

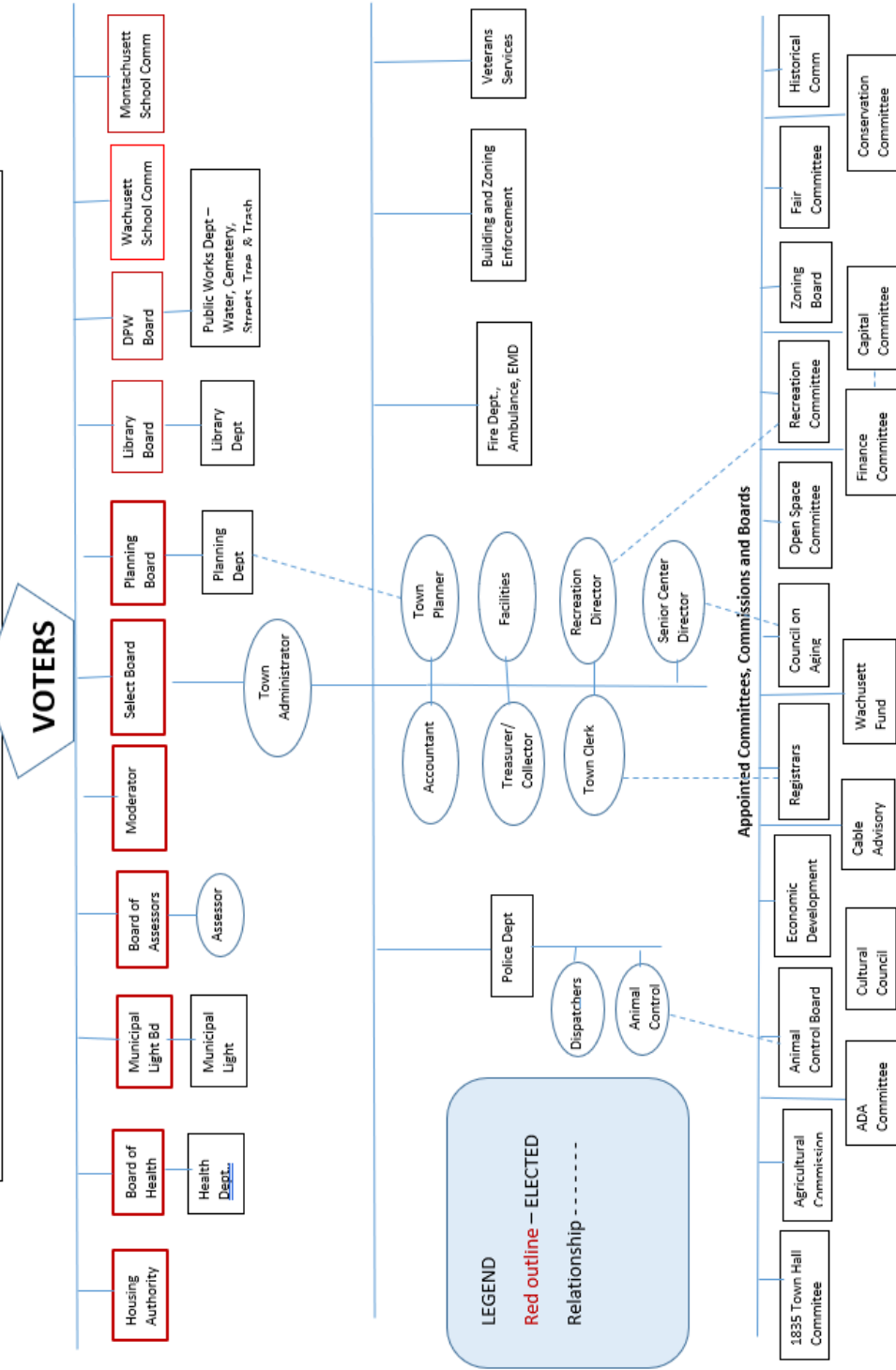
1                   Town of Sterling  
2                   **WARRANT**

3  
4                   Attention – Voters and Taxpayers  
5                   **Please bring this WARRANT to Town**  
6                   **Meeting**



8  
9  
10  
11  
12                   **May 6, 2024 Monday**  
13                   Annual Town Meeting 6:30 PM Chocksett  
14                   Middle School Gym 40 Boutelle Road

# TOWN OF STERLING GOVERNMENT STRUCTURE



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53

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55

56 To the Taxpayers and Residents of Sterling,

57 The Finance (FinCom) and Capital Budget Committees (CBC) are pleased to present our report and the  
58 town's budget proposal for the fiscal year 2025, covering the period from July 1, 2024, to June 30, 2025.  
59 This year, both FinCom and CBC operated with full staffing, allowing us to actively engage on multiple  
60 budgetary fronts, including increased departmental liaison responsibilities. Our dedication is to you, the  
61 taxpayers. We remain steadfast in our commitment to offer complete transparency as we strive to  
62 deliver affordable, pragmatic, and financially sound solutions for town capital and services.

63 The Finance Committee is dedicated to maintaining fiscal sustainability over the long term by limiting  
64 operating cost increases. Our criteria for these limits encompass various factors, including preserving  
65 adequate excess levy capacity to avoid the necessity for a Proposition 2-1/2 override, maintaining  
66 sufficient Free Cash balances and Reserve Funds, retaining favorable bond ratings (Moody Aa2 and S&P  
67 AA+), and minimizing property tax increases to ensure that taxpayers are not unduly burdened.  
68 Furthermore, we are committed to ensuring good value for taxpayers in the expenditure of their taxes.

69 For the fiscal year 2025, the Finance Committee set specific goals, aiming to restrict municipal growth to  
70 \$400,000 over the previous fiscal year (FY24) and school growth to the same amount. The overarching  
71 objective was to limit the town-wide tax levy increase to \$800,000. Through collaborative efforts  
72 involving the Town Administrator, department leaders, the Select Board, and the Finance Committee,  
73 we came quite close to achieving that municipal growth goal, with an increase of \$437,254 (3.29% YoY)  
74 while maintaining current staffing levels. However, the combined school requests, with a total increase  
75 of \$672,333 (4.75%), presented a significant challenge. WRSD, unlike Monty Tech, has requested a  
76 substantial increase above the Minimum Required Contribution. When including both the WRSD and  
77 Monty Tech school budget increases, the total town budget grows by \$1,109,587, a 4.04% increase YoY.

78 To meet the Finance Committee's stated goal, we deemed it prudent to recommend supplementing  
79 FY25 revenue with a transfer of \$200,000 from Stabilization to the general fund. This decision reflects  
80 our commitment to responsible fiscal management and ensuring that the town's financial resources are  
81 utilized effectively and efficiently to benefit the community as a whole while moderating tax levy  
82 increases.

83 Throughout this planning year, the committees have discussed developing a comprehensive 5-year  
84 budget and capital outlook to ensure the town's sustained provision, not only for the present year but  
85 also for the years to follow. Safeguarding the town's excess levy capacity has been a key priority for  
86 FinCom to minimize the necessity for overrides wherever possible. Significant efforts were also  
87 dedicated to modernizing our budget analysis tools, providing clearer insights into the challenges faced  
88 by the town's budgets.

89 In recent years, the Department of Public Works (DPW) has made commendable strides in enhancing  
90 the quality of our town's roads within the constraints of the available funding provided through the  
91 municipal omnibus budget. However, the demand for roadwork becomes more pressing when key  
92 thoroughfares require resurfacing. This year, in collaboration with the DPW, the Finance Committee  
93 (FinCom) and Town Administrator have devised a strategic plan aimed at addressing these diverse  
94 roadwork needs while maintaining fiscal responsibility.

95 Commencing this fiscal year, the town will initiate a borrowing plan with Town Meeting approval,  
96 wherein \$1 million will be borrowed every three years specifically allocated for the DPW's use. This  
97 borrowing will be spread over a 15-year period, thereby not affecting the tax levy limit. This proactive  
98 approach, coupled with the approximately \$700,000 received annually from state funding sources such  
99 as Chapter 90 and Fair Share, will empower the DPW with the necessary resources and flexibility to  
100 address some of the town's most critical road and infrastructure maintenance needs.

101 This comprehensive strategy reflects a collaborative effort between FinCom and the DPW,  
102 demonstrating our commitment to efficiently managing resources to enhance our town's infrastructure  
103 while ensuring prudent financial stewardship.

104 After conducting a thorough examination of the budget requests from every town department, detailed  
105 later in this warrant, the Committee is pleased to propose an overall town budget of \$28,558,927. This  
106 amount reflects a 4.04% increase (\$1,109,587) from the previous year, which is notably lower than the  
107 5.76% increase observed in the preceding year. It is important to emphasize that despite this budgetary  
108 expansion, we expect the tax levy increase will come in under \$900,000, below 4%.

109 Also, of note is the Committee's endorsement of a 3% salary increase for town employees in the  
110 upcoming fiscal year. We are confident in our capacity to absorb this adjustment while ensuring the  
111 town's financial stability. Acknowledging the dedication of our town employees, we seek to share the  
112 benefits of our financial success, recognizing their pivotal role in fostering Sterling's excellence.

113 However, the Committee stands firm in its position against the addition of any new full-time staff  
114 positions for the upcoming fiscal year. We do support initiatives led by the Town Administrator and  
115 Select Board to transition several full-time town roles into shared positions with neighboring townships  
116 where it makes sense. This strategic approach not only fosters collaboration and efficiency but also  
117 maximizes resources without compromising service quality. Our support for such endeavors  
118 underscores our commitment to prudent fiscal management and innovative solutions for sustainable  
119 community development.

120 Additionally, we draw your attention to the following budget areas:

- 121 • Wachusett Regional School District Requested Contributions: Wachusett RSD has raised its  
122 requested total contribution by \$567,832 or 4.56% to \$13,623,038. This amount is divided into  
123 two separate components within the warrant article. The first part addresses Sterling's Required  
124 Contribution, totaling \$10,645,733, which encompasses Sterling's Minimum Required  
125 Contribution as mandated by DESE and its share of required transportation and debt service.  
126 The second part concerns an "over minimum required" Discretionary request totaling  
127 \$2,977,305, marking a substantial increase of 15.5% compared to the previous year.
- 128 • Montachusett Regional Vocational Technical School Requested Contributions: Montachusett  
129 RVTS has increased its request contribution by 11.35% to \$1,132,732. This figure encompasses  
130 Sterling's Minimum Required Contribution along with transportation and debt service costs.  
131 Montachusett does not have an "over minimum required" Discretionary request.
- 132 • Capital Requests: After careful consideration, the Committees recommend approving a total  
133 capital budget of \$2,242,748, to be funded by a combination of our Capital Investment Fund,  
134 Certified Free Cash, Borrowing, Cemetery Lot Sales and Sale of Used Equipment funds. This

135 aligns with our strategy of aiming to minimize annual tax increases while preserving municipal  
136 services, protecting town assets, and supporting capital needs.

