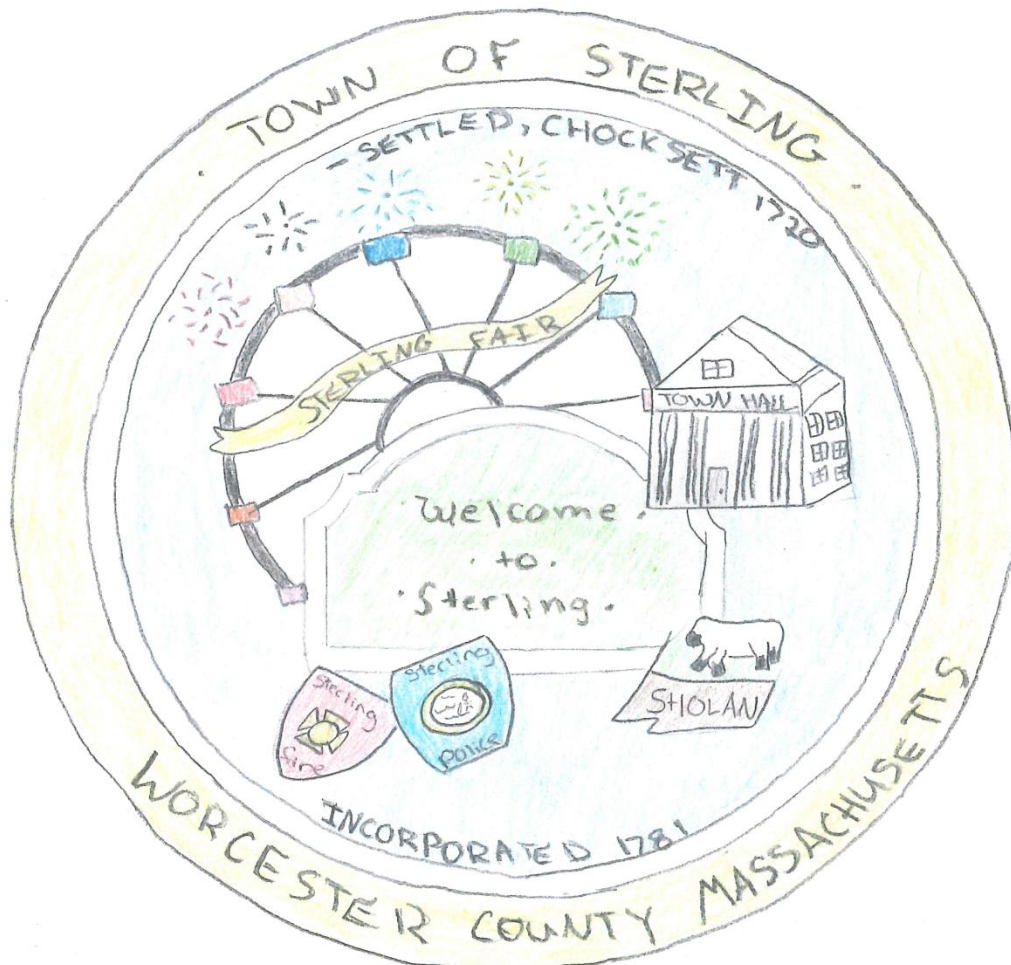


Town of Sterling

2016



By: Kaitlyn Archaubeau #

We would like to thank Kaitlyn Archambeault whose art is featured on the cover of this Annual Report.

Kaitlyn is a student of Julie Guerin, Art Teacher at the Chocksett School. Ms. Guerin helped coordinate a competition among her students to design an Annual Report cover that represents what they think of as quintessentially “Sterling.” We received 17 excellent drawings and paintings and had a very difficult time deciding among them. Ultimately, we selected Kaitlyn’s wonderful drawing. We wish we could have honored all the contestants and we certainly want to thank each one of you for participating in the contest. We look forward to next year’s contest and to the marvelous and creative work that the students produce.

TOWN OF STERLING

ANNUAL

TOWN

REPORT

2016



IN MEMORIAM

Dr. James Blodgett died on September 15, 2016 at the age of 100 years and one day. A veteran of World War II, Dr. Blodgett participated in the Normandy invasion and led the Medic Corps at the freeing of Nordhausen Concentration Camp. For his war service, he was awarded honors from the United States, Britain and France. Dr. Blodgett was active in Sterling in helping to preserve East Lake Waushacum, and he served for many years on the board of the Conant Public Library.

Norman Clemence was born in Sterling in 1927. A skilled carpenter who excelled at all aspects of carpentry, he served Sterling for almost 30 years as Building Inspector, then Commissioner. After retiring from the Building Department in 1999, he continued on as an Alternate Inspector for another 15 years. He also served on the Sterling Fair Committee for nearly 20 years, and he was Sterling's Fence Viewer for over 25 years. Mr. Clemence died on November 3, 2016 at age 89.

Nancy Kristoff, a resident of Sterling for 52 years, served the Town for nearly 35 of those years as an Election Officer and Registrar of Voters. She was also a long time Police Matron and active for years with the Sterling Girls Softball Association. She died August 11, 2016.

Muriel Senter was a long time resident of Sterling and a valued member of the Sterling Senior Center. She served the Town for 29 years as an Election Officer -- from 1984 until she retired in 2013. Born in Clinton, MA, Mrs. Senter died on January 13, 2016 at the age of 89.

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TOWN OFFICIALS

2016

ELECTED OFFICIALS - TOWN OF STERLING

TERM EXPIRES

BOARD OF ASSESSORS (3 year term)

Robert F. Cutler	2017
Donlin K. Murray	2018
Richard A. Sheppard	2019

BOARD OF HEALTH (3 year term)

Donna M. Clark	2017
Gary C. Menin	2018
Allen Hoffman	2019

LIBRARY TRUSTEES (3 year term)

John L. Dwyer	2017
Marion Mahar	2017
Alicia L. Emsley	2018
Edward R. Tatten	2018
Albert J. Carlin	2019
Sara Petullo	2019

BOARD OF SELECTMEN (3 year term)

John F. Kilcoyne	2017
Maureen Cranson	2018
Richard G. Lane	2019

CONSTABLES (3 year term)

Joan M. Pineo	2017
Michael E. Pineo	2019

DEPARTMENT OF PUBLIC WORKS BOARD (3 year term)

Lawrence R. Favreau	2017
Gregg W. Aubin	2018
Donald W. Harding	2019

STERLING HOUSING AUTHORITY (5 year term)

Effective May 8, 2017, this Board has been reduced from 4 members to 3

Elisabeth A. Earle	2017
Robert E. Kneeland	2018
Karen Leclerc	2020
Ann Kokernak	2021
State Appointee Vacancy	appointed every 3 years

MODERATOR (3 year term)

Mrithyunjaya K. Annapragada (Amrith Kumar)	2018
--------------------------------------------	------

PLANNING BOARD (5 year term)

John J. Santoro	2017
Charles A. Hajdu	2018
Michael E. Pineo	2019
Russell R. Philpot	2020
David J. Shapiro	2021

TERM EXPIRES

STERLING MUNICIPAL LIGHT BOARD (3 year term)

Brian Pierce	2017
Matthew V. Stelmach	2018
Joseph Curtin	2019

WACHUSETT REGIONAL SCHOOL CMTE. (3 year term)

Steve S. Porter	2017
Susan T. Hitchcock	2017
Sarah J. LaMountain	2018
Michael J. Rivers	2019

