00	$10,000.00	$0.00	0.0%
01220-57000	FIRE EXPENSE	118,359.62	118,200.00	$119,900.00	$1,700.00	1.4%
01220-57001	FIRE EMER. MANAGEMENT EXP.	1,500.00	1,500.00	$1,500.00	$0.00	0.0%
01220-57002	**FIRE EQUIPMENT LEASE**	**62,148.05**	**62,148.05**	**$62,148.05**	**$0.00**	**0.0%**
	Department Total	**575,361.13**	**706,809.05**	**792,781.05**	**85,972.00**	**12.2%**
	AMBULANCE					
01231-51100	AMBULANCE CHIEF SALARY	12,200.00	12,200.00	$12,200.00	$0.00	0.0%
01231-51200	AMBULANCE WAGES	254,846.72	288,928.00	$304,530.00	$15,602.00	5.4%
01231-57000	AMBULANCE EXPENSE	67,769.19	67,600.00	$69,750.00	$2,150.00	3.2%
01231-57002	**AMBULANCE LEASE**	**38,867.20**	**38,867.20**	**$38,867.20**	**$0.00**	**0.0%**

Acct. Number	Description	2015 Actual	2016 Revis.	2017 Request	$ Incr.	% Incr.
	Department Total	**373,683.11**	**407,595.20**	**425,347.20**	**17,752.00**	4.4%
	INSPECTIONS					
01241-51100	BUILDING INSP.SALARY	15,364.88	38,954.00	$58,815.00	$19,861.00	51.0%
01241-51101	INSPECTION WIRE INSP SALARY	10,955.00	12,750.00	$15,300.00	$2,550.00	20.0%
01241-51102	PLUMBING INSP SALARY	10,195.00	10,000.00	$10,200.00	$200.00	2.0%
01241-51103	GAS INSP SALARY	5,617.50	5,500.00	$5,610.00	$110.00	2.0%
01241-51200	BUILDING INSPECTOR WAGES	23,786.56	19,082.00	$37,918.00	$18,836.00	98.7%
01241-57000	INSPECTION EXPENSE	3,625.26	5,550.00	$5,550.00	$0.00	0.0%
01241-57001	SEALER OF WTs. & MEAS. EXP.	1,200.00	1,200.00	$1,200.00	$0.00	0.0%
	Department Total	**70,744.20**	**93,036.00**	**134,593.00**	**41,557.00**	**44.7%**
	ANIMAL CONTROL					
01249-51200	ANIMAL CONTROL WAGES	17,187.20	20,342.00	$20,748.00	$406.00	2.0%
01249-57000	ANIMAL CONTROL EXPENSE	3,698.59	4,000.00	$4,000.00	$0.00	0.0%
01250-51100	ANIMAL INSPECTOR SALARY	1,000.00	1,000.00	$1,000.00	$0.00	0.0%
01250-57000	ANIMAL INSPECTOR EXPENSE	680.07	900.00	$900.00	$0.00	0.0%
	Department Total	**22,565.86**	**26,242.00**	**26,648.00**	**406.00**	**1.5%**