137 • Funding Reserves: Once again, the Committee has underscored the significance of allocating  
138 funds from Free Cash to bolster various reserve accounts, crucial for ensuring overall town  
139 financial stability. These allocations are as follows:

- 140 ○ General Fund: \$200,000 (transferred from the Stabilization Fund)
- 141 ○ Capital Fund: \$160,000
- 142 ○ Stabilization Fund: \$400,000
- 143 ○ Reserve Fund: \$100,000
- 144 ○ Snow and Ice Fund: \$100,000
- 145 ○ OPEB: \$217,000

146 These allocations represent our ongoing commitment to prudent financial management, providing the  
147 town with the necessary buffers to weather unforeseen challenges and maintain fiscal resilience.

148 • Capital Fund: To fund the town's capital budget for FY2025, it is suggested that a portion of  
149 these funds be sourced from the Capital Investment Fund, as outlined in warrant article #18,  
150 totaling \$689,500. These funds will facilitate crucial infrastructure upgrades and maintenance  
151 projects across various town facilities.

152 We extend our gratitude to the taxpayers, voters, departments, boards, and committees for their  
153 collaboration and unwavering support in our endeavor to formulate a balanced budget that serves the  
154 best interests of the town.

155 Respectfully Submitted,

156 The Town of Sterling Finance and Capital Budget Committees

157 George Handy – FinCom Chair

158 Joseph King – FinCom Vice Chair

159 Lynne Sheppard – CBC Chair

160 Liz Pape – CBC Vice Chair

161 Paul Austin

162 Ezequiel Ayala

163 Mark Gauthier

164 Christina Lashua

165

166

167



168

169

THE COMMONWEALTH OF MASSACHUSETTS

170

TOWN OF STERLING

171

ANNUAL TOWN MEETING

172

May 6, 2024

173

174 Worcester, ss.

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

177 GREETINGS:

178 In the name of the Commonwealth of Massachusetts, you are directed to notify and warn the  
179 inhabitants of the Town of Sterling qualified to vote in elections and Town affairs to meet at the  
180 Chocksett Middle School gym, 40 Boutelle Road in Sterling on:

181 MONDAY EVENING, THE SIXTH DAY OF MAY, 2024 at Six Thirty (6:30 PM) in the evening, then  
182 and there to act on the following articles:

183

184 ----- GENERAL FUND OMNIBUS BUDGET -----

185 ARTICLE 1: FY2025 TOWN OPERATING BUDGET

186 To see if the Town will vote to raise and appropriate or transfer from available funds,  
187 **\$12,812,121.00** or any other sum, and to further appropriate from the Ambulance Receipts  
188 Account, \$650,000, and to further appropriate, from the Cemetery Perpetual Care Account,  
189 \$5,000 and to further appropriate, from the Water Enterprise Fund \$66,036 and \$200,000 from  
190 General Stabilization; for a total appropriation of **\$13,733,157.00** for the payment of salaries and  
191 compensation, payment of debt and interest and for charges, expenses and outlays of the Town  
192 Departments, for the ensuing fiscal year, beginning July 1, 2024 and ending June 30, 2025, as  
193 shown in the municipal operating budget printed at the back of this Warrant; or take any action  
194 in relation thereto.

195 **Passage requires a 2/3<sup>rd</sup> vote.**

196  
197 ***Motion:*** Move that the Town raise and appropriate the sum of \$12,812,121 and to transfer the  
198 additional sum of \$921,036 from the additional sources identified in the Warrant, under Article  
199 1, for a total appropriation of \$13,733,157, to be expended as shown in the municipal operating  
200 and Omnibus Budget as printed at the back of the Warrant.

201  
202 Submitted by: Select Board  
203 Recommendations: Select Board recommends approval  
204 Finance Committee recommends approval 5-1  
205

206 ***Summary:*** This article authorizes spending and appropriates expenditures from the Town's  
207 General Fund for the Town's Fiscal Year 2025 Annual Operating Budget. Town departments and  
208 operations expenses are projected and paid from the General Fund budget for the coming fiscal  
209 year beginning July 1, 2024. A breakdown of the departmental budget requests, operations  
210 costs and town-wide unclassified expenses are included at the end of this warrant.

## 211 ARTICLE 2: WACHUSETT RSD BUDGET

212 To see if the Town will vote to raise and appropriate or transfer from available funds, \$13,693,038  
213 or any other sum, for the payment of the Town's required local contribution, transportation,  
214 debt, and tuition of \$10,715,733 and the above minimum contribution of \$2,977,305 for the  
215 Wachusett Regional School District ("WRSD") for the ensuing fiscal year, beginning July 1, 2024  
216 and ending June 30, 2025; or take any action in relation thereto.

217 ***Passage requires a Majority vote.***  
218

219 ***Motion:*** Move that the Town raise and appropriate \$13,693,038 for the Town's contribution to  
220 the Wachusett Regional School District.

221  
222 Submitted by: Wachusett Regional School Committee  
223 Recommendations: Select Board recommends approval  
224 Finance Committee does not recommend approval  
225

226 ***Summary:*** This article authorizes spending and the appropriation of funds from the Town's  
227 General Fund to pay the Wachusett Regional School Committee Assessment for the coming  
228 fiscal year.

## 229 ARTICLE 3: MONTACHUSETT VOCATIONAL REGIONAL SCHOOL 230 ASSESSMENT

231 To see if the Town will vote to raise and appropriate or transfer from available funds, \$1,132,732  
232 or any other sum, for the payment of the Town's assessment for the Montachusett Vocational



233 Regional School (“MVRS”) for the ensuing fiscal year, beginning July 1, 2024 and ending June 30,  
234 2025; or take any action in relation thereto.

235 ***Passage requires a Majority vote.***

236  
237 ***Motion: Move that the Town raise and appropriate \$1,132,732 for the Town’s Assessment to***  
238 ***the Montachusett Regional Vocation Technical School.***

239  
240 Submitted by: Montachusett Vocational Regional School Committee  
241 Recommendations: Select Board recommends approval  
242 Finance Committee recommends approval

243  
244 ***Summary: This article authorizes spending and appropriation of funds from the Town’s General***  
245 ***Fund to pay the Montachusett Vocational Regional School Committee Assessment for the***  
246 ***coming fiscal year.***

247 **ARTICLE 4: BUDGET REQUEST FOR NEW FIREFIGHTER/PARAMEDIC**

248 To see if the Town will vote to raise and appropriate or transfer from available funds, \$107,740,  
249 or any other sum, to fund an additional full-time firefighter/paramedic; or take any action in  
250 relation thereto.

251 Salary, stipends: \$77,740  
252 Benefits and Insurance: \$30,000  
253 Total: \$107,740

254 ***Passage requires a Majority vote.***

255  
256 ***Motion: Move that the Town raise and appropriate \$107,740 to fund an additional full-time***  
257 ***firefighter/paramedic position in the Sterling Fire Department.***

258  
259 Submitted by: Select Board  
260 Recommendations: Select Board recommends approval  
261 Finance Committee does not recommend approval

262  
263 ***Summary: This article allows for the hire of an additional full-time firefighter including their***  
264 ***salary and benefits. This would bring the full-time staff to 9 including the Fire Chief.***

265  
266 **\*\*\*\*\* CONSENT AGENDA - ARTICLES 5 THROUGH 15 \*\*\*\*\***  
267 ***The first grouping of “consent agenda” items includes eleven (11) individual articles, numbered***  
268 ***five (5) through fifteen (15). These articles represent annual fund transfers that are generally***  
269 ***routine in nature, recur each year and typically do not require any explanation or debate.***

270 **ARTICLE 5: SNOW & ICE DEFICIT (Consent)**

271 To see if the Town will vote to transfer from Free Cash, **\$100,000** or any other sum, to the Snow  
272 and Ice Account to cover any deficit in the snow and ice budget for the current fiscal year (FY24);  
273 or take any action in relation thereto.

274 ***Passage requires a Majority vote.***

275

276 Submitted by: Department of Public Works Board  
277 Recommendations: Select Board recommends approval  
278 Finance Committee recommends approval

279

280 ***Summary: This article transfers money into the Department of Public Works (“DPW”) Snow***  
281 ***and Ice Account to cover the deficit in the account caused by the snow and ice storms of this***  
282 ***fiscal year.***

283 **ARTICLE 6: ELECTED OFFICERS COMPENSATION (Consent)**

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

287 Select Board Member: \$1,500 per year  
288 Board of Assessors Member: \$1,500 per year  
289 Board of Health Member: \$300 per year  
290 Planning Board Member: \$300 per year  
291 DPW Board Member: \$600 per year  
292 Town Moderator: \$500 per year

293 ***Passage requires a Majority vote.***

294 Submitted by: Select Board  
295 Recommendations: Select Board recommends approval  
296 Finance Committee recommends approval

297 ***Summary: This article authorizes the compensation for elected officials as presented and***  
298 ***appropriated in the general omnibus budget, except the Sterling Municipal Light Board.***

299 **ARTICLE 7: MUNICIPAL LIGHT BOARD COMPENSATION (Consent)**

300 To see if the Town will vote to set the salary of the Sterling Municipal Light Board members as  
301 provided by Chapter 41, Section 108 of the General Laws [MGL Ch. 41 §108], as follows: Chairman  
302 \$1,500; Clerk \$1,500; Third member \$1,500; said sum to be an expense of the Sterling Municipal  
303 Light Department; or take any action in relation thereto.

304 ***Passage requires a Majority vote.***

305

306 Submitted by: Sterling Municipal Light Board  
307 Recommendations: Select Board recommends approval  
308 Finance Committee recommends approval

309  
310 **Summary: In accordance with MGL Ch. 41, §108, Town Meeting is required to annually set the**  
311 **salaries of elected officials. This Article authorizes the salaries of the elected members of the**  
312 **Municipal Light Board. The expense is funded by Light Department revenues and has no impact**  
313 **on the tax rate.**

314 **ARTICLE 8: STABILIZATION FUND (Consent)**

315 To see if the Town will vote to transfer **\$400,000** from Free Cash to the Stabilization Fund, in  
316 accordance with the provisions of Chapter 40, Section 5B of the General Laws [MGL Ch. 40 §5B],  
317 as amended; or take any action in relation thereto.

318 **Passage requires a Majority vote.**

319  
320 Submitted by: Town Administrator  
321 Recommendations: Select Board recommends approval  
322 Finance Committee recommends approval  
323

324 **Summary: This article transfers funds from Certified Free Cash to the Stabilization Fund as part**  
325 **of the Town’s long-term savings plan. This will increase the balance of the fund to \$1,454,641**

326 **ARTICLE 9: CAPITAL INVESTMENT FUND (Consent)**

327 To see if the Town will vote to transfer **\$160,000** from Free Cash to the Town’s Capital Investment  
328 Fund; or take any action in relation thereto.

329 **Passage requires a Majority vote.**

330  
331 Submitted by: Town Administrator  
332 Recommendations: Select Board recommends approval  
333 Finance Committee recommends approval  
334

335 **Summary: This article transfers money from Certified Free Cash into the Capital Fund as part of**  
336 **the Town’s long-term capital plan. This increases the balance of the fund to \$2,991,484.**

337 **ARTICLE 10: OPEB TRUST FUND (Consent)**

338 To see if the Town will vote to transfer **\$217,000** from Free Cash to the Town’s Other Post-  
339 Employment Benefits (“OPEB”) Trust Fund, in accordance with the provisions of Chapter 32B,  
340 Section 20 of the General Laws [MGL Ch.32B §20], as amended; or take any action in relation  
341 thereto.