APPOINTED OFFICIALS

	TERM EXPIRES
<u>ACCOUNTANT</u> (3 year appt) Fred Aponte	2017
<u>A.D.A. COORDINATOR</u> (1 year appt) Matthew Marro	2017
<u>A.D.A. ADVISORY COMMITTEE</u> (1 year appt) Clare Fisher Melanie Glynn Donald Harding Ronald Pichierri Kenneth Stidsen, Jr.	2017 2017 2017 2017 2017
<u>ANIMAL CONTROL ADVISORY BOARD</u> (1 year appt) Ann Marie Catalano Karen Kase Richard Lane Cynthia Miller Theresa Sadler Frances Simonds	2017 2017 2017 2017 2017 2017
<u>ANIMAL CONTROL OFFICER</u> (1 year appt) Louis Massa	2017
<u>ANIMAL CONTROL OFFICER – ALT.</u> (1 year appt) Steven Jones	2017
<u>ANIMAL INSPECTOR</u> (1 year appt by Board of Health) Louis Massa David Favreau	2017 2017
<u>AUDITORS</u> (3 year appt) Roselli & Clark Associates	2018
<u>BUILDING INSPECTOR/COMMISSIONER</u> Sarah Culgin	2018
<u>BUILDING INSPECTOR – ALT.</u> (1 year appt) Richard Breagy	2017
<u>BURIAL AGENT</u> (appt by Board of Health) David Favreau Dawn E. Michanowicz, Town Clerk	2017 2017

TERM EXPIRES

CAPITAL BUDGET COMMITTEE (3 year appt)

Mary Cliett	2017
Gerald Kokernak	2017
Joseph Sova	2017
Arden Sonnenberg	2018
Robert Brown	2019
Elaine Heller (Associate Member)	

CONSERVATION COMMISSION AGENT

Matthew Marro	2017
---------------	------

CONSERVATION COMMISSION (3 year appt)

Steven Pavlowich	2017
Susan Valentine	2017
Joseph Curtin	2018
David Mosley	2018
Michael Pineo	2018
Scott Michalak	2019
Barbara Roberti	2019

COUNCIL ON AGING (3 year appt)

Constance Cleary	2017
Elizabeth Pape	2017
Susan Doucette	2018
Debra MacLennan	2018
Barbara Foster	2019
Mary Higgins	2019
Charles Madden	2019
Angela Richards	2019
Kevin Beaupre (Associate Member)	2018
Robert Bloom (Associate Member)	2019

SENIOR CENTER BUILDING COMMITTEE

Kevin Beaupre	2017
Robert Bloom	2017
Ronald Cote	2017
Maureen Cranson	2017
Richard Maki	2017
Michael Padula	2017
John Kilcoyne, Assoc. Member	2017

DPW SUPERINTENDENT

(Appointed by Dept. of Public Works Board)

William Tuttle	2017
----------------	------

EARTH REMOVAL BOARD (3 year appt)

David Mosley (alt. ConComm Rep)	2018
Michael Pineo (ConComm Rep)	2018
Russell Philpot (Planning Board Rep)	2017
Richard Lane (BOS Rep)	2019

TERM EXPIRES

ECONOMIC DEVELOPMENT COMMITTEE (3 year appt)

Michael Pineo	2017
Paul Cathcart, Jr.	2018
Richard Maki	2018
Roseanne Mapp	2018
Brian Patacchiola (Associate Member)	2018
James Patacchiola	2018
Brian Kindorf	2019

ELECTION OFFICERS (1 year appt, annually in August)

Barbara Bartlett	2017
Robert Bloom	2017
Jane Boquist	2017
Jane Brunetta	2017
Irene Camerano	2017
Robert Carruthers	2017
Melissa Chalmers	2017
Joyce Chestnut-Maloney	2017
Constance Cleary	2017
Florence Coughlin	2017
Lois Courville	2017
Frank Cummings	2017
Jo-Ann Cummings	2017
Gregory Dumas	2017
Steven Fuller	2017
Philip Gold	2017
Barbara Gould	2017
Kathleen Greenwood	2017
Utahna Hallet	2017
Elaine Heller	2017
Carmen Huntoon	2017
Judy Janda	2017
Marjorie Long	2017
Sandra McAllister	2017
Arlene McGuirk	2017
Anita McKenney	2017
Kathleen Mello	2017
Linda Mercier	2017
Judith Muckenstrom	2017
Robert Nickerson, Jr.	2017
Toby O'Reilly	2017
Yancy Pitman	2017
Bonnie Pulda	2017
Linda Racca	2017
Domenic Ricci	2017
Donna Salluce	2017
Rebecca Songer	2017
Ann Taylor	2017
Cassandra Tetu	2017
Judith Tetu	2017

	TERM EXPIRES
<u>ELECTRICAL INSPECTOR</u> (1 year appt)	
J. Bruce Dunn	2017
<u>EMERGENCY MANAGEMENT DIRECTOR</u>	
David C. Hurlbut, Jr.	2018
<u>ASSISTANT EMERGENCY MANAGEMENT DIRECTOR</u>	
James Emerton	2018
<u>ENERGY COMMITTEE</u> (2 year appt)	
Joseph Curtin	2018
Daniel (Chip) Hallet	2018
Sean Hamilton	2018
Tom Rutherford	2018
Matthew Stelmach	2018
William Tuttle	2018
<u>EXTENSION SERVICE</u> (1 year appt)	
Clare Fisher	2017
<u>FENCE VIEWER</u> (1 year appt)	
R. Gary Griffin	2017
<u>FIELD DRIVER</u>	
Vacancy	
<u>FINANCE COMMITTEE</u>	
(3 year appt jointly by Board of Selectmen, Moderator, Finance Cmte.)	
Cynthia Secord	2017
Edward Sweet	2017
Barbara Bartlett	2018
Mary Cliett	2018
Joseph Sova	2018
Gerald Kokernak	2019
Elaine Heller (Associate Member)	
<u>FIRE CHIEF</u>	
David C. Hurlbut, Jr.	
<u>GAS INSPECTOR</u> (1 year appt)	
Robert Janda	2017
<u>HEALTH AGENT</u> (1 year appt by Board of Health)	
David Favreau	2017
<u>HISTORICAL COMMISSION</u> (3 year appt)	
James French	2017
Vernon Gaw	2017
Robert Jones	2017
David Gibbs	2018

TERM EXPIRES

HISTORICAL COMMISSION (cont.)

Carol La Vigne	2018
Catherine Harragian	2019
Philip Nash	2019

INFORMATION TECHNOLOGY COMMITTEE (3 year appt)

Robert Brown	2018
Ronald Furmaniuk	2018
Paul Austin	2019
Robert Bloom	2019
Amrith Kumar	2019

INSURANCE ADVISORY COMMITTEE (established 2011)

Michelle Braconnier	2017
James Emerton	2017
David Favreau	2017
Brian Foley	2017
Scott Johnson	2017

LIBRARY DIRECTOR

Patricia Campbell

LOCAL AUCTION PERMIT AGENT

Dawn E. Michanowicz, Town Clerk	2020
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MART ADVISORY BOARD

Gregory Dumas	2017
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MEMORIAL AREA (3 year appt)

William P. Tuttle	2018
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MONTACHUSETT REGIONAL TECHNICAL SCHOOL

(4 year appt jointly by Selectmen and Moderator)

Kenneth I.H. Williams	2018
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MUNICIPAL COORDINATOR

David C. Hurlbut, Jr.	2018
-----------------------	------

OPEN SPACE COMMITTEE (Ad Hoc since 8/2001)

Jeffrey Keay	2017
Peder Pedersen	2017
Susan Valentine (liaison, Conservation Cmte.)	2017
Marion E. Larson	2018
Robert Protano	2018
Erin Rehrig	2019
James Wilkinson	2019

PERSONNEL BOARD (3 year appt)

Weymouth Whitney	2018
------------------	------

TERM EXPIRES

PLUMBING INSPECTOR (1 year appt by Board of Health)

Robert Janda 2017

POLICE CHIEF

Gary Chamberland

POLICE MATRON / CELL MONITOR (1 year appt)

Emma Massa 2017

Michelle Johndrow 2017

Christopher Constantino 2017

Brian Ryder 2017

Danielle Mallette 2017

Kimberly Thebeau 2017

Christopher Wilder 2017

PUBLIC WEIGHERS (3 year appt)

Jeff Henningson 2018

Heidi Lindgren 2017

Edward Perkins, Jr. 2018

RECREATION COMMITTEE (5 year appt)

Robert Finizio 2017

Bonnie Pulda 2017

Jo-Ann Cummings 2018

Andrew Parker 2018

Heidi Grady 2019

Mark Hryniewich 2019

Maureen Cathcart 2021

RECYCLING COMMITTEE (1 year appt)

Vacancy 2016

REGISTRAR OF VOTERS (3 year appt. in March)

Dawn E. Michanowicz (Pro Tem) 2020

Richard O. Barriere 2019

Christine K. Arsenault 2019

Sheila M. Hudson 2019

RIGHT TO KNOW COORDINATOR (1 year appt)

David C. Hurlbut, Jr. 2017

SIGN BYLAW COMMITTEE (Ad Hoc since 8/2015)

Lauren Demerjian 2017

Richard Lane 2017

Rosanne Mapp 2017

Mark Meola 2017

Michael Pineo 2017

Robert Protano 2017

SUPERINTENDENT OF SCHOOLS (Wachusett Regional School Dist.)