Acct. Number	Description	2015 Actual	2016 Revis.	2017 Request	$ Incr.	% Incr.
	DPW					
01422-51100	DPW SALARY	64,039.00	65,312.00	$66,626.00	$1,314.00	2.0%
01422-51110	DPW BOARD SALARY	1,800.00	1,800.00	$1,800.00	$0.00	0.0%
01422-51200	DPW WAGES	540,447.23	592,949.00	$598,870.00	$5,921.00	1.0%
01422-52000	DPW STREET LIGHTS	30,636.83	30,613.00	$30,613.00	$0.00	0.0%
01422-52700	DPW HYDRANT RENTAL	0.00	26,675.00	$26,675.00	$0.00	0.0%
01422-52900	DPW TRASH PICKUP	541,620.60	557,868.00	$527,000.00	-$30,868.00	-5.5%
01422-52901	**REGIONAL RECYCLING**		**2,898.00**	**$4,335.50**	**$1,437.50**	**49.6%**
01422-57000	DPW EXPENSE	296,868.63	312,420.00	$312,420.00	$0.00	0.0%
01422-57001	**DPW EQUIPMENT LEASE**	**0.00**	**0.00**	**$29,692.00**	**$29,692.00**	**NEW**
01422-52902	**LANDFILL MONITORING**	**15,000.00**	**15,000.00**	**$16,500.00**	**$1,500.00**	**10.0%**
	Department Total	**311,868.63**	**327,420.00**	**358,612.00**	**31,192.00**	9.5%
	SNOW AND ICE					
01423-51200	SNOW & ICE WAGES	60,000.00	60,000.00	$60,000.00	$0.00	0.0%
01423-57000	SNOW & ICE EXPENSE	218,093.25	116,000.00	$116,000.00	$0.00	0.0%
	Department Total	**278,093.25**	**176,000.00**	**176,000.00**	**0.00**	**0.0%**

Acct. Number	Description	2015 Actual	2016 Revis.	2017 Request	$ Incr.	% Incr.
	BOARD OF HEALTH					
01510-51100	BOH SALARY	309.00	309.00	$309.00	$0.00	0.0%
01510-51110	BOH INSPECTOR SALARY	74,352.49	78,960.00	$82,000.00	$3,040.00	3.9%
01510-53000	BOH WACH. HOME HEALTH CARE	0.00	1,500.00	$1,500.00	$0.00	0.0%
01510-53001	BOH MONTACHUS. PUB. HEALTH	2,250.00	4,500.00	$4,500.00	$0.00	0.0%
01510-57000	BOH EXPENSE	4,074.16	4,530.00	$4,530.00	$0.00	0.0%
	Department Total	**80,985.65**	**89,799.00**	**92,839.00**	**3,040.00**	**3.4%**
	COUNCIL ON AGING					
01541-51200	COA WAGES	112,274.58	122,120.00	$123,933.00	$1,813.00	1.5%
01541-53000	COA HOME CARE	400.00	400.00	$400.00	$0.00	0.0%
01541-53001	COA TITLE VII NUTR. AND WHEAT	4,445.00	4,500.00	$4,500.00	$0.00	0.0%
01541-57000	COA EXPENSE	13,706.63	15,000.00	$16,050.00	$1,050.00	7.0%
01541-57001	COA SEN.TAX WORK OFF PROG.	9,802.00	15,217.00	$15,217.00	$0.00	0.0%
01541-57003	SENIOR CENTER OPERATIONS	0.00	19,000.00	$38,000.00	$19,000.00	Full Year
	Department Total	**140,628.21**	**176,237.00**	**198,100.00**	**21,863.00**	12.4%

Acct. Number	Description	2015 Actual	2016 Revis.	2017 Request	$ Incr.	% Incr.
	CULTURAL COUNCIL					
01542-57000	CULTURAL COUNCIL	0.00	50.00	$50.00	$0.00	0.0%
	Department Total	**0.00**	**50.00**	**$50.00**	**$0.00**	**0.0%**
	VETERANS					
01543-51200	VETERANS WAGES	3,725.00	20,000.00	$20,000.00	$0.00	0.0%
01543-57000	VETERANS EXPENSE	2,230.29	2,200.00	$2,200.00	$0.00	0.0%
01543-57700	VETERANS BENEFITS	26,507.37	30,000.00	$30,000.00	$0.00	0.0%
	Department Total	**32,462.66**	**52,200.00**	**52,200.00**	**0.00**	**0.0%**
	LIBRARY					
01610-51100	LIBRARY SALARY	72,027.98	73,463.00	$74,941.00	$1,478.00	2.0%
01610-51200	LIBRARY WAGES	185,390.16	193,657.00	$202,511.00	$8,854.00	4.6%
01610-57000	LIBRARY EXPENSE	111,247.54	112,588.00	$115,017.00	$2,429.00	2.2%
	Department Total	**368,665.68**	**379,708.00**	**392,469.00**	**12,761.00**	**3.4%**
	RECREATION					
01630-51100	RECREATION SALARY	47,087.34	48,190.00	$49,155.00	$965.00	2.0%
01630-51200	RECREATION WAGES	16,529.68	33,279.00	$37,341.00	$4,062.00	12.2%
01630-57000	RECREATION EXPENSE	6,299.31	6,500.00	$7,650.00	$1,150.00	17.7%