342 **Passage requires a Majority vote.**

343  
344 Submitted by: Town Administrator  
345 Recommendations: Select Board recommends approval  
346 Finance Committee recommends approval 4-2

347 **Summary: This article transfers funds from Certified Free Cash to the Other Post-Employment**  
348 **Benefits (“OPEB”) Trust Fund as part of the Town’s long-term savings plan. This is roughly a \$15**  
349 **million liability to the town. The updated balance is \$1,419,307.**

350 **ARTICLE 11: RESERVE FUND FOR FY25 (Consent)**

351 To see if the Town will vote to transfer **\$100,000** from Free Cash to the Reserve Fund for  
352 Fiscal Year 2025 in accordance with the provisions of Chapter 40, Section 6 of the  
353 General Laws [MGL Ch 40:06] as amended; or take any action in relation thereto.

354 **Passage requires a Majority vote.**

355  
356 Submitted by: Town Administrator

357 Recommendation: Select Board recommends approval

358 Recommendation: The Finance Committee recommends approval

359

360 **Summary: This article proposes an appropriation to fund the Reserve Fund, which is**  
361 **used by the Finance Committee to cover unexpected shortfalls in department budgets.**

362 **ARTICLE 12: AMBULANCE RECEIPTS TO CAPITAL INVESTMENT FUND**

363 **(Consent)**

364 To see if the Town will vote to transfer **\$85,000** from Ambulance Receipts to the Capital  
365 Investment Fund; or take any action in relation thereto.

366 **Passage requires a Majority vote.**

367

368 Submitted by: Town Administrator

369 Recommendation: Select Board recommends approval

370 Recommendation: The Finance Committee recommends approval

371

372 **Summary: Each year Ambulance Receipts are used to offset the Town’s budget. This**  
373 **additional \$85,000 being transferred to the Capital Investment Fund would be used as**  
374 **a reimbursement payment for the new ambulance. Funds totaling \$400,000 will be**  
375 **transferred for full reimbursement.**

376 **ARTICLE 13: FREE CASH TO OPIOID RELIEF ACCOUNT (Consent)**

377 To see if the Town will vote to transfer **\$8,700.23** from Free Cash to the Opioid special  
378 revenue account; or take any action in relation thereto.

379 **Passage requires a Majority vote.**

380

381 Submitted by: Town Administrator

382 Recommendation: Select Board Recommends approval

383 Recommendation: The Finance Committee Recommends approval

384 **Summary: Funds from the class action lawsuits against pharmacies and**  
385 **pharmaceutical companies for distributing opioids are being paid to municipalities.**  
386 **These funds have specific uses and must be set aside in a separate account.**

387 **ARTICLE 14: ACCEPTANCE OF STATE ROAD FUNDS (Consent)**

388 To see if the Town will accept any monies appropriated by the Massachusetts Department of  
389 Transportation for Chapter 90, Fair Share Amendment or other applicable statutes; with said  
390 funds to be used for maintenance and reconstruction of Town roads and to fund the  
391 appropriation by transferring said amounts from available funds with any unspent funds to  
392 carry over from year to year until spent by the Town; these sums to be reimbursed to the Town  
393 by the Commonwealth of Massachusetts in accordance with Chapter 90, or other applicable  
394 statutes of the Massachusetts General Laws; or take any other action relative thereto.

395 **Passage requires a Majority vote.**

396

397 Submitted by: Town Administrator

398 Recommendation: Select Board recommends approval

399 Recommendation: The Finance Committee recommends approval

400

401 **Summary: Funds from Chapter 90 or the Fair Share amendment are to be used by the**  
402 **Town for the purpose of road work. Sterling receives about \$440,000 in Chapter 90 and**  
403 **\$265,000 from the Fair Share Amendment.**

404 **ARTICLE 15: PRIOR YEAR WARRANT ARTICLES (Consent)**

405 To see if the Town will vote to transfer the total sum of \$ 152,883.17 which represents the  
406 remaining balances from previous Town Meeting warrant articles or other active accounts listed  
407 below, to the Capital Investment Fund or Water Fund Balance, as noted below, or take any action  
408 in relation thereto.

409

410	01-999-58048	Pavement Management Plan	\$ 2,060.10
411	01-999-58049	Houghton Playground	\$ 24,228.28
412	01-999-58151	Butterick Roof Replacement	\$ 90,666.98
413	01-999-58156	Police Vehicle	\$ 2,974.68
414	01-999-58154	DPW Truck with Plow	\$ 0.26
415	01-999-58249	DPW Road Plates	\$ 17.78
416	01-999-58257	Aerator/Seeder	\$ 67.21
417	01-999-58142	Fire SCBA Grant Match	\$ 16,600
418	01-999-58155	SCBA Bottles	\$ 1,970
419	01-999-58239	FD Day Room HVAC	\$ 2,539.60
420	61-000-58016	Kendall Hill Road Water Main	\$11,758.28 * water fund
421			<b>\$ 152,883.17</b>

422 **Passage requires a Majority vote.**

423

424 Submitted by: Town Administrator  
 425 Recommendation: Select Board recommends approval  
 426 Recommendation: Finance Committee recommends approval

427  
 428 **Summary: The purpose of this Article is to transfer appropriations from prior Annual Town**  
 429 **Meetings that are no longer needed for the specified purposes back to the Capital Investment**  
 430 **Fund so that they may be appropriated for other purposes in the future.**

431  
 432 **\*\*\*\*\*Motion: Move that the Town, by unanimous consent, combine articles 5-15 into a**  
 433 **Consent Calendar and to approve those articles that have not been requested to be “held” in**  
 434 **one vote as shown in the Warrant.**

435  
 436 **Passage requires a Majority vote.**

437 **\*\*\*\*\* END OF CONSENT AGENDA \*\*\*\*\***

438 **----- WATER ENTERPRISE FUND -----**

439 **ARTICLE 16: FY2025 WATER OPERATING BUDGET**

440 To see if the Town will vote to appropriate \$1,459,016, or any other sum, from Water Department  
 441 Revenue, and further to appropriate \$40,000 from Water Enterprise Retained Earnings, to the  
 442 Water Department Reserve Fund for extraordinary or unforeseen expense as determined by the  
 443 Department of Public Works (“DPW”) Board and approved by the Finance Committee, for a total  
 444 appropriation of **\$1,499,016** to operate the Water Enterprise Fund for Fiscal Year 2025 under the  
 445 provisions of Chapter 44, Section 53F1/2 of the General Laws [MGL Ch. 44 §53F1/2], as follows,  
 446 or take any action in relation thereto:

Water Salary/Wages	\$315,600
Water Expense	\$433,000
Water Reserve Fund	\$40,000
Water Benefits	\$124,085
Water Indirect Costs	66,036
Water Debt	\$520,295
<b>Department Total</b>	<b>1,499,016</b>

447  
 448 **Passage requires a Majority vote.**

449  
 450 **Motion: Move that the Town vote to appropriate the sum of \$1,459,016 from Water**  
 451 **Department Revenue, and the sum of \$40,000 from Water Enterprise Retained Earnings for a**  
 452 **total appropriation of \$1,499,016 to operate the Water Enterprise Fund for Fiscal Year 2025.**

453  
 454 Submitted by: DPW Superintendent / Department of Public Works Board  
 455 Recommendations: Select Board recommends approval  
 456 Finance Committee recommends approval

457  
 458 **Summary: This article funds the Water Enterprise annual operating budget solely from water**  
 459 **revenue including charges, fees, and retained earnings; none is from taxation. Also included is**  
 460 **a Reserve Fund allocation for extraordinary or unforeseen expenses - the reserve fund is only**  
 461 **used upon the recommendation of the DPW Board and approval of the Finance Committee. The**  
 462 **total water revenue needed for Fiscal Year 2025 is \$1,499,016.**

463 **ARTICLE 17: WATER DEPARTMENT CAPITAL**

464 To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds,  
 465 **\$1,582,000**, or any other sum, to be expended for the replacement of certain Town water mains  
 466 and equipment and all costs incidental or related thereto and other capital expenditures for the  
 467 Water Department, as recommended by the Finance Committee and the Capital Planning  
 468 Committee and as shown in the chart below; and to meet this appropriation, to transfer all or a  
 469 portion of said sum from Water Retained Earnings and to authorize the Treasurer, with the  
 470 approval of the Select Board, to borrow all or a portion of said sum under G.L. c.44, §8, or any  
 471 other enabling authority; and that the Select Board is authorized to execute all documents and  
 472 take such actions as may be necessary to effectuate the purposes of this vote; said sum to be  
 473 expended by the Department of Public Works Board with the approval of the Select Board and  
 474 Town Administrator/Chief Procurement Officer; or take any action in relation thereto.

475

Project	Amount	Funding Source
Truck #2 small AWD Van	\$50,000	Water Retained Earnings
Water Quality Upgrades	\$50,000	Water Retained Earnings
Small Paver	\$32,000	Water Retained Earnings
Water Main Replacement	\$1,300,000	Borrowing Authorization
New Water Source Development	\$150,000	Water Retained Earnings

476 **Passage requires a 2/3rds vote.**

477 **Motion: Move that the Town vote to approve capital expenditures for the Water Department**  
 478 **and to appropriate the sum of \$1,582,000 for such purposes, that to meet this appropriation,**  
 479 **\$282,000 shall be transferred from Water Retained Earnings and the Treasurer/Collector with**  
 480 **the approval of the Select Board is authorized to borrow the sum of \$1,300,000 under**  
 481 **applicable statutes and as set forth in the warrant.**

482 Submitted by: DPW Board/DPW Superintendent  
 483 Recommendations: Select Board recommends approval  
 484 Finance Committee recommends approval 4-2  
 485 Capital Committee recommends approval 5-1  
 486

487 **Summary: This article authorizes and appropriates funding for the Town’s Water Department**  
488 **capital needs.**

489 ----- **END OF WATER ENTERPRISE ARTICLES** -----

491 ----- **CAPITAL IMPROVEMENT PLAN** -----

492 *The Fiscal Year 2025 Capital Improvement Plan is presented below. The Moderator will address*  
493 *each item in turn during the presentation of each of the article.*

494 **ARTICLE 18: CAPITAL PROJECTS AND FUNDING SOURCES**

495 To see if the Town will vote to transfer a total of \$892,796 from the following funding sources:  
496 from Free Cash (FC) a total of \$113,296; from the Capital Investment Fund (CIF) \$689,500; from  
497 the Sale of Used Equipment Fund (SUE) \$32,000; and from Cemetery Lot Sales Fund (CLS)  
498 \$58,000, for the capital expenditures shown in the chart below, including all costs incidental or  
499 related thereto, with the appropriated funds to be administered under the direction of the  
500 requesting department; or take any action in relation thereto.