Darryll McCall, Ed.D.

TERM EXPIRES

TOWN ADMINISTRATOR

Anne Cervantes, Interim Town Administrator as of October, 2016 2017

TOWN CLERK

Dawn E. Michanowicz 2020

TOWN COUNSEL

Kopelman & Paige 2017

TREASURER / COLLECTOR (3 year appt)

Anne Cervantes 2017

TREE WARDEN (1 year appt by Dept. of Pulic Works)

William Tuttle 2017

TOWN FOREST COMMITTEE (3 year appt)

Michael Pineo 2017

James French 2017

Philip Nash 2018

David Mosley 2019

VETERANS' AGENT (1 year appt)

Richard Voutour 2017

VETERANS' GRAVE OFFICER (1 year appt)

Robert Temple 2017

ZONING BOARD OF APPEALS (5 year appt)

Richard Hautaniemi 2017

William Bird 2018

Joseph Curtin 2018

Jerry Siver 2019

Matthew Campobasso – Alt. 2019

Patrick Fox – Alt. 2019

40B REVIEW COMMITTEE (established in 2004)

Clare B. Fisher 2017

Donald Harding 2017

Barbara Roberti – Alt. 2017

1835 TOWN HALL COMMITTEE (established 1/2001)

Danielle Ray 2017

Carl Corrinne 2017

Robert Barwise 2018

Joann Drown 2018

Ronald Pichierra 2018

Robert Jones 2019

David Gibbs 2019

SPECIAL COMMITTEES

TERM EXPIRES

AGRICULTURAL COMMISSION (3 year appt)

David Grinkis	2017
Jennifer Janowicz	2017
Robert Nickerson, Jr.	2017
Michael Pineo	2017
Susan Phinney	2019
Diane Melone – Alt.	2019

CULTURAL COUNCIL (3 year appt, not more than 2 terms; since 6/1980)

Susan Crimer	2019
Susan Farr	2019
Helen Hill	2019
Lisa Perry	2017
Kerry Bart-Raber	2017
Andrea Driscoll	2018

FAIR COMMITTEE (3 year appt; assoc. member is 1 yr appt)

David Agurkis	2018
Margaret Agurkis	2018
Merylee Calahan	2017
Philip Campbell	2018
Norman F. Clemence	2018
Judy Corbett	2018
Linda E. Davis	2018
Kevin Day	2018
Douglas Downey	2018
Carl Gronblom	2018
Shirlene Hagan	2017
Daniel Hallet	2018
Terry Heinold	2018
Donald Jewett	2018
Muriel Johnson	2017
Robert Kneeland	2018
Nicholas Kronopolus	2018
Veronica Litterio	2018
Tammy Mathews	2017
Christopher O’Neil	2018
Joshua Pineo	2018
Michael Pineo	2018
Barbara Roberti	2018
Douglas Roberts	2018
Tina Robinson	2018
Gloria Rugg	2018
Raymond Rugg, Jr.	2018
Raymond Rugg, Sr.	2018
Joan Strang	2018

TERM EXPIRES

REGIONAL EMERGENCY PLANNING COMMITTEE

Gary Chamberland	2017
Jim Emerton (CERT representative)	2017
David Favreau (BOH representative)	2017
Donald Hamilton	2017
David C. Hurlbut, Jr. (Emergency Management Director)	2017
Mark Restuccia, M.D. (Medical Director)	2017
Peter MacDonald – Alt.	2017

WACHUSETT FUND COMMITTEE (1 year appt)

Gary Chamberland	2017
David C. Hurlbut, Jr.	2017
Peter MacDonald	2017

BOARD OF SELECTMEN

For the past fiscal year, the Select Board has been involved in a number of undertakings on behalf of the citizens of Sterling. Three of the most important goals of the Board which have been completed were the recent appointment of Mr. Ross Perry as our new Town Administrator (TA), the hiring of Guardian Information Technologies, Inc. as the town's new IT consultants and the formal opening of the new Senior Center in a timely manner and under budget!

The Board also just re-appointed the auditing firm of Roselli, Clark & Associates to another three year term and has concluded negotiations with the Chief of Police for a new three year contract. In addition to these items, the Board is working in conjunction with the TA, other boards, committees and individuals on the following projects and goals:

- WRSD budget in anticipation of the two school articles at Annual Town Meeting (ATM).
- Contract negotiations with the Police Union.
- Budget meetings with the Finance and Capital Committees in order to understand and make recommendations on department budgets prior to our ATM.
- Assist the 1835 Town Hall Committee in proposing a short term resolution to the building's immediate roof and structural needs as well as a long term plan for usage.
- On-going efforts in conjunction with Planning, Zoning and the Economic Development Committee in helping merchants improve our downtown area with the ultimate goal of attracting new business to the downtown for long term tax rate stabilization.
- Work with the Planning Board, Town Counsel and concerned citizens in placing an article on the warrant at ATM asking voters to consider a one year moratorium on any public venues with regard to the use of recreational marijuana.
- In conjunction with the Conservation Committee work was done to enhance the value of the Hardscrabble Road property by changing easements prior to listing the property for sale.
- Space planning for the basement of the Butterick building to best serve the needs of our residents.
- Seek new volunteers to fill recurring openings on various boards and committees.

For better administrative and reporting reasons and enhanced long term viability, the Neighbor to Neighbor (N2N) Fund was consolidated with Wheat Community Services, Inc. in Clinton, MA, while retaining the original "mission statement" of the Fund to serve Sterling residents in need. The Select Board feels that our water supply and Town sewer need to be addressed now rather than later and we look forward to developing a feasible long term plan with our Water Department, DPW, and other boards, committees and, of course, the Town's most important stakeholders, the taxpayers.

We very much appreciate the opportunity you have given us to serve you for the past fiscal year, and we will do our very best to make all decisions with the best interests of the Town of Sterling in mind.

Submitted by,

Board of Selectmen

John Kilcoyne, Chairman

Maureen Cranson, Vice Chairman

Richard Lane, Clerk

OFFICE OF THE TOWN CLERK

Every four years we have “National Elections” to vote for the President and Vice-President. This fall the Commonwealth of Massachusetts changed its election laws and all City and Town Clerk’s offices opened for two extra weeks leading up to that election to vote early. In Sterling we set up our election station in the former Senior Center, the lower level of the Butterick Municipal building and successfully ran the *Early Voting* from October 24th through November 3rd. Sterling had no lines to wait to vote and reached almost 30% turnout at 1,776 voters. Feedback from voters who came in was positive - folks loved the convenience, easy access to the elevator, and the handicap voting machine was used.

The Town Clerk organized 4 major elections this year:

1. March 1, 2016 Presidential Primary election
2. May 9, 2016 Annual Town election
3. September 8, 2016 State Primary election
4. November 8, 2016 Presidential election

Many thanks to the Registrars, our Wardens, the seasoned (and some new) Election Officers, and the Constables. All elections went off without a hitch and there were no re-counts this year! Election Officers worth mentioning after decades of dedicated service during the long election days are:

Sandy MacAllister, 35 years

Irene Camerano, 25 years

Marjorie Long, 21 years.

We would also like to thank Richard Maki and Pat Christenson who retired this year after many years of service as Election Officers.

Jeanne Survell, Sterling’s Assistant Town Clerk, is always ready to serve the residents with a cheerful smile and has the answer for you or directs you to the person or department who might. Sheila Hudson, Board of Registrars, and all the other Senior Volunteers are always ready to assist the town residents. Without their time, loyalty, and attention to detail, we would not have achieved our goals. I am proud of our volunteers and all the effort they put into their hidden talents. Thank them when you stop by my office.