Acct. Number	Description	2015 Actual	2016 Revis.	2017 Request	$ Incr.	% Incr.
	Department Total	**69,916.33**	**87,969.00**	**94,146.00**	**6,177.00**	**7.0%**
	HISTORICAL COMMISSION					
01670-57000	HISTORICAL EXPENSE	104.72	1,000.00	$1,000.00	$0.00	0.0%
	Department Total	**104.72**	**1,000.00**	**$1,000.00**	**$0.00**	**0.0%**
	EXTENSION SERVICE					
01690-57000	EXTENSION SERVICE	510.00	510.00	$510.00	$0.00	0.0%
	Department Total	**510.00**	**510.00**	**$510.00**	**$0.00**	**0.0%**
	PARADES					
01699-57000	MEMORIAL AND VETERANS DAY	2,042.15	5,600.00	$5,600.00	$0.00	0.0%
	Department Total	**2,042.15**	**5,600.00**	**$5,600.00**	**$0.00**	**0.0%**
	DEBT SERVICE					
01710-59000	DEBT - LONG TERM PRINCIPAL	1,300,000.00	1,565,000.00	$1,590,000.00	$25,000.00	1.6%
01750-59010	DEBT - LONG TERM INTEREST	333,557.04	383,068.00	$336,665.00	-$46,403.00	-12.1%
01751-59010	DEBT - SHORT TERM INTEREST	0.00	0.00	$0.00	$0.00	N/A
	Department Total	**1,633,557.04**	**1,948,068.00**	**1,926,665.00**	**(21,403.00)**	**-1.1%**

Acct. Number	Description	2015 Actual	2016 Revis.	2017 Request	$ Incr.	% Incr.
	INSURANCE					
01910-59020	HEALTH INSURANCE	1,030,983.12	1,111,043.00	$1,198,815.40	$87,772.40	7.9%
01910-59030	MEDICARE	48,835.70	55,232.00	$56,337.00	$1,105.00	2.0%
01910-59040	UNEMPLOYMENT	448.00	20,000.00	$20,000.00	$0.00	0.0%
01910-59050	LIABILITY INSURANCE	131,701.05	130,000.00	$142,777.00	$12,777.00	9.8%
	Department Total	**1,211,967.87**	**1,316,275.00**	**1,417,929.40**	**101,654.40**	7.7%
	RETIREMENT					
01910-59060	WORCESTER COUNTY RET.	515,290.93	570,020.00	$616,567.00	$46,547.00	8.2%
	Department Total	**515,290.93**	**570,020.00**	**$616,567.00**	**$46,547.00**	**8.2%**
			10,470,580.25	**$10,836,514.43**	**$365,934.18**	**3.5%**

Board / Committee Openings

- **ADA Committee**
- **Agricultural Commission (2 alternates)**
- **Animal Control Advisory Board**
- **Conservation Commission (alternate)**
- **Council on Aging**
- **Economic Development Committee (2)**
- **Finance Committee**
- **Historical Commission**
- **Montachusett Authority Regional Transit (MART)**
- **Personnel Board**
- **Police Cell Monitor**
- **Town Forest Committee**
- **Sexual Harrassment Officer**
- **Town Forest Committee**
- **Zoning Board of Appeals**

All interested parties should visit our website at :
http://www.sterling-ma.gov/ .

Please fill out the Citizen Volunteer application form, which is available under "Vacancies" and return it to the Selectmen's office.

Applications also available in the Selectmen's office.