Item Number	Department	Request	Cost	Funding Source
1	Facilities	Asset Management Software	\$13,000	FC
2	Facilities	Extraordinary Maintenance	\$10,000	FC
3	Fire	SCBA Air Packs and Thermal	\$209,000	CIF
4	Fire	Jaws of Life – Ladder 1	\$27,500	CIF
5	Police	Specialty Vehicle	\$64,000	CIF
6	Police	Tasers	\$7,000	FC
7	Police	Firearms	\$11,000	FC
8	DPW	Truck 9 replacement	\$65,000	CIF
9	DPW	Truck 34 Replace	\$50,000	CIF
10	DPW	Hillside Cem. Columbarium	\$50,000	CLS
11	DPW	Swett Hill Drainage	\$30,000	CIF
12	DPW	Mower Replacement	\$25,000	CIF
13	DPW	Skid Steer Lease Buyout	\$35,000	CIF
14	DPW	Pavement Mgmt. Plan	\$40,000	CIF
15	DPW	Rte. 62/140 Engineering	\$45,000	CIF
16	DPW	Cemetery Wall eval	\$10,000	CIF
17	DPW	Small Paver (Water Split)	\$32,000	SUE
18	Hist. Comm.	School House Rehab	\$14,000	CIF
19	IT	Various Projects	\$50,000	FC
20	Schools	Phone/Intercom	\$75,000	CIF
21	Other	Wachusett Greenways	\$1,648	FC
22	Other	Sterling Land Trust	\$1,648	FC
23	Other	E. Lake Washacum Treatment	\$19,000	FC
24	Hist. Comm.	Hist. Gravestone Repair	\$8,000	CLS

501  
502  
503 **Passage requires a 2/3<sup>rd</sup> vote.**



504  
505 **Motion:** Move that the Town vote to transfer a sum totaling \$892,796 using Free Cash (FC) in  
506 the amount of \$113,296, the Capital Investment Fund (CIF) in the amount of \$689,500, Sale of  
507 Used Equipment (SUE) in the amount of \$32,000, and Cemetery Lot Sales (CLS) in the amount  
508 of \$58,000 for capital items as presented in the warrant.

509  
510 Submitted by: Town Administrator  
511 Recommendations: Select Board recommends approval  
512 Finance Committee recommends approval  
513 Capital Committee recommends approval  
514

515 **Summary:** *This article provides funding for a portion of the Town’s Capital Plan for Fiscal Year*  
516 *2025 related to the purchase of public safety and public works equipment and vehicles, and*  
517 *facilities improvements. It is expected that this portion of the Capital Plan will be funded*  
518 *from Free Cash, Capital Investment Fund, Sale of Used Equipment, and Cemetery Lot Sales*

519 **ARTICLE 19: BORROWING AUTHORIZATION - ROADS**

520 To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds,  
521 **\$1,000,000**, or any other sum, to be expended for the replacement of certain Town roads,  
522 sidewalks and other infrastructure, including all costs incidental or related thereto, as  
523 recommended by the Finance Committee and the Capital Planning Committee; and to meet this  
524 appropriation, to authorize the Treasurer, with the approval of the Select Board, to borrow said  
525 sum under G.L. c.44, §7(1), or any other enabling authority; and that the Select Board is  
526 authorized to execute all documents and take such actions as may be necessary to effectuate the  
527 purposes of this vote; said sum to be expended by the Department of Public Works Board with  
528 the approval of the Select Board and Town Administrator/Chief Procurement Officer; or take any  
529 action in relation thereto.

530 **Passage requires a 2/3<sup>rd</sup> vote.**

531  
532 **Motion:** Move that the Town appropriate \$1,000,000 for the replacement of certain Town  
533 roads, sidewalks, and other infrastructure, including all costs incidental or related thereto,  
534 and that to meet this appropriation, the Treasurer with the approval of the Select Board is  
535 authorized to borrow said sum under applicable statutes and as set forth in the warrant.

536  
537 Submitted by: Select Board  
538 Recommendations: Select Board recommends approval  
539 Finance Committee recommends approval  
540 Capital Committee recommends approval  
541

542 **Summary:** *This article provides funding for roads, sidewalks, and other infrastructure*  
543 *improvements. This borrowing will be for projects over the next three years.*

544 **ARTICLE 20: BORROWING AUTHORIZATION – BUTTERICK WINDOWS**

545 To see if the Town will vote to raise and appropriate, borrow, or transfer from available funds,  
546 **\$350,000**, or any other sum, to be expended for the replacement of windows at the Butterick  
547 Municipal Building, including all costs incidental or related thereto, as recommended by the  
548 Finance Committee and the Capital Planning Committee; and to meet this appropriation, to  
549 authorize the Treasurer, with the approval of the Select Board, to borrow said sum under G.L.  
550 c.44, §7(1), or any other enabling authority; and that the Select Board is authorized to execute  
551 all documents and take such actions as may be necessary to effectuate the purposes of this vote;  
552 said sum to be expended by the Select Board and Town Administrator/Chief Procurement Officer;  
553 or take any action in relation thereto.

554 ***Passage requires a 2/3<sup>rd</sup> vote.***

555  
556 **Motion: Move that the Town appropriate \$350,000 for the replacement of windows at the**  
557 **Butterick Municipal Building, including all costs incidental or related thereto, and that to**  
558 **meet this appropriation, the Treasurer with the approval of the Select Board is authorized to**  
559 **borrow said sum under applicable statutes and as set forth in the warrant.**

560  
561 Submitted by: Select Board  
562 Recommendations: Select Board recommends approval  
563 Finance Committee recommends approval  
564 Capital Committee recommends approval  
565

566 ***Summary: This article provides funding for replacement of windows at the Town Hall building.***

567 ----- **END OF CAPITAL IMPROVEMENT PLAN** -----

568 ----- **PERSONNEL & HUMAN RESOURCES** -----

570 **ARTICLE 21: JOB CLASSIFICATION**

571 To see if the Town will vote to amend the General Bylaws, Chapter 201, Personnel Bylaw, to  
572 update Attachment 1 – Classification Plan as updated by the Compensation Study completed in  
573 FY 2023 and funded by previous Town Meetings; or take any action in relation thereto.  
574

Grade	Position
III	Meal Site Coordinator

575 ***Passage requires Majority vote.***

576  
577 **Motion: Move that the Town vote to amend the General Bylaws, Chapter 201, Attachment 1**  
578 **– Classification Plan, as presented in the Warrant.**

579  
580 Submitted by: Town Administrator  
581 Recommendations: Select Board recommends approval

582 Finance Committee recommends approval

583

584 **Summary: This updates the job classifications as studied and presented to the Select Board**  
585 **through the compensation study. Meal site coordinator moves from grade II to III.**

586 **ARTICLE 22: COMPENSATION SCHEDULE**

587 To see if the Town will vote to amend the General Bylaws, Chapter 201, Personnel Bylaw, to  
588 update Attachment 2 – Compensation Schedule as updated by the Compensation Study  
589 completed in FY 2023 and funded by previous Town Meetings; or take any action in relation  
590 thereto.

591

Grade/Step	1	2	3	4	5	6	7	8	9	10	11
1	\$ 15.79	\$ 16.42	\$ 17.08	\$ 17.77	\$ 18.48	\$ 19.22	\$ 19.99	\$ 20.78	\$ 21.61	\$ 22.48	
2	\$ 17.10	\$ 17.79	\$ 18.50	\$ 19.24	\$ 20.01	\$ 20.81	\$ 21.64	\$ 22.50	\$ 23.40	\$ 24.34	
3	\$ 19.57	\$ 20.36	\$ 21.18	\$ 22.03	\$ 22.91	\$ 23.83	\$ 24.78	\$ 25.78	\$ 26.80	\$ 27.88	\$ 28.99
4	\$ 20.63	\$ 21.46	\$ 22.32	\$ 23.22	\$ 24.15	\$ 25.11	\$ 26.12	\$ 27.17	\$ 28.25	\$ 29.37	\$ 30.55
5	\$ 22.98	\$ 23.90	\$ 24.85	\$ 25.84	\$ 26.88	\$ 27.95	\$ 29.07	\$ 30.22	\$ 31.44	\$ 32.69	\$ 34.01
6	\$ 27.95	\$ 29.07	\$ 30.22	\$ 31.44	\$ 32.69	\$ 34.01	\$ 35.36	\$ 36.77	\$ 38.25	\$ 39.78	\$ 41.37
7	\$ 31.77	\$ 33.03	\$ 34.36	\$ 35.73	\$ 37.16	\$ 38.65	\$ 40.19	\$ 41.80	\$ 43.47	\$ 45.21	\$ 47.01
8	\$ 34.11	\$ 35.48	\$ 36.90	\$ 38.41	\$ 39.91	\$ 41.50	\$ 43.16	\$ 44.89	\$ 46.68	\$ 48.55	\$ 50.49
9	\$ 41.09	\$ 42.73	\$ 44.43	\$ 46.21	\$ 48.06	\$ 49.98	\$ 51.98	\$ 54.06	\$ 56.22	\$ 58.47	\$ 60.81
10	\$ 55.37	\$ 57.59	\$ 59.89	\$ 62.29	\$ 64.78	\$ 67.37	\$ 70.07	\$ 72.86	\$ 75.78	\$ 78.81	\$ 81.95

592 **Passage requires Majority vote.**

593

594 Submitted by: Town Administrator  
595 Recommendations: Select Board recommends approval  
596 Finance Committee recommends approval

597

598 **Motion: Move that the Town vote to amend the General Bylaws, Chapter 201, Attachment 2**  
599 **– Compensation Schedule, as presented in the Warrant.**

600

601 **Summary: This updates the job classifications as studied and presented to the Select Board**  
602 **through the compensation study. The salary schedule has been updated by 3% from the**  
603 **previous year.**

604 **ARTICLE 23: COMPENSATION SCHEDULE – CALL FIRE FORCE**

605 To see if the Town will vote to amend the General Bylaws, Chapter 201, Personnel Bylaw, to  
606 update Attachment 3 – Compensation Schedule Call Fire Force; or take any action in relation  
607 thereto.

608

Grade Level	Hourly Salary Range Minimum	Hourly Range Mid-Point	Hourly Salary Range Maximum
-------------	-----------------------------	------------------------	-----------------------------

I	State Minimum	22.92	29.66
---	---------------	-------	-------

609 **Passage requires Majority vote.**

610

611 **Motion:** Move that the Town vote to amend the General Bylaws, Chapter 201, Attachment 3  
 612 – Compensation Schedule Call Fire Force, as presented in the Warrant.

613

614 Submitted by: Town Administrator  
 615 Recommendations: Select Board recommends approval  
 616 Finance Committee recommends approval

617

618 **Summary:** This updates the job classifications as studied and presented to the Select Board  
 619 through the compensation study. The salary schedule for call firefighters has been updated to  
 620 reflect the cost of living adjustment of 3%.

621 **ARTICLE 24: STIPEND POSITIONS**

622 To see if the Town will vote to amend the General Bylaws, Chapter 201, Personnel Bylaw, to  
 623 update Attachment 4 – Stipend Positions; or take any action in relation thereto.