This year we accomplished our three major goals:

1. **Early Voting:** This new law brought many challenges to our office. Thanks to the foresight and the discussion among other Clerks, Sterling provided a spacious location for voting, easy access and no lines, and 30% turnout. Congratulations to a wonderful election team.
2. **New State Mandates:** This year was a record number of new laws for Town Clerk’s, including this new Public Records law where the town must respond within 10 business days or the requestor may sue the town. The Town Clerk has a new “hat” as Records Access Officer to track these requests and confirm compliance.
3. **Online Voter Registration:** Another new law allows people to register to vote online. However they missed the part where we have to obtain an actual signature to properly and legally document that new voter. How do we get a signature? Track them down to sign a voter card.
4. **Election Law changes to Register 16 and 17 year olds:** Election laws changed allowing 16 and 17 year olds to register early but not vote until they turn 18.

5. **Certified Municipal Clerk status:** Jeanne Survell, Assistant Town Clerk earned her “stripes” after 120 hours of education and community service. Jeanne has achieved one of the highest awards of this department and her knowledge of the law and navigation of the state mandates through their computer software makes her an MVP. We are glad she is onboard.

We are also fortunate to have the following volunteers serve this office. I wish to thank them because without them our records would not be as organized or accessible. They are:

- **Irene Camerano** has been an *Election Officer and Warden* for more than 35 years. As a volunteer in the office, she carefully compiles and updates all the rabies certificate files for all the dogs. We love her sense of humor and are very grateful to have her help.
- **Melissa Chalmers:** for six years she has been responsible for the compilation and the formatting of the Annual Report. She is also serves as an *Election Officer* and *Assistant Board of Registrars*.
- **Elaine Heller** still gives our department a few hours on occasion and works on collating and entering Census data on the *Voter Registration Information System* database and also serves as an *Election Officer*.
- **Sheila Hudson** serves on the *Board of Registrars* and processes the voters from the “Motor-voter” database, she now has to add the online voters to her “to-do” list. This data input requires fulfilling specific election laws and she is detailed and meticulous about her work.
- **Cynthia Secord** comes in a few afternoons a month to our “back office” to index the historical records. We recently we discovered a box of baptismal notes from the early 1760’s---before the famous fire. She has been tasked with documenting those names and dates. Down the road this information will be entered into the computer so we have a database to use for future research.

All in all it was a successful 2016 for the Department of the Town Clerk and as you can see I could not have accomplished this alone. I am forever grateful to all those mentioned above, as well as my fellow co-workers at the Town Hall who work tirelessly along with me to provide our residents with a knowledgeable and extremely capable working town government. I look forward to many more productive years to come.

Respectfully submitted,

Dawn E. Michanowicz
Town Clerk, CMC, CMMC
Justice of the Peace
Records Access Officer

Following is a three year comparison of statistics maintained annually by the Town Clerk.

	2014	2015	2016
Population as of Dec31	7791	7536	7963
Head of Household	3140	3140	3264

VOTERS	5671	5621	5862
Unenrolled	3628	3558	3856
Democrats	1036	1027	1083
Republicans	976	991	1047
Libertarian	15	11	9
Green Rainbow	9	9	9
United Independent Party	n/a	19	29
American Independent	1	0	1
We the People	0	0	0
Veteran Party America	1	1	0
Inter 3 rd Party	1	1	1
Natural Law Party	0	1	0
Socialist	1	1	1
MA Independent Party	1	1	1
America First Party	1	1	1
American Term Limits	1	1	1

VITALS			
Births	44	57	44
Marriages	25	34	42
Marriage Intentions	26	36	43
Deaths	130	103	104

FUEL STORAGE TANKS	n/a	38	41
BUSINESS CERTIFICATES	n/a	230	211
BOARDS and COMMITTEES & Department Heads:	n/a	120	122
DOG LICENSES/ Unlicensed	1,466/86	1,461/50	1,486/31

ELECTION RESULTS

2016

**PRESIDENTIAL PRIMARY ELECTION
MARCH 1, 2016**

	Precinct 1	Precinct 2	Total
<u>DEMOCRATIC PARTY</u>	734	699	1433
PRESIDENTIAL PREFERENCE			
Bernie Sanders	429	412	841
Martin O'Malley	1	5	6
Hillary Clinton	298	276	574
Roque "Rocky" DeLa Fuente	1	2	3
Write-ins	0	1	1
Blanks	5	3	8
TOTAL	734	699	1433
STATE COMMITTEE MAN			
Harold P. Naughton, Jr.	527	554	1081
Joseph D. Byrne	93	78	171
Write-ins	3	1	4
Blanks	111	66	177
TOTAL	734	699	1433
STATE COMMITTEE WOMAN			
Sally H. Cragin	548	542	1090
Write-ins	0	5	5
Blanks	186	152	338
TOTAL	734	699	1433
TOWN COMMITTEE			
Write-ins as voted below:			
Irene Camerano	6	6	12
Frank Cummings	7	5	12
Daniel R. Borg	6	5	11
James Stack	7	5	12
Ellen Sesia	6	5	11
Richard Maki	6	5	11
Robert Bloom	6	6	12
Frances Simonds	6	5	11
Lance E. Harris	6	5	11
Barbara Miles	6	6	12
Steven Miles	7	5	12
Robert Sarafconn	0	5	5
All other write-ins	16	13	29
Blanks	645	620	
Handcount/provisional	4	3	
TOTAL	734	699	1433

**PRESIDENTIAL PRIMARY ELECTION
MARCH 1, 2016**

	Precinct 1	Precinct 2	Total
<u>REPUBLICAN PARTY</u>	750	811	1561
PRESIDENTIAL PREFERENCE			
Jim Gilmore	3	1	4
Donald J. Trump	307	372	679
Ted Cruz	105	103	208
George Pataki	1	1	2
Ben Carson	24	40	64
Mike Huckabee	0	0	0
Rand Paul	3	3	6
Carly Fiorina	1	1	2
Rick Santorum	0	1	1
Chris Christie	1	2	3
Marco Rubio	144	140	284
Jeb Bush	9	3	12
John R. Kasich	142	137	279
Write-ins	1	4	5
Blanks	9	3	12
TOTAL	750	811	1561
STATE COMMITTEE MAN			
Thomas F. Ardinger	413	462	875
Mark P. Hawke	207	203	410
Write-ins	0	2	2
Blanks	130	144	274
TOTAL	750	811	1561
STATE COMMITTEE WOMAN			
Susan E. Smiley	471	544	1015
Melody B. Phelps	166	140	306
Write-ins	1	1	2
Blanks	112	126	238
TOTAL	750	811	1561
TOWN COMMITTEE			
Write-ins as voted below:			
John F. Westbrook, Jr.	3	8	11
John L. Dwyer	5	10	15
Loret R.W. Schur	4	11	15
Joel T. Schur	5	10	15
Virginia M. Carroll	6	10	16
Robert C. Dumont	7	9	16
Elizabeth J. Baldarelli	4	7	11
Cynthia A. Secord	3	10	13
Sarah J. Petullo	6	10	16
Michael J. Rivers	7	11	18

**PRESIDENTIAL PRIMARY ELECTION
MARCH 1, 2016**

	Precinct 1	Precinct 2	Total
Kathleen M. Mello	5	9	14
Paul M. Sushchuk	4	9	13
Michael Pineo	7	12	19
Brian James Patacchiola	6	8	14
James Patacchiola	4	8	12
Heather Anne Goodman	5	9	14
Thomas Goodman	4	9	13
Joan M. Icker	7	9	16
Joan K. Drown	4	9	13
Stephen M. Kroll	5	7	12
All other write-ins	5	14	19
Blanks	636	607	
Handcount/provisional	6	5	
TOTAL seats and blanks	750	811	1561

GREEN RAINBOW PARTY	2	4	4
----------------------------	----------	----------	----------

PRESIDENTIAL PREFERENCE

Sedinam Kinamo Christin Moyowasifza Curry	0	0	0
Jill Stein	0	2	2
William P. Kreml	0	0	0
Kent Mesplay	0	0	0
Darryl cherney	0	0	0
Write-ins	4	0	4
Blanks	0	0	0
TOTAL	4	2	6

STATE COMMITTEE MAN

David I. Spanagel	0	4	4
Write-ins	2	0	2
Blanks	0	0	0
TOTAL	0	4	6

STATE COMMITTEE WOMAN

Charlene R. DiCalogero	0	4	4
Write-ins	2	0	2
Blanks	0	0	0
TOTAL	2	4	6

TOWN COMMITTEE

Write-ins	1	0	1
Blanks	1	4	5
TOTAL	2	4	6

**PRESIDENTIAL PRIMARY ELECTION
MARCH 1, 2016**

	Precinct 1	Precinct 2	Total
<u>UNITED INDEPENDENT PARTY</u>	6	10	16
PRESIDENTIAL PREFERENCE			
Write-ins	4	7	11
Blanks	2	3	5
TOTAL	6	10	16
STATE COMMITTEE MAN			
Write-ins	2	2	4
Blanks	4	8	12
TOTAL	6	10	16
STATE COMMITTEE WOMAN			
Write-ins	2	3	5
Blanks	4	7	11
TOTAL	6	10	16
TOWN COMMITTEE			
Write-ins	1	2	3
Blanks	5	8	13
TOTAL	6	10	16

.....

	Precinct 1	Precinct 2	Total
Registered Voters by Precinct			
Democrats	528	545	1073
Republicans	497	529	1026
Libertarians	4	6	10
Green Rainbow Party	5	2	7
United Independent Party	10	13	23
Unenrolled	1793	1842	3635
Other	4	3	7
Total Registered Voters by Precinct	2841	2940	5781
Total Voted	1490	1524	3014
% Voter Turnout	52%		

**ANNUAL TOWN ELECTION
MAY 9, 2016**

	Precinct 1	Precinct 2	Total
BOARD OF ASSESSORS (3 year term)			
Michael J. Rivers (candidate for re-election)	230	188	418
Richard A. Sheppard	264	205	469
Write-ins	0	0	0
Blanks	22	17	39
TOTAL	516	410	926
 BOARD OF HEALTH (3 year term)			
Allen H. Hoffman (candidate for re-election)	306	259	565
Michael J. Cove	197	137	334
Write-ins	0	0	0
Blanks	13	14	27
TOTAL	516	410	926
 BOARD OF LIBRARY TRUSTEES			
(2 seats; 3 year terms)			
Albert J. Carlin (candidate for re-election)	294	252	546
Sarah J. Petullo	297	240	537
Write-ins	0	0	0
Blanks	441	328	769
TOTAL	1032	820	1852
 BOARD OF SELECTMEN (3 year term)			
Robert F. Cutler (candidate for re-election)	227	140	367
Richard G. Lane	281	257	538
Write-ins	0	1	1
Blanks	8	12	20
TOTAL	516	410	926
 CONSTABLE			
Michael E. Pineo (candidate for re-election)	337	274	611
Joseph E. Ruggiero	157	113	270
Write-ins	0	1	1
Blanks	22	22	44
TOTAL	516	410	926
 DEPARTMENT OF PUBLIC WORKS			
BOARD (3 year term)			
Donald W. Harding (candidate for re-election)	385	294	679
Write-ins	2	1	3
Blanks	129	115	244
TOTAL	516	410	926

**ANNUAL TOWN ELECTION
MAY 9, 2016**

	Precinct 1	Precinct 2	Total
PLANNING BOARD (5 year term)			
David Joshua Shapiro	370	293	663
Total Write-ins	2	0	2
Blanks	144	117	261
TOTAL	516	410	926

STERLING HOUSING AUTHORITY
(5 year term)

Ann M. Kokernack	386	308	694
Write-ins	0	0	0
Blanks	130	102	232
TOTAL	516	410	926

STERLING MUNICIPAL LIGHT BOARD
(3 year term)

Michael J. Rivers (candidate for re-election)	194	160	354
Joseph J. Curtain	303	235	538
Write-ins	0	0	0
Blanks	19	15	34
TOTAL	516	410	926

WACHUSETT REGIONAL SCHOOL DISTRICT COMMITTEE
(3 year term)

Michael J. Rivers	5	1	6
Write-ins	10	14	24
Blanks	501	395	896
TOTAL	516	410	926

.....

	Precinct 1	Precinct 2	Total
Total Registered Voters by Precinct	2,851	2,944	5,795
Total Votes Cast by Precinct	516	410	926
% Voter Turnout	16%		

**STATE PRIMARY ELECTION
SEPTEMBER 8, 2016**

	Precinct 1	Precinct 2	Total
<u>DEMOCRATIC PARTY</u>	48	50	98
REP. IN CONGRESS			
James P. McGovern	46	48	94
Write-ins	0	0	0
Blanks	2	2	4
TOTAL	48	50	98
COUNCILLOR			
Matthew CJ Vance	39	38	77
Write-ins	2	1	3
Blanks	7	11	18
TOTAL	48	50	98
SENATOR IN GEN. COURT			
Jennifer L. Flanagan	43	47	90
Write-ins	1	0	1
Blanks	4	3	7
TOTAL	48	50	98
REP. IN GEN. COURT			
Write-ins	4		4
Blanks	44		44
TOTAL	48		48
REP. IN GEN. COURT			
Harold P. Naughton, Jr.		48	48
Write-ins		0	0
Blanks		2	2
TOTAL		50	50
SHERIFF			
Write-ins	2	4	6
Blanks	46	46	92
TOTAL	48	50	98

**STATE PRIMARY ELECTION
SEPTEMBER 8, 2016**

	Precinct 1	Precinct 2	Total
<u>REPUBLICAN PARTY</u>	44	39	83
REP. IN CONGRESS			
Write-ins	1	2	3
Blanks	43	37	80
TOTAL	44	39	83
COUNCILLOR			
Jennie L. Caissie	36	37	73
Write-ins	8	0	8
Blanks	0	2	2
TOTAL	44	39	83
SENATOR IN GEN. COURT			
Write-ins	1	0	1
Blanks	43	39	82
TOTAL	44	39	83
REP. IN GEN. COURT			
Kimberly N. Ferguson	42		42
Write-ins	0		0
Blanks	2		2
TOTAL	44		44
REP. IN GEN. COURT			
Write-ins		1	1
Blanks		38	38
TOTAL		39	39
SHERIFF			
Lewis G. Evangelidis	44	38	82
Write-ins	0	0	0
Blanks	0	1	1
TOTAL	44	39	83
.....			
<u>GREEN RAINBOW PARTY</u>	0	2	2
REP. IN CONGRESS			
Write-ins	0	0	0
Blanks	0	2	2
TOTAL	0	2	2

**STATE PRIMARY ELECTION
SEPTEMBER 8, 2016**

(Green Rainbow, cont.)	Precinct 1	Precinct 2	Total
COUNCILLOR			
Write-ins	0	0	0
Blanks	0	2	2
TOTAL	0	2	2
SENATOR IN GEN. COURT			
Write-ins	0	0	0
Blanks	0	2	2
TOTAL	0	2	2
REP. IN GEN. COURT			
Write-ins	0		0
Blanks	0		0
TOTAL	0		0
REP. IN GEN. COURT			
Charlene R. Dicalogero		2	2
Write-ins		0	0
Blanks		0	0
TOTAL		2	2
SHERIFF			
Write-ins	0	0	0
Blanks	0	2	2
TOTAL	0	2	2
.....			
<u>UNITED INDEPENDENT PARTY</u>	0	0	0
REP. IN CONGRESS			
Write-ins	0	0	0
Blanks	0	0	0
TOTAL	0	0	0
COUNCILLOR			
Write-ins	0	0	0
Blanks	0	0	0
TOTAL	0	0	0
SENATOR IN GEN. COURT			
Write-ins	0	0	0
Blanks	0	0	0
TOTAL	0	0	0
REP. IN GEN. COURT			
Write-ins	0	0	0
Blanks	0	0	0
Total	0	0	0

**STATE PRIMARY ELECTION
SEPTEMBER 8, 2016**

United Independent Party, cont.	Precinct 1	Precinct 2	Total
REP. IN GEN. COURT			
Write-ins	0	0	0
Blanks	0	0	0
TOTAL	0	0	0
 SHERIFF			
Write-ins	0	0	0
Blanks	0	2	2
TOTAL	0	2	2

.....