624

Position Title	Amount
ADA Coordinator	\$1,500
Animal Inspector	\$3,792
Emergency Management Director	\$10,000
Board of Registrars (3)	\$300
Registrar of Voters	\$1,500

625 **Passage requires Majority vote.**

626

627 Submitted by: Town Administrator  
 628 Recommendations: Select Board recommends approval  
 629 Finance Committee recommends approval

630

631 **Motion:** Move that the Town vote to amend the General Bylaws, Chapter 201, Attachment 4  
 632 – Stipend Positions, as presented in the 2024 Warrant.

633

634 **Summary:** This article updates the stipend positions for the Town of Sterling.

635 **ARTICLE 25: MISCELLANEOUS POSITIONS**

636 To see if the Town will vote to amend the General Bylaws, Chapter 201, Personnel Bylaw, to  
 637 update Attachment 6 – Miscellaneous Positions; or take any action in relation thereto.

638

Position Title	Minimum/Hour	Maximum/Hour
Seasonal Laborer	State Minimum	\$20
Seasonal Truck Driver	\$20	\$30
Lifeguard	State Minimum	\$20

Seasonal Recreation Asst.	State Minimum	\$20
Food Inspector		\$40
Parking Clerk		\$25
Assistant Building Inspector		\$50/inspection
Assistant Plumbing and Gas Inspector		\$50/inspection
Wiring & Asst. Inspector		\$50/inspection

639 ***Passage requires Majority vote.***

640

641 **Motion: Move that the Town vote to amend the General Bylaws, Chapter 201, Attachment 6**  
642 **– Miscellaneous Positions, as presented in the Warrant.**

643

644 Submitted by: Town Administrator  
645 Recommendations: Select Board recommends approval  
646 Finance Committee recommends approval

647

648 ***Summary: This updates the miscellaneous position of seasonal truck driver increasing the***  
649 ***maximum to \$30 from \$25.***

650 -----GENERAL, PROTECTIVE, AND ZONING BYLAWS-----

651 **ARTICLE 26: BOH REGULATION BYLAW**

652 To see if the Town will vote to amend the Town Bylaws by adding a bylaw that will require notification  
653 by the Sterling Board of Health (BOH) to every person or entity that pays property tax in the town of  
654 Sterling, whenever the Sterling BOH intends to enact a regulation which exceeds the state minimum  
655 requirements for subsurface disposal of sanitary sewerage as shown below and further to authorize the  
656 Town Clerk to assign such numbering and to make nonsubstantive changes to the format of this bylaw in  
657 order that it be in compliance with the numbering format of the version of the Bylaws currently in  
658 effect; or take any action in relation thereto.

659 **Notice of Board of Health Regulations**

660 **The Sterling Board of Health, when proposing regulation which exceeds the minimum requirements**  
661 **for subsurface disposal of sanitary sewerage as provided by the state environmental code, in addition**  
662 **to the requirements of Massachusetts General Law Chapter 111 Section 31 (or successor legislation),**  
663 **shall mail notice of the public hearing for such regulation change to every person or entity paying**  
664 **property tax within the Town of Sterling and shall be postmarked no later than 14 days prior to said**  
665 **hearing date. Such mailing shall include:**

- 666 **1. The date, time and location of the public hearing,**
- 667 **2. The date and time of the public Board of Health meeting where such change was discussed and**  
668 **voted upon,**
- 669 **3. A statement of the local conditions which exist or reasons for exceeding such minimum**  
670 **requirements (as required in Chapter 111 Section 31), and**

671 4. The full regulation as proposed. If such regulation proposal is a change or amendment to an  
672 existing regulation, the existing regulation, with the changes struck and new text highlighted, shall be  
673 provided to clearly illustrate all changes.

674 The notice shall be mailed to the address on file with the Sterling Treasurer/Collector's Office.

675 The Sterling Treasurer/Collector's Office shall cooperate with the Sterling Board of Health to  
676 reasonably assure that every person or entity paying property tax receives the above mailed notice.

677 All costs associated with the mailing of the notice shall come from the Sterling Board of Health  
678 budget.

679 *Passage requires majority vote.*

680 **Motion:** Move that the Town vote to approve Article 26 as presented in the warrant.

681 Submitted by: Select Board

682 Recommendations: Select Board recommends approval

683 Finance Committee recommends approval

684

685 ***Summary: This bylaw is meant to improve the communication of the Sterling Board of Health***  
686 ***in regards to implementing regulations above the Title 5 requirements. Massachusetts***  
687 ***environmental laws are some of the strictest in the nation, drafted and adopted with the***  
688 ***intention of protecting all communities within the Commonwealth with one set of***  
689 ***regulations. When one community enacts environmental regulations, which exceed the state***  
690 ***minimum, this may have a negative effect on the property values of that community.***  
691 ***Massachusetts statute Chapter 111 Section 31 (the statute) enables local boards of health to***  
692 ***enact reasonable health regulations (commonly referred to as Title 5) which may exceed the***  
693 ***state minimum requirements. When a board of health decides to take such action, the statute***  
694 ***requires the board of health to hold a public hearing on the matter and requires the board to***  
695 ***publish a notice of this hearing "in a newspaper of general circulation." Newspaper***  
696 ***subscription has declined precipitously in recent years, meaning many taxpayers may not***  
697 ***receive fair notice of the regulation change. This bylaw would assure that those Sterling***  
698 ***residents most affected by the new regulation (those who pay property tax,) would receive***  
699 ***fair notice.***

## 700 ARTICLE 27: FINANCE COMMITTEE BYLAW UPDATE

701 To see if the Town will vote to amend the Finance Committee Bylaw as presented in Chapter 70, Section  
702 3 of the General Bylaws by striking the word ~~rate~~ and replacing it with the word **levy**; or take any  
703 action in relation thereto.

704 "The Finance Committee shall consider all matters of business included within the articles of any  
705 warrant for a Town Meeting for the purpose of making reports and recommendations thereon to the  
706 Town. The recommendations shall be those of a majority of the entire Committee, but this shall not be  
707 construed to prevent recommendations by a minority as such. The report for the Annual Town Meeting  
708 shall state the total amount of the appropriations recommended by the Committee on the entire

709 warrant and the approximate tax ~~rate~~ **levy** based on such recommendations. The report shall contain a  
710 statement of the doings of the Committee during the year, with such recommendations or suggestions  
711 as it may deem advisable on any matters pertaining to the welfare of the Town. It may issue  
712 recommendations on referenda and other matters on any ballot other than the choices of individuals for  
713 office.”

714 ***Passage requires majority vote.***

715 **Motion: Move that the Town vote to amend the General Bylaws, Chapter 70, Section 3 as**  
716 **presented in the warrant.**

717

718 Submitted by: Finance Committee

719 Recommendations: Select Board recommends approval

720 Finance Committee recommends approval

721

722 ***Summary: This updates the Finance Committee bylaw to reflect the change in wording from***  
723 ***tax rate to tax levy.***

## 724 **ARTICLE 28: REQUEST FOR SPECIAL ACT**

725 To see if the Town will vote to authorize the Select Board to petition the General Court for  
726 the enactment of special legislation entitled “An Act To Increase The Age Of Special Police  
727 Officers In The Town of Sterling To Age 70” as set forth below, provided however, that the  
728 General Court shall be authorized to make ministerial, clerical, and editorial changes of form  
729 only to said bill, unless the Select Boar approves amendments to the bill before enactment  
730 by the General Court; and to authorize the Select Board to approve such amendments; or  
731 take any action in relation thereto.

### 732 **AN ACT AUTHORIZING THE APPOINTMENT OF RETIRED POLICE OFFICERS IN THE TOWN OF STERLING** 733 **TO SERVE AS SPECIAL POLICE OFFICERS.**

734 Be it enacted by the Senate and House of Representatives in General Court assembled, and by the  
735 authority of the same, as follows:

736 SECTION 1. (a) The Select Board in the town of Sterling may appoint, as they deem necessary, and upon  
737 the recommendation of the Chief of Police, retired police officers of the town of Sterling as special  
738 police officers to perform police details or police duties arising from the police details or during the  
739 course of police detail work, whether or not related to the detail work. The retired police officers shall  
740 have been regular police officers and retired based on superannuation. The special police officers shall  
741 not be subject to the maximum age restrictions applied to regular police officers under Chapter 32 of  
742 the General Laws but shall not be eligible to serve as special police officers if they have reached the age  
743 of 70. A special police officer shall pass a medical examination by a physician or other certified  
744 professional chosen by the town to determine that the officer is capable of performing the essential  
745 duties of a special police officer, the cost of which shall be borne by the special police officer, prior to  
746 performing police details.

747 (b) Special police officers appointed pursuant to this act shall not be subject to Chapter 31 of the  
748 General Laws, section 85H of Chapter 32 of the General Laws or sections 99A, 100 or 111F of Chapter 41  
749 of the General Laws. Special police officers appointed pursuant to this act shall be subject to Chapter  
750 151A of the General Laws.

751 (c) Special police officers shall, when performing their duties under subsection (a), have the same  
752 powers to make arrests and perform other functions as do regular police officers in the town.

753 (d) Special police officers shall be re-appointed annually, subject to removal by the Select Board at any  
754 time with 14 days' written notice. Upon request, the police chief shall provide reasons for removal in  
755 writing.

756 (e) Special police officers appointed pursuant to this act shall be subject to the rules and regulations,  
757 policies and procedures and requirements of the police department and police chief of the town,  
758 including restrictions on the type of detail assignment, requirements regarding medical examinations to  
759 determine continued capacity to perform the duties of a special police officer, requirements for training,  
760 requirements for firearm licensing and qualification and requirements regarding uniforms and  
761 equipment. Special police officers shall not be subject to section 96B of Chapter 41 of the General Laws.

762 (f) Special police officers appointed pursuant to this act shall be sworn in before the town clerk of the  
763 town, who shall keep a record of all such appointments.

764 (g) An individual who is appointed as a special police officer pursuant to this act shall be eligible for  
765 assignment to any detail, subject to the provisions of any collective bargaining agreement then in effect  
766 in the town between the town and the police union.

767 (h) Retired police officers in the town serving as special police officers pursuant to this act shall be  
768 subject to the limitations on hours worked and on payments to retired town employees set forth in  
769 subsection (b) of section 91 of Chapter 32 of the General Laws.

770 SECTION 2. This act shall take effect upon its passage.

771 ***Passage requires majority vote.***

772 **Motion: Move that the Town authorize the Select Board to petition the General Court for the**  
773 **enactment of special legislation as printed in the warrant.**

774

775 Submitted by: Select Board

776 Recommendations: Select Board recommends approval

777 Finance Committee recommends approval 5-1

778

779 ***Summary: This would allow Sterling Special Police Officers to work beyond the maximum age***  
780 ***of 65 to the age of 70.***

781 -----END OF GENERAL, PROTECTIVE, AND ZONING AMENDMENTS-----

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----- CITIZENS PETITION -----

**ARTICLE 29: CITIZENS’ PETITION: WRSD NET MINIMUM CONTRIBUTION**

ARTICLE: Wachusett Regional School District (WRSD) Net Minimum Contribution, and Sterling’s share of any debt, interest, or other payments required under Mass.Gen.Laws Ch. 70, Section 6

To see if the Town will vote to raise and appropriate **\$(10,645,733)**, which is equal to Sterling’s required net minimum contribution, as provided and established by the Commonwealth of Massachusetts, and Sterling’s share of any other WRSD support costs required to be paid by the terms of Mass.Gen.Laws Ch. 70, Section 6, all in accordance with Mass.Gen.Laws Chapter 70, Section 6; Chapter 71, Section 16B; and Section 4 of the WRSD Agreement, and not one penny more. The Town of Sterling Finance Committee shall insert the correct figure, referred to above, before the 2024 Sterling Annual Town Meeting Warrant is printed for distribution to the voters, and shall announce any correction thereto from the floor of that Town Meeting.