	Precinct 1	Precinct 2	Total
Registered Voters by Precinct			
Democrats	524	559	1083
Republicans	494	535	1029
Green Rainbow Party	5	4	9
United Independent Party	6	11	17
Unenrolled	1846	1903	3749
Other	8	8	16
 Total Registered Voters by Precinct	 2883	 3020	 5903
 Total Voted	 92	 91	 183
 % Voter Turnout	 3.10%		

**PRESIDENTIAL ELECTION
NOVEMBER 8, 2016**

	Precinct 1	Precinct 2	Total
PRESIDENT/VICE PRESIDENT			
Clinton and Kaine	1081	1081	2162
Johnson and Weld	176	168	344
Stein and Baraka	29	35	64
Trump and Pence	1083	1244	2327
Write-ins	42	52	94
Blanks	33	42	75
TOTAL	2444	2622	5066
REP. IN CONGRESS 2nd District			
James P. McGovern	1694	1835	3529
Write-ins	19	35	54
Blanks	731	752	1483
TOTAL	2444	2622	5066
COUNCILLOR 7th District			
Jennie L. Caissie	1338	1491	2829
Matthew CJ Vance	865	826	1691
Write-ins	0	2	2
Blanks	241	303	544
TOTAL	2444	2622	5066
SENATOR IN GEN. COURT			
Worcester & Middlesex District			
Jennifer L. Flanagan	1647	1737	3384
Write-ins	12	19	31
Blanks	785	866	1651
TOTAL	2444	2622	5066
REP. IN GEN. COURT			
1st and 12th Worcester District			
Kimberly N. Ferguson	1861	<div style="border: 1px solid black; width: 40px; height: 40px;"></div>	1861
Write-ins	18	}	18
Blanks	565	}	565
Harold P. Naughton, Jr.	<div style="border: 1px solid black; width: 40px; height: 40px;"></div>	1792	1792
Charlene R. DiCalogero	}	392	392
Write-ins	}	7	7
Blanks	}	431	431
TOTAL votes cast	2444	2622	5066
SHERIFF			
Lewis G. Evangelidis	1948	2086	4034
Write-ins	8	13	21
Blanks	488	523	1011
TOTAL	2444	2622	5066

**PRESIDENTIAL ELECTION
NOVEMBER 8, 2016**

	Precinct 1	Precinct 2	Total
QUESTION 1 - Gaming Commission			
Yes	918	1005	1923
No	1448	1526	2974
Blanks	78	91	169
Total	2444	2622	5066

QUESTION 2 – Charter Schools			
Yes	932	1053	1985
No	1479	1518	2997
Blanks	33	51	84
Total	2444	2622	5066

QUESTION 3 – Animal Welfare Laws			
Yes	1679	1798	3477
No	718	767	1485
Blanks	47	57	104
Total	2444	2622	5066

QUESTION 4 - Marijuana			
Yes	1236	1232	2468
No	1185	1359	2544
Blanks	23	31	54
Total	2444	2622	5066

.....

	Precinct 1	Precinct 2	Total
Registered Voters by Precinct			
Democrats	524	562	1086
Republicans	496	550	1046
Libertarians	5	4	9
Green Rainbow Party	5	4	9
Unenrolled	1879	1975	3854
Other	15	22	37
Total Registered Voters by Precinct	2924	3117	6044
Total Voted	2444	2622	5066
% Voter Turnout	84%		



James P. McGovern
MEMBER OF CONGRESS

DEC 15 16 1:59PM

RECEIVED
DEC 15 2016
TOWN OF STERLING
TOWN CLERK

December 5, 2016

Office of Town Clerk
c/o Dawn Michanowicz
One Park Street
Sterling, MA 1564

Dear Dawn,

I am writing to simply say thank you for all your efforts in successfully implementing Early Voting in Sterling this year. Thanks to you and your staff, voters in Massachusetts had the opportunity to cast their vote two weeks prior to Election Day for the first time in our state's history. The effort that went into providing this privilege to us did not go unnoticed.

For all of your personal effort in making this a reality, thank you. And please extend my thanks to your staff as well. It is my hope that we can build upon this year's Early Voting experience to ensure more of our citizens are provided with every opportunity to make their voices heard.

If I can ever be of assistance to you or your community, please do not hesitate to contact me via my Leominster office at 978-466-3552.

Sincerely,

James P. McGovern
Member of Congress

FINANCIAL REPORTS

2015

BOARD OF ASSESSORS

Fiscal Year 2016 Assessments and Property Tax Revenue Summary

<u>Property</u>	<u>Class Levy %</u>	<u>Valuation by Class</u>	<u>Tax Rate</u>	<u>Tax Levy</u>
Residential	84.4775	816,488,775	18.33	14,966,239.25
Commercial	4.3146	41,213,725	18.33	755,447.58
Industrial	5.6391	53,865,600	18.33	987,356.45
Personal Property	4.5688	43,641,093	18.33	799,941.23
TOTALS	100.0000	955,209,193		17,508,984.51

Valuation and Tax History

<u>Fiscal</u>	<u>Tax Rate</u>	<u>Total Valuation</u>	<u>Accounts</u>	<u>Tax Levy</u>	<u>Change%</u>
2016	18.33	955,209,193	3,720	17,508,985	7.439
2015	17.29	942,550,134	3,797	16,296,692	3.756
2014	16.93	927,916,388	3,780	15,709,624	3.413
2013	16.35	929,121,078	3,753	15,191,130	1.763
2012	15.65	953,862,740	3,718	14,927,952	2.133

Abstract of Assessments

<u>Property Class Code & Description</u>	<u>Accts</u>	<u>Class Valuation</u>	<u>Avg. Value</u>
101 Residential Single Family	2,544	731,019,800	287,351
102 Residential Condominiums	165	26,382,400	
Miscellaneous Residential	19	5,756,500	
104 Residential Two Family	96	24,441,200	
105 Residential Three Family	6	1,764,900	
111-125 Apartments	9	2,804,800	
130-132 & 106 Vacant Land	388	21,265,000	
300-393 Commercial	72	34,840,800	
400-452 Industrial	116	53,777,200	
501-552 Personal Property	146	43,641,093	
600-821 Chapter 61, 61A, 61B	140	2,784,500	
012-043 Mixed Use Properties	19	6,730,900	
TOTALS	3,720	942,550,134	
Exempt	262	134,486,100	

Assessors' Account for Exemptions and Abatements

<u>Description</u>	<u>FY 2016</u>	<u>FY2015</u>	<u>FY2014</u>
Assessors' Overlay	\$103,964.51	\$106,119.16	\$98,077.62
Charges through 6/30	99,848.79	57,401.16	61,484.30
Amounts Transferred	-0-	-0-	-0-
Potential ATB Liability	\$35,000.00	-0-	-0-
Balance	\$4,115.72	\$48,718.00	\$36,593.32
Prior Years Balance	\$120,271.41		

New Growth Revenues

<u>Fiscal Year</u>	<u>Added Valuation</u>	<u>Tax Rate</u>	<u>New Revenue</u>
2016	12,489,161	17.29	215,938
2015	10,770,237	16.93	182,340
2014	7,248,501	16.35	118,513
2013	6,330,000	15.65	99,064
2012	3,456,359	14.90	51,500

TOWN OF STERLING

COMBINED BALANCE SHEET - ALL FUND TYPES AND ACCOUNT GROUP
For the Year Ended June 30, 2016