Or take any action relative thereto.

**-----END OF CITIZENS’ PETITIONS-----**

825

-----**ANNUAL TOWN ELECTION**-----

826

**ARTICLE 30: ANNUAL TOWN ELECTION**

827

To elect by ballot on Monday, May 13, 2024 from 12:00pm to 7:00pm at the Houghton Elementary School Gym on 32 Boutelle Road, the following officers:

828

829

Also, to choose by ballot or otherwise, such other officers as may be necessary.

830

(1) Board of Assessors for 3 year term

831

(1) Board of Health for 3 year term

832

(1) Board of Health 2 year term

833

(1) Select Board for 3 year term

834

(1) Department of Public Works Board for 3 year term

835

(2) Board of Library Trustees for 3 year terms

836

(1) Planning Board for 5 year term

837

(1) Sterling Municipal Light Board for 3 year term

838

(1) Wachusett Regional School Committee 3 year term

839

840

**BALLOT QUESTION NO. 1**

841

Shall an act passed by the General Court in the year 2023, entitled "An Act increasing the membership of the select board in the town of Sterling" be accepted?

842

843

YES \_\_\_\_\_ NO \_\_\_\_\_

844

SUMMARY: Pursuant to Article 3 at the May 2, 2022 Annual Town Meeting, the Select Board was authorized to petition for special legislation to expand the size of the Select Board from three to five members. The petition was approved and enacted as Chapter 23 of the Acts of 2024. The Act requires approval of the above-stated question by a majority of voters at an annual or special town election before the change takes effect. A yes vote means that you want to increase the size of the Select Board from three to five members beginning with the 2025 Annual Town Election. A no vote means that you want to keep the Select Board at three members.

845

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851

852

Given under our hands this \_\_\_\_\_ day of \_\_\_\_\_, **2024**.

853

854

**STERLING SELECT BOARD:**

855

856

857

858

\_\_\_\_\_  
Maureen Cranson

\_\_\_\_\_  
David Smith

\_\_\_\_\_  
Kirsten Newman

825

-----ANNUAL TOWN ELECTION-----

826 ARTICLE 30: ANNUAL TOWN ELECTION

827 To elect by ballot on Monday, May 13, 2024 from 12:00pm to 7:00pm at the Houghton  
828 Elementary School Gym on 32 Boutelle Road, the following officers:

829 Also, to choose by ballot or otherwise, such other officers as may be necessary.

- 830 (1) Board of Assessors for 3 year term
- 831 (1) Board of Health for 3 year term
- 832 (1) Board of Health 2 year term
- 833 (1) Select Board for 3 year term
- 834 (1) Department of Public Works Board for 3 year term
- 835 (2) Board of Library Trustees for 3 year terms
- 836 (1) Planning Board for 5 year term
- 837 (1) Sterling Municipal Light Board for 3 year term
- 838 (1) Wachusett Regional School Committee 3 year term

839

840 **BALLOT QUESTION NO. 1**

841 Shall an act passed by the General Court in the year 2023, entitled "An Act increasing the membership of  
842 the select board in the town of Sterling" be accepted?

843 YES \_\_\_\_\_ NO \_\_\_\_\_

844 SUMMARY: Pursuant to Article 3 at the May 2, 2022 Annual Town Meeting, the Select Board was  
845 authorized to petition for special legislation to expand the size of the Select Board from three to five  
846 members. The petition was approved and enacted as Chapter 23 of the Acts of 2024. The Act requires  
847 approval of the above-stated question by a majority of voters at an annual or special town election  
848 before the change takes effect. A yes vote means that you want to increase the size of the Select Board  
849 from three to five members beginning with the 2025 Annual Town Election. A no vote means that you  
850 want to keep the Select Board at three members.

851

852 Given under our hands this 10<sup>th</sup> day of April, 2024.

853

854 **STERLING SELECT BOARD:**

855

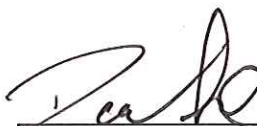
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857

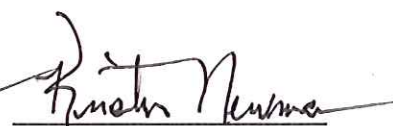
858



Maureen Cranson



David Smith



Kirsten Newman

## FY25 OMNIBUS BUDGET

	Account Number	Description	2022 Budget	2023 Budget	2024 Budget	FY25 Dept Request	FY25 \$ Change	FY25 % Change
1		<b>ACCOUNTANT</b>						
3	01-135-51100-000-0135	ACCOUNTANT/OPERATIONS MANAGER SALARY	32,438.00	84,012.00	90,647.00	93,367.00	2,720.00	3.00%
4	01-135-57000-000-0135	ACCOUNTANT EXPENSE	11,200.00	12,505.00	12,740.00	2,000.00	(10,740.00)	-84.30%
5	01-136-57000-000-0136	AUDIT EXPENSE	21,500.00	21,500.00	25,000.00	25,000.00	0.00	0.00%
7		<b>Department Total</b>	<b>65,138.00</b>	<b>118,017.00</b>	<b>128,387.00</b>	<b>120,367.00</b>	<b>(8,020.00)</b>	<b>-6.25%</b>
8		<b>ADA COORDINATOR</b>						
9	01-196-51200-000-0196	ADA COORDINATOR STIPEND	1,500.00	1,500.00	1,500.00	1,500.00	0.00	0.00%
10		<b>Department Total</b>	<b>1,500.00</b>	<b>1,500.00</b>	<b>1,500.00</b>	<b>1,500.00</b>	<b>0.00</b>	<b>0.00%</b>
11		<b>AGRICULTURAL</b>						
12	01-177-57000-000-0177	AGRICULTURAL EXPENSE	750.00	750.00	750.00	750.00	0.00	0.00%
13		<b>Department Total</b>	<b>750.00</b>	<b>750.00</b>	<b>750.00</b>	<b>750.00</b>	<b>0.00</b>	<b>0.00%</b>
14		<b>ANIMAL INSPECTOR</b>						
15	01-250-51100-000-0250	ANIMAL INSPECTOR SALARY	3,468.00	3,573.00	3,681.00	3,792.00	111.00	3.02%
16	01-250-57000-000-0250	ANIMAL INSPECTOR EXPENSE	900.00	1,500.00	1,800.00	1,950.00	150.00	8.33%
17		<b>Department Total</b>	<b>4,368.00</b>	<b>5,073.00</b>	<b>5,481.00</b>	<b>5,742.00</b>	<b>261.00</b>	<b>4.76%</b>
18		<b>ASSESSOR</b>						
19	01-141-51100-000-0141	ASSESSOR STIPEND	4,500.00	4,500.00	4,500.00	4,500.00	0.00	0.00%
20	01-141-51200-000-0141	ASSESSOR WAGES	51,064.00	52,596.00	56,293.00	57,982.00	1,689.00	3.00%
21	01-141-57000-000-0141	ASSESSOR EXPENSE	81,200.00	81,200.00	81,200.00	86,525.00	5,325.00	6.56%
22		<b>Department Total</b>	<b>136,764.00</b>	<b>138,296.00</b>	<b>141,993.00</b>	<b>149,007.00</b>	<b>7,014.00</b>	<b>4.94%</b>
26		<b>BOARD OF HEALTH</b>						
27	01-510-51100-000-0510	BOH STIPEND	309.00	900.00	900.00	900.00	0.00	0.00%
28	01-510-51110-000-0510	BOH INSPECTOR SALARY	71,018.00	75,338.00	77,599.00	79,927.00	2,328.00	3.00%
29	01-510-51200-000-0510	BOH WAGES	80,340.00	82,680.00	85,993.00	73,700.00	(12,293.00)	-14.30%
30	01-510-53001-000-0510	BOH MONTACHUSETT PUBLIC HEALTH	3,200.00	3,200.00	3,200.00	3,200.00	0.00	0.00%
31	01-510-57000-000-0510	BOH EXPENSE	5,730.00	6,030.00	6,930.00	7,530.00	600.00	8.66%
32	01-510-57001-000-0510	BOH KIOSK	2,900.00	2,900.00	2,800.00	2,900.00	100.00	3.57%
33	01-510-57002-000-0510	BOH PRINTER/COPIER	655.00	1,200.00	1,200.00	1,200.00	0.00	0.00%
35		<b>Department Total</b>	<b>164,152.00</b>	<b>172,248.00</b>	<b>178,622.00</b>	<b>169,357.00</b>	<b>(9,265.00)</b>	<b>-5.19%</b>
39		<b>CONSERVATION</b>						
40	01-171-51200-000-0171	CONSERVATION AGENT WAGES	27,471.00	28,296.00	24,000.00	32,000.00	8,000.00	33.33%
41	01-171-57000-000-0171	CONSERVATION COMMITTEE EXPENSE	1,000.00	1,000.00	3,254.00	2,950.00	(304.00)	-9.34%
42	01-171-57001-000-0171	CENTRAL MASS STORMWATER COALITION	5,000.00	5,000.00	5,000.00	5,000.00	0.00	0.00%
43		<b>Department Total</b>	<b>33,471.00</b>	<b>34,296.00</b>	<b>32,254.00</b>	<b>39,950.00</b>	<b>7,696.00</b>	<b>23.86%</b>
44								
45		<b>COUNCIL ON AGING</b>						
46	01-540-57000-000-0540	SENIOR CENTER BUILDING EXPENSE	19,112.00	40,275.00	46,063.00	50,432.00	4,369.00	9.48%
47	01-541-51200-000-0541	COA WAGES	218,189.00	253,383.00	279,930.00	295,545.00	15,615.00	5.58%

## FY25 OMNIBUS BUDGET

	Account Number	Description	2022 Budget	2023 Budget	2024 Budget	FY25 Dept Request	FY25 \$ Change	FY25 % Change
48	01-541-53000-000-0541	COA HOME CARE	400.00	400.00	400.00	400.00	0.00	0.00%
49	01-541-53001-000-0541	COA TITLE VII NUTRITION AND WHEAT	4,300.00	4,300.00	4,300.00	4,300.00	0.00	0.00%
50	01-541-57000-000-0541	COA EXPENSE	16,050.00	16,370.00	16,370.00	16,698.00	328.00	2.00%
51		<b>Department Total</b>	<b>258,051.00</b>	<b>314,728.00</b>	<b>347,063.00</b>	<b>367,375.00</b>	<b>20,312.00</b>	<b>5.85%</b>
52		<b>CULTURAL COUNCIL</b>						
53	01-542-57000-000-0542	CULTURAL COUNCIL	3,550.00	4,550.00	4,550.00	4,550.00	0.00	0.00%
54		<b>Department Total</b>	<b>3,550.00</b>	<b>4,550.00</b>	<b>4,550.00</b>	<b>4,550.00</b>	<b>0.00</b>	<b>0.00%</b>
55		<b>DPW</b>						
56	01-422-51100-000-0422	DPW SALARY	81,312.00	134,409.00	142,584.00	162,465.00	19,881.00	13.94%
57	01-422-51110-000-0422	DPW BOARD STIPEND	1,800.00	1,800.00	1,800.00	1,800.00	0.00	0.00%
58	01-422-51200-000-0422	DPW WAGES	672,581.00	692,674.00	742,848.00	790,300.00	47,452.00	6.39%
59	01-422-52000-000-0422	DPW STREET LIGHTS	18,012.00	18,012.00	18,812.00	16,713.00	(2,099.00)	-11.16%
60	01-422-52900-000-0422	DPW TRASH PICKUP	620,000.00	642,000.00	666,234.00	700,799.00	34,565.00	5.19%
61	01-422-52901-000-0422	REGIONAL RECYCLING	4,809.00	4,935.00	0.00	0.00	0.00	#DIV/0!
62	01-422-57000-000-0422	DPW EXPENSE	371,420.00	410,050.00	425,875.00	429,000.00	3,125.00	0.73%
63	01-422-57002-000-0422	SIDEWALKS & ROADS	0.00	250,000.00	250,000.00	0.00	(250,000.00)	-100.00%
67		<b>Department Total</b>	<b>1,769,934.00</b>	<b>2,153,880.00</b>	<b>2,248,153.00</b>	<b>2,101,077.00</b>	<b>(147,076.00)</b>	<b>-6.54%</b>
68		<b>DPW SNOW &amp; ICE</b>						
69	01-423-57000-000-0423	SNOW & ICE EXPENSE	181,000.00	245,000.00	265,000.00	275,000.00	10,000.00	3.77%
70		<b>Department Total</b>	<b>181,000.00</b>	<b>245,000.00</b>	<b>265,000.00</b>	<b>275,000.00</b>	<b>10,000.00</b>	<b>3.77%</b>
71		<b>ECONOMIC DEVELOPMENT</b>						
72	01-178-57000-000-0178	ECONOMIC DEVELOPMENT COMMITTEE EXPENSE	15,000.00	16,000.00	16,000.00	13,000.00	(3,000.00)	-18.75%
73		<b>Department Total</b>	<b>15,000.00</b>	<b>16,000.00</b>	<b>16,000.00</b>	<b>13,000.00</b>	<b>(3,000.00)</b>	<b>-18.75%</b>
77		<b>FACILITIES</b>						
78	01-192-51100-000-0192	FACILITIES SALARY	34,900.00	35,947.00	39,141.00	40,316.00	1,175.00	3.00%
79	01-192-51200-000-0192	FACILITIES WAGES	24,480.00	25,215.00	25,215.00	25,972.00	757.00	3.00%
80	01-192-57000-000-0192	FACILITIES EXPENSE	100,000.00	125,000.00	125,000.00	125,000.00	0.00	0.00%
81		<b>Department Total</b>	<b>159,380.00</b>	<b>186,162.00</b>	<b>189,356.00</b>	<b>191,288.00</b>	<b>1,932.00</b>	<b>1.02%</b>
82		<b>FINANCE BOARD</b>						
83	01-131-57000-000-0131	HISTORICAL EXPENSE	280.00	280.00	280.00	280.00	0.00	0.00%
85		<b>Department Total</b>	<b>280.00</b>	<b>280.00</b>	<b>280.00</b>	<b>280.00</b>	<b>0.00</b>	<b>0.00%</b>
86								
87		<b>FIRE</b>						
88	01-220-51100-000-0220	FIRE CHIEF SALARY	114,636.00	118,075.00	121,618.00	134,996.00	13,378.00	11.00%
89	01-220-51200-000-0220	FIRE WAGES	797,087.00	844,753.00	868,917.00	907,260.00	38,343.00	4.41%
90	01-220-51500-000-0220	FIRE EMERGENCY MANAGEMENT STIPEND	10,000.00	10,000.00	10,000.00	10,000.00	0.00	0.00%
91	01-220-57000-000-0220	FIRE EXPENSE	193,600.00	211,500.00	214,700.00	219,300.00	4,600.00	2.14%
92	01-220-57001-000-0220	FIRE EMERGENCY MANAGEMENT EXPENSE	1,500.00	1,500.00	1,500.00	1,500.00	0.00	0.00%

## FY25 OMNIBUS BUDGET

Account Number	Description	2022 Budget	2023 Budget	2024 Budget	FY25 Dept Request	FY25 \$ Change	FY25 % Change
94	<b>Department Total</b>	<b>1,116,823.00</b>	<b>1,185,828.00</b>	<b>1,216,735.00</b>	<b>1,273,056.00</b>	<b>56,321.00</b>	<b>4.63%</b>
95	<b>FIRE-AMBULANCE</b>						
96	01-231-51100-000-0231 AMBULANCE CHIEF SALARY	13,334.00	13,734.00	14,146.00	15,702.00	1,556.00	11.00%
97	01-231-51200-000-0231 AMBULANCE WAGES	464,403.00	500,617.00	513,851.00	523,509.00	9,658.00	1.88%
98	01-231-57000-000-0231 AMBULANCE EXPENSE	94,500.00	96,000.00	98,800.00	116,245.00	17,445.00	17.66%
100	<b>Department Total</b>	<b>572,237.00</b>	<b>610,351.00</b>	<b>626,797.00</b>	<b>655,456.00</b>	<b>28,659.00</b>	<b>4.57%</b>
101							
102	<b>HISTORICAL COMMISSION</b>						
103	01-670-57000-000-0670 HISTORICAL EXPENSE	2,500.00	2,500.00	2,500.00	2,500.00	0.00	0.00%
104	<b>Department Total</b>	<b>2,500.00</b>	<b>2,500.00</b>	<b>2,500.00</b>	<b>2,500.00</b>	<b>0.00</b>	<b>0.00%</b>
105	<b>HUMAN RESOURCES</b>						
107	01-152-57000-000-0152 HR COMPENSATING ABSENCE	0.00	25,000.00	50,000.00	45,000.00	(5,000.00)	-10.00%
108	<b>Department Total</b>	<b>0.00</b>	<b>25,000.00</b>	<b>50,000.00</b>	<b>45,000.00</b>	<b>(5,000.00)</b>	<b>0.00%</b>
109	<b>INFORMATION TECHNOLOGY</b>						
110	01-155-57000-000-0155 IT EXPENSE	150,055.00	173,391.00	191,752.00	199,238.00	7,486.00	3.90%
111	<b>Department Total</b>	<b>150,055.00</b>	<b>173,391.00</b>	<b>191,752.00</b>	<b>199,238.00</b>	<b>7,486.00</b>	<b>3.90%</b>
112							
113	<b>INSPECTIONAL SERVICES</b>						
114	01-241-51100-000-0241 BUILDING INSPECTOR SALARY	58,292.00	60,593.00	63,024.00	64,915.00	1,891.00	3.00%
115	01-241-51200-000-0241 BUILDING INSPECTOR WAGES	58,760.00	80,760.00	50,657.00	55,000.00	4,343.00	8.57%
116	01-241-57000-000-0241 INSPECTION EXPENSE	5,500.00	8,000.00	12,000.00	8,000.00	(4,000.00)	-33.33%
117	01-241-57001-000-0241 SEALER OF WEIGHT & MEASURES EXPENSE	1,200.00	1,200.00	2,442.00	2,442.00	0.00	0.00%
121	<b>Department Total</b>	<b>123,752.00</b>	<b>150,553.00</b>	<b>128,123.00</b>	<b>130,357.00</b>	<b>2,234.00</b>	<b>1.74%</b>
122	<b>INSURANCE-BENEFITS</b>						
123	01-910-59020-000-0900 BENEFITS	1,601,234.00	1,765,907.00	1,925,000.00	2,050,000.00	125,000.00	6.49%
124	<b>Department Total</b>	<b>1,601,234.00</b>	<b>1,765,907.00</b>	<b>1,925,000.00</b>	<b>2,050,000.00</b>	<b>125,000.00</b>	<b>6.49%</b>
125							
126	<b>LEGAL SERVICES</b>						
127	01-151-53000-000-0151 LEGAL SERVICES	62,000.00	62,000.00	62,000.00	55,000.00	(7,000.00)	-11.29%
128	<b>Department Total</b>	<b>62,000.00</b>	<b>62,000.00</b>	<b>62,000.00</b>	<b>55,000.00</b>	<b>(7,000.00)</b>	<b>-11.29%</b>
129							
130							
131	<b>LIBRARY</b>						
132	01-610-51100-000-0610 LIBRARY SALARY	92,613.00	90,640.00	90,640.00	93,360.00	2,720.00	3.00%
133	01-610-51200-000-0610 LIBRARY WAGES	258,950.00	269,446.00	283,123.00	276,478.00	(6,645.00)	-2.35%
134	01-610-57000-000-0610 LIBRARY EXPENSE	133,807.00	136,407.00	138,453.00	147,222.00	8,769.00	6.33%
135	<b>Department Total</b>	<b>485,370.00</b>	<b>496,493.00</b>	<b>512,216.00</b>	<b>517,060.00</b>	<b>4,844.00</b>	<b>0.95%</b>
136							