	General Fund	Special Revenue	Water Enterprise	Electric Enterprise	Capital Project	Stabilization Fund	Agency & Trust	Long Term Obligations	Combined Total
ASSETS:									
Cash	2,338,270	1,590,571	974,023	2,026,503	367,271	5,226,806	925,109		13,448,562
Receivables:			15,356	406,187					421,543
Property Taxes	208,775								208,775
Excise Taxes	165,609								165,609
Tax Liens	336,014								336,014
Other	90,804								90,804
Bonds/BANS Authorized									0
Amt to be provided long-term debt								10,317,907	10,317,907
Amt to be provided Com Absences									0
Total Assets	3,139,472	1,590,571	989,379	2,432,690	367,271	5,226,806	925,109	10,317,907	24,989,204
LIABILITIES & FUND EQUITY									
Liabilities:									
Accrued Payroll									0
Accrued P/R Withholdings	72,720								72,720
Deferred Revenue	591,504		15,356	406,187					1,013,047
Reserved for Abated Taxes	209,698								209,698
BANS Payable									0
Warrants Payable	74,969	1,346	3,201				1,260		80,776
AccComp Absences									0
Long Term Debt								10,317,907	10,317,907
Other liabilities	21,727								21,727
Total Liabilities	970,619	1,346	18,557	406,187	0	0	1,260	10,317,907	11,715,876
FUND EQUITY									
Reserved for Various Purp	940,370	1,589,225	511,007	2,026,503	367,271	5,226,806	923,849		11,585,030
Reserved for Deficit									0
Unreserved	1,213,782		459,815						1,673,596
Encumbrances	14,702								0
Total Fund Equity	2,168,854	1,589,225	970,822	2,026,503	367,271	5,226,806	923,849	0	13,273,329
Total liabilities and Fund Equity	3,139,472	1,590,571	989,379	2,432,690	367,271	5,226,806	925,109	10,317,907	24,989,204

**REPORT OF THE
TREASURER/COLLECTOR**

EMPLOYEE GROSS PAY

CALENDAR YEAR 2016

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>DEPARTMENT</u>	<u>GROSS PAY, \$*</u>
AGURKIS	PETER	RECREATION	2,673.75
ALCOCK	ALEXZANDRA	DPW	646.00
ALLEN	CHAD	LIGHT DEPT.	97,362.79
ANNAPRAGADA	MRITHYUNJAYA	MODERATOR	500.00
APONTE	ALFREDO	ACCOUNTANT	29,076.93
ARES	ERIK	FIRE DEPT.	100,371.82
ARSENAULT	CHRISTINE	LIGHT DEPT.	58,341.40
AUBIN	GREGG	DPW	600.00
BACKSTROM	ROY	FIRE DEPT.	13.00
BAKER	CHARLES R.	FIRE DEPT.	1,951.65
BAKER	CHRISTOPHER	FIRE DEPT.	4,447.25
BARRIERE	RICHARD O.	ELECTIONS	885.00
BARTLETT	BARBARA	ELECTIONS	225.00
BLOOM	ROBERT	ELECTIONS	260.00
BOARDMAN	NICKOLE	COUNCIL ON AGING	28,071.61
BONNELL	EDWARD	ASSESSORS	1,753.43
BOQUIST	JANE	ELECTIONS	335.00
BORGE	DARREN	LIGHT DEPT.	86,323.56
BOURQUE	BRIAN	POLICE DEPT.	84,495.06
BRACONNIER	MICHELLE	DISPATCH	49,932.85
BREAGY	RICHARD	BUILDING DEPT.	595.00
BRISTOL	LISA	FIRE DEPT.	43,073.77
BRISTOL	MARK	RECREATION	1,444.88
BRODRICK	IAN	LIBRARY	21,948.57
BROSQUE	STEVEN	FIRE DEPT.	5,520.76
BRUNETTA	JANE	ELECTIONS	225.00
BUCKLEY	VERONICA	COUNCIL ON AGING	10,360.10
CALDERON	CRISTIAN	LIGHT DEPT.	2,449.75
CAMERANO	IRENE	ELECTIONS/SR. TAX WORKOFF	2,795.00
CAMPBELL	PATRICIA	LIBRARY	73,612.96
CARROLL	VIRGINIA	SR. TAX WORKOFF	180.00
CARRUTHERS	ROBERT	ELECTIONS	290.00
CASEY	CONNOR	RECREATION	14,640.40
CASSATA	MELISSA	COUNCIL ON AGING	7,851.06
CAWLEY	PAUL	TOWN ADMINISTRATOR	15,175.15
CERVANTES	ANNE	TREASURER/COLLECTOR	62,191.20

CHALMERS	MELISSA	ELECTIONS/SR. TAX WORKOFF	2,122.50
CHAMBERLAND	GARY	POLICE CHIEF	134,812.03
CHAPLES	JOSHUA	FIRE DEPT.	1,829.25
CHESTNUT-MALONEY	JOYCE	ELECTIONS	565.00
CHRISTENSON	PATRICIA	ELECTIONS	117.50
CLARK	DONNA	BOARD OF HEALTH	103.00
CLEARY	CONSTANCE	ELECTIONS	420.00
COLBURN	SARAH	FIRE DEPT.	25.00
CONLEY	BRIAN P.	FIRE DEPT.	1,831.89
CONSTANTINO	CHRISTOPHER	POLICE DEPT.	425.00
CONSTANTINO	PAUL C.	POLICE DEPT.	143,209.80
COTE	ANGELA	LIBRARY	27,159.13
COUGHLIN	FLORENCE	ELECTIONS	400.00
COUGHLIN	DENIS	COUNCIL ON AGING	5,566.49
COURVILLE	LOIS	ELECTIONS	270.00
CRANSON	MAUREEN	SELECTMEN	1,500.00
CULGIN	SARAH	BUILDING DEPT.	57,510.00
CULLINANE	ERIN	FIRE DEPT.	9,403.64
CUMMINGS	FRANK	ELECTIONS	235.00
CUMMINGS	JO-ANN	ELECTIONS	1,035.00
CUTLER	ROBERT	ASSESSORS	2,250.00
CZAJKOWSKI	DORIS M.	DPW	46,228.12
D'ENTREMONT	PHIL	FIRE DEPT.	72,399.71
DAY	DEANE	FIRE DEPT.	2,252.43
DAY	W. DAVID	FIRE DEPT.	13,859.16
DECIERO	LISA	WATER DEPT.	45,050.38
DELL	PAMELA	COUNCIL ON AGING	18,344.50
DIETEL	JULIE	RECREATION	2,457.64
DIETEL	KRISTEN	RECREATION	48,235.13
DIREDA	GIANNA	RECREATION	1,482.13
DIVIRGILIO	JAMES	FIRE DEPT.	24,807.77
DONOHUE	GEOFFREY	DPW	42,071.26
DREYER	DEBORAH	ASSESSORS	41,897.60
DUMAS	GREGORY	ELECTIONS	465.00
DUNN	JAMES	BUILDING DEPT.	9,485.00
DUPUIS	DEBORAH A.	ELECTIONS	140.00
EASLEY	BRYNN	RECREATION	1,991.00
EMERTON	JAMES	FIRE DEPT.	78,740.25
EMSLEY	CONNOR	RECREATION	1,597.81
FAVREAU	DAVID	BOARD OF HEALTH	57,948.80
FAVREAU	LAWRENCE	DPW	600.00
FERGUSON	RYAN	POLICE DEPT.	90,103.78
FINIZIO	NICHOLAS	FIRE DEPT.	10,238.68