## FY25 OMNIBUS BUDGET

	Account Number	Description	2022 Budget	2023 Budget	2024 Budget	FY25 Dept Request	FY25 \$ Change	FY25 % Change
137								
138		<b>MEMORIAL AND VETERANS DAY</b>						
139	01-699-57000-000-0699	MEMORIAL AND VETERANS DAY	5,600.00	5,600.00	6,600.00	6,000.00	(600.00)	-9.09%
140		<b>Department Total</b>	<b>5,600.00</b>	<b>5,600.00</b>	<b>6,600.00</b>	<b>6,000.00</b>	<b>(600.00)</b>	<b>-9.09%</b>
141		<b>MODERATOR</b>						
142	01-114-51100-000-0114	MODERATOR STIPEND	500.00	500.00	500.00	500.00	0.00	0.00%
144		<b>Department Total</b>	<b>500.00</b>	<b>500.00</b>	<b>500.00</b>	<b>500.00</b>	<b>0.00</b>	<b>0.00%</b>
145		<b>OPEN SPACE</b>						
146	01-179-57000-000-0192	OPEN SPACE EXPENSE	1,500.00	1,500.00	2,500.00	2,950.00	450.00	18.00%
147		<b>Department Total</b>	<b>1,500.00</b>	<b>1,500.00</b>	<b>2,500.00</b>	<b>2,950.00</b>	<b>450.00</b>	<b>18.00%</b>
148		<b>PLANNING</b>						
149	01-175-51100-000-0175	PLANNING STIPEND	1,500.00	1,500.00	1,500.00	1,500.00	0.00	0.00%
150	01-175-51110-000-0175	PLANNING SALARY	79,559.00	61,000.00	84,840.00	87,386.00	2,546.00	3.00%
151	01-175-51120-000-0175	PLANNING WAGES	37,260.00	19,000.00	0.00	0.00	0.00	#DIV/0!
152	01-175-56310-000-0175	MRPC EXPENSE	2,820.00	2,820.00	2,905.00	3,100.00	195.00	6.71%
153	01-175-57000-000-0175	PLANNING EXPENSE	1,500.00	9,252.00	8,000.00	8,000.00	0.00	0.00%
154		<b>Department Total</b>	<b>122,639.00</b>	<b>93,572.00</b>	<b>97,245.00</b>	<b>99,986.00</b>	<b>2,741.00</b>	<b>2.82%</b>
155		<b>POLICE</b>						
156	01-210-51100-000-0210	POLICE SALARY	151,863.00	156,419.00	148,138.00	151,841.00	3,703.00	2.50%
157	01-210-51200-000-0210	POLICE WAGES	1,442,875.00	1,548,423.00	1,598,747.00	1,666,694.00	67,947.00	4.25%
158	01-210-57000-000-0210	POLICE EXPENSE	105,575.00	147,600.00	152,028.00	155,750.00	3,722.00	2.45%
159	01-210-58500-000-0210	POLICE CRUISER	52,000.00	52,000.00	56,000.00	64,000.00	8,000.00	14.29%
160		<b>Department Total</b>	<b>1,752,313.00</b>	<b>1,904,442.00</b>	<b>1,954,913.00</b>	<b>2,038,285.00</b>	<b>83,372.00</b>	<b>4.26%</b>
161		<b>POLICE-ANIMAL CONTROL</b>						
162	01-249-51200-000-0249	ANIMAL CONTROL WAGES	25,621.00	26,390.00	27,185.00	28,001.00	816.00	3.00%
163	01-249-57000-000-0249	ANIMAL CONTROL EXPENSE	4,000.00	4,000.00	4,000.00	4,000.00	0.00	0.00%
164		<b>Department Total</b>	<b>29,621.00</b>	<b>30,390.00</b>	<b>31,185.00</b>	<b>32,001.00</b>	<b>816.00</b>	<b>2.62%</b>
165								
166		<b>POLICE-DISPATCH</b>						
167	01-215-51200-000-0215	COMMUNICATION WAGES	286,980.00	295,646.00	304,516.00	313,652.00	9,136.00	3.00%
168	01-215-57000-000-0220	COMMUNICATION EXPENSE	123,999.00	134,169.00	138,200.00	142,300.00	4,100.00	2.97%
169		<b>Department Total</b>	<b>410,979.00</b>	<b>429,815.00</b>	<b>442,716.00</b>	<b>455,952.00</b>	<b>13,236.00</b>	<b>2.99%</b>
170								
171								
172		<b>RECREATION</b>						
173	01-630-51100-000-0630	RECREATION SALARY	64,853.00	62,046.00	66,030.00	70,741.00	4,711.00	7.13%
174	01-630-51200-000-0630	RECREATION WAGES	47,276.00	61,604.00	56,268.00	53,000.00	(3,268.00)	-5.81%
175	01-630-57000-000-0630	RECREATION EXPENSE	28,662.00 <sup>4</sup>	28,662.00	30,310.00	32,328.00	2,018.00	6.66%

## FY25 OMNIBUS BUDGET

	Account Number	Description	2022 Budget	2023 Budget	2024 Budget	FY25 Dept Request	FY25 \$ Change	FY25 % Change
176		<b>Department Total</b>	<b>140,791.00</b>	<b>152,312.00</b>	<b>152,608.00</b>	<b>156,069.00</b>	<b>3,461.00</b>	<b>2.27%</b>
177								
178		<b>SELECT BOARD</b>						
179	01-122-51100-000-0122	SELECTMAN STIPEND	4,500.00	4,500.00	4,500.00	4,500.00	0.00	0.00%
180	01-122-57000-000-0122	SELECTMAN EXPENSE	7,750.00	7,750.00	7,750.00	7,750.00	0.00	0.00%
182		<b>Department Total</b>	<b>12,250.00</b>	<b>12,250.00</b>	<b>12,250.00</b>	<b>12,250.00</b>	<b>0.00</b>	<b>0.00%</b>
183		<b>TOWN ADMINISTRATOR</b>						
184	01-129-51100-000-0129	TOWN ADMINISTRATOR SALARY	127,296.00	127,308.00	131,115.00	135,049.00	3,934.00	3.00%
185	01-129-51200-000-0129	TOWN ADMINISTRATOR WAGES	61,165.00	63,000.00	64,575.00	66,513.00	1,938.00	3.00%
186	01-129-57000-000-0129	TOWN ADMINISTRATOR EXPENSE	50,370.00	55,000.00	56,325.00	57,050.00	725.00	1.29%
187	01-129-57001-000-0129	SENIOR WORKOFF PROGRAM	22,500.00	22,500.00	22,500.00	22,500.00	0.00	0.00%
190		<b>Department Total</b>	<b>261,331.00</b>	<b>267,808.00</b>	<b>274,515.00</b>	<b>281,112.00</b>	<b>6,597.00</b>	<b>2.40%</b>
193								
194		<b>TOWN CLERK</b>						
195	01-161-51100-000-0161	TOWN CLERK SALARY	65,546.00	67,513.00	69,539.00	71,625.00	2,086.00	3.00%
196	01-161-51200-000-0161	TOWN CLERK WAGES	45,229.00	46,586.00	47,984.00	50,924.00	2,940.00	6.13%
197	01-161-52000-000-0161	TOWN CLERK TRAINING	3,500.00	4,000.00	4,000.00	4,000.00	0.00	0.00%
198	01-161-57000-000-0161	TOWN CLERK EXPENSE	20,650.00	17,650.00	17,850.00	19,500.00	1,650.00	9.24%
199	01-162-51200-000-0162	ELECTION WAGES	4,370.00	19,050.00	18,400.00	25,400.00	7,000.00	38.04%
200	01-162-57000-000-0162	ELECTION EXPENSE	5,900.00	14,965.00	14,500.00	15,000.00	500.00	3.45%
201		<b>Department Total</b>	<b>145,195.00</b>	<b>169,764.00</b>	<b>172,273.00</b>	<b>186,449.00</b>	<b>14,176.00</b>	<b>8.23%</b>
202		<b>TREASURER/COLLECTOR</b>						
203	01-145-51100-000-0145	TREASURER/COLLECTOR SALARY	79,952.00	85,156.00	90,647.00	93,371.00	2,724.00	3.01%
204	01-145-51200-000-0145	TREASURER/COLLECTOR WAGES	106,792.00	109,996.00	120,308.00	125,716.00	5,408.00	4.50%
205	01-145-57000-000-0145	TREASURER/COLLECTOR EXPENSE	67,772.00	70,070.00	74,290.00	58,200.00	(16,090.00)	-21.66%
207		<b>Department Total</b>	<b>254,516.00</b>	<b>265,222.00</b>	<b>285,245.00</b>	<b>277,287.00</b>	<b>(7,958.00)</b>	<b>-2.79%</b>
208		<b>VETERANS</b>						
209	01-543-57000-000-0543	VETERANS EXPENSE	20,000.00	20,000.00	20,000.00	20,000.00	0.00	0.00%
210	01-543-57700-000-0543	VETERANS BENEFITS	25,000.00	35,000.00	45,000.00	45,000.00	0.00	0.00%
211		<b>Department Total</b>	<b>45,000.00</b>	<b>55,000.00</b>	<b>65,000.00</b>	<b>65,000.00</b>	<b>0.00</b>	<b>0.00%</b>
212		<b>WORC COUNTY RETIREMENT</b>						
213	01-910-59060-000-0700	WORCESTER COUNTY RETIREMENT	1,001,204.00	1,109,635.00	1,140,071.00	1,262,488.00	122,417.00	10.74%
214		<b>Department Total</b>	<b>1,001,204.00</b>	<b>1,109,635.00</b>	<b>1,140,071.00</b>	<b>1,262,488.00</b>	<b>122,417.00</b>	<b>10.74%</b>
215								
216								
217								
218		<b>ZONING BOARD OF APPEALS</b>						
219	01-176-57000-000-0176	BOARD OF APPEALS EXPENSE	5,000.00 <sup>5</sup>	5,000.00	5,000.00	5,000.00	0.00	0.00%



## FY25 OMNIBUS BUDGET

Account Number	Description	2022 Budget	2023 Budget	2024 Budget	FY25 Dept Request	FY25 \$ Change	FY25 % Change
221	<b>Department Total</b>	<b>5,000.00</b>	<b>5,000.00</b>	<b>5,000.00</b>	<b>5,000.00</b>	<b>0.00</b>	<b>0.00%</b>
222	<b>DEBT SERVICE</b>						
223	01-710-59000-000-0700 DEBT - LONG TERM PRINCIPAL	220,000.00	220,000.00	289,700.00	392,376.00	102,676.00	35.44%
224	01-750-59010-000-0700 DEBT - LONG TERM INTEREST	77,041.00	68,098.00	95,159.00	92,542.00	(2,617.00)	-2.75%
225	01-751-59020-000-0700 DEBT - SHORT TERM INTEREST	150,000.00	165,633.00	0.00	0.00	0.00	#DIV/0!
226	<b>Department Total</b>	<b>447,041.00</b>	<b>453,731.00</b>	<b>384,859.00</b>	<b>484,918.00</b>	100,059.00	26.00%
227		<b>Municipal Operating Budget</b>		<b>13,301,992.00</b>	<b>13,733,157.00</b>	<b>431,165.00</b>	<b>3.24%</b>
228							
229	<b>Article</b>	<b>WACHUSETT REGIONAL SCHOOL DIST</b>					
230	01-300-57000-000-0300 WACHUSETT RSD	12,102,930.00	12,444,610.00	13,055,104.00	13,623,038.00	567,934.00	4.35%
231	WRSD VOCATIONAL SCHOOL OUTPLACEMENT	78,318.00	80,000.00	80,000.00	70,000.00	(10,000.00)	-12.50%
232	<b>Department Total</b>	<b>12,181,248.00</b>	<b>12,524,610.00</b>	<b>13,135,104.00</b>	<b>13,693,038.00</b>	<b>557,934.00</b>	<b>4.25%</b>
233							
234	<b>Article</b>	<b>MONTACHUSETT REG. SCH00L DIST</b>					
235	01-301-57000-000-0300 MONTACHUSETT REGIONAL VOC TECH	939,069.00	975,792.00	1,018,231.00	1,132,732.00	114,501.00	11.25%
236	<b>Department Total</b>	<b>939,069.00</b>	<b>975,792.00</b>	<b>1,018,231.00</b>	<b>1,132,732.00</b>	<b>114,501.00</b>	<b>11.25%</b>
237		<b>Total Including Schools</b>		<b>27,455,327.00</b>	<b>28,558,927.00</b>	<b>1,103,600.00</b>	<b>4.02%</b>

Proofs      27,455,327.00      28,558,927.00      1,103,600.00