FISHER	CLARE	SENIOR WORKOFF	1,000.00
FITZGERALD	BRIAN	DPW	14,300.15
FLYNN	HEIDI	LIBRARY	19,796.47
FOLEY	BRIAN J.	LIGHT DEPT.	101,477.69
FORGIONE	NANCY	LIGHT DEPT.	56,777.07
FUGERE	STEVEN	POLICE DEPT.	84,410.86
FULLER	STEVEN	ELECTIONS	540.00
GALLOTTA	CHRISTOPHER	DPW	4,613.00
GAMBLIN	CAROLINE	SR. TAX WORKOFF	1,000.00
GAUDETTE	SEAN W.	POLICE DEPT.	100,187.10
GERARDI	PAUL	DPW	52,338.45
GIANOS	SARAH	FIRE DEPT.	9,168.76
GLOW	MADELINE	RECREATION	3,281.40
GOLD	MARJORIE	LIBRARY	15,388.43
GOLD	PHILIP	LIBRARY	11,708.58
GOULD	BARBARA	ELECTIONS	590.00
GRAY	TIMOTHY	LIGHT DEPT.	93,905.76
GREBINAR	ALEXANDRA	LIBRARY	45,528.14
GREBINAR	KEVIN	FIRE DEPT.	55,314.42
GREENWOOD	DAVID	FIRE DEPT.	14,790.11
GREENWOOD	KATHLEEN	FIRE DEPT.	810.00
HALLET	UTAHNA	ELECTIONS	950.00
HAMILTON	SEAN	LIGHT DEPT.	144,502.11
HAMILTON	BRANDON	FIRE DEPT.	3,455.17
HANCHETT	BENJAMIN	RECREATION	2,803.20
HARDING	DONALD W.	DPW	600.00
HARRAGIAN	CATHY	SR. TAX WORKOFF	660.00
HARRINGTON	JOHN	BUILDING DEPT.	2,800.00
HARVEY	WILLIAM	RECREATION	2,021.69
HEHIR	DANIEL	FIRE DEPT.	2,648.96
HELLER	ELAINE	BOARD OF HEALTH	3,193.35
HENDLEY	MEGGIN	LIGHT DEPT.	50,245.40
HERNANDEZ	JUAN	FIRE DEPT.	2,797.46
HEWSON	DENISE	SR. TAX WORKOFF	465.00
HOFFMAN	ALLEN H.	BOARD OF HEALTH	103.00
HOLMQUIST	MARGARET	RECREATION	4,586.20
HORNING	SEAN	WATER DEPT.	25,189.63
HOUGHAM	BRIANNA	RECREATION	1,966.45
HUDSON	SHEILA	ELECTIONS/SR. TAX WORKOFF	3,564.50
HUNTOON	CARMEN	ELECTIONS	510.00
HURLBUT	FLORINE	SR. TAX WORKOFF	1,010.50
HURLBUT	KELLY	FIRE DEPT.	1,842.56
HURLBUT JR.	DAVID C.	FIRE DEPT.	123,781.89

FITZGERALD	BRIAN	DPW	10,063.73
JANDA	JUDITH	RECREATION	14,983.96
JANDA	ROBERT	BUILDING DEPT.	15,444.99
JAYNE	KAMA	TOWN ADMINISTRATOR	45,857.84
JOHNDROW	MICHELLE	POLICE DEPT.	44,221.85
JOHNSON	DAVID R	POLICE DEPT.	94,645.91
JOHNSON	SCOTT D	POLICE DEPT.	96,515.90
JOHNSON	DAVID	FIRE DEPT.	10,225.41
KAZAN	BETTY	PLANNING BOARD	14,485.62
KELLEY	MAXWELL	RECREATION	533.50
KELLEY	SHANNON	RECREATION	594.00
KELLY	JULIA	LIBRARY	6,197.03
KILCOYNE	JOHN	SELECTMEN	1,500.00
KIMBALL	LINDA	FIRE DEPT.	720.26
KINAHAN	GEORGE	FIRE DEPT.	356.80
KIRKPATRICK	ROBERT	FIRE DEPT.	17,389.31
KNEELAND	ROBERT	DPW	893.24
KOKERNAK	ANN	BUILDING DEPT.	90.00
KOKERNAK	THOMAS	FIRE DEPT.	134,133.65
LAITALA	JOHN	FIRE DEPT.	6,884.49
LANCIANI	ALEXIS	DISPATCH	6,050.12
LANE	RICHARD	SELECTMEN	750.00
LECLERC	KAREN	TREASURER/COLLECTOR	39,555.92
LEIN	BARRY	SR. TAX WORKOFF	713.50
LONG	MARJORIE	ELECTIONS	510.00
LUCHT	HOLLIE	COUNCIL ON AGING	3,814.02
LYONS	DAVID	DPW	56,561.00
LYONS	PAUL	WATER DEPT.	69,815.13
MACARTHUR	DEBRA J	DISPATCH	68,432.64
MACARTHUR	GARRETT	DISPATCH	54,329.47
MACONE	CONNOR	RECREATION	1,975.33
MAKI	RICHARD	ELECTIONS	70.00
MALLETTE	DANIELLE	POLICE DEPT.	1,000.00
MALONEY	WILLIAM	FIRE DEPT.	1,913.06
MAPP	ROSANNE	SR. TAX WORKOFF	60.00
MARRO	MATTHEW	CONSERVATION	24,878.28
MARTIN	CRAIG	FIRE DEPT.	3,077.89
MASON	CHRISTINE	SR. TAX WORKOFF	1,000.00
MASSA	EMMA	POLICE DEPT.	692.50
MASSA	LOUIS	POLICE DEPT.	35,705.78
MATTHEWS	EDMOTH	FIRE DEPT.	160.84
MAYPOTTER	MATTHEW	FIRE DEPT.	996.82
MCALLISTER	SANDRA	ELECTIONS	170.00

MCAULIFFE	JOHN	FIRE DEPT.	2,558.60
MCAULIFFE	MATTHEW	FIRE DEPT.	253.76
MCCARTHY	JOHANNA	RECREATION	3,247.25
MCGRATH	EMMA	RECREATION	5,200.25
MCGUIRK	ARLENE	ELECTIONS	520.00
MCKENNEY	ANITA	ELECTIONS	402.50
MCNAMARA	EDWARD	FIRE DEPT.	4,581.50
MELLO	KATHLEEN	ELECTIONS	120.00
MENIN	GARY	BOARD OF HEALTH	103.00
MERCIER	LINDA	ELECTIONS	155.00
METCALF	DAWN	BUILDING DEPT.	31,962.67
MICHANOWICZ	DAWN	TOWN CLERK	63,796.74
MUCCI	STEVEN	POLICE	73,347.69
MUCKENSTROM	JUDITH	ELECTIONS	705.00
MURRAY	DONLIN K.	ASSESSORS	1,500.00
MURRAY	THERESA D.	TREASURER/COLLECTOR	51,001.52
NICKERSON	KATHLEEN	BOARD OF HEALTH	19,250.82
NICKERSON III	ROBERT	FIRE DEPT.	11,067.65
NICKERSON, JR.	ROBERT	ELECTIONS	605.00
NORBERG	MICHAEL	POLICE DEPT.	79,028.63
NORDQUIST	JOHN E	LIGHT DEPT.	106,144.25
NUTTER	ALIVIA	LIGHT DEPT.	4,334.00
O'CONNOR	MICHAEL	RECREATION	1,994.26
O'REILLY	TOBY	ELECTIONS	200.00
ORR	DEBORAH S.	LIBRARY	45,855.94
PARKER	JASON	DPW	53,540.65
PARKER	NICHOLAS	FIRE DEPT.	342.00
PARKER	TERESA	SR. TAX WORKOFF	13.50
PARKINSON	ABBI	DISPATCH	712.00
PASKELL	MICHAEL	LIGHT DEPT.	4,607.38
PATTERSON	JASON	FIRE DEPT.	2,373.62
PERRY	LISA	LIBRARY	3,407.04
PETERS	SHEILA	ELECTIONS	90.00
PETERSON	ROSS	LIGHT DEPT.	3,831.60
PHILLIPS	KAREN	COUNCIL ON AGING	25,502.55
PHILPOT	RUSSELL	PLANNING BOARD	100.00
PIERCE	BRIAN	LIGHT DEPT.	1,500.00
PIERCE	JEREMY	BUILDING DEPT.	195.00
PINEO	JOAN	CONSTABLE	625.00
PINEO	MICHAEL	CONSTABLE	655.00
PITMAN	MARILYN	ELECTIONS	220.00
PITMAN	YANCY	ELECTIONS	420.00
PLOUFFE	TIMOTHY	POLICE	87,684.17

POMEROY	CRAIG	POLICE	101,781.60
POMEROY	LANE	POLICE	65,584.34
PROTANO	ROBERT J.	PLANNING BOARD	4,616.48
PROVONSIL	BRIAN	LIGHT DEPT.	60,741.31
PULDA	BONNIE	ELECTIONS	105.00
RACCA	LINDA	ELECTIONS	410.00
RICCI	DOMENIC	ELECTIONS	140.00
RIPA	CHARLES	DPW	82,439.92
RIVERS	MICHAEL	LIGHT DEPT.	1,500.00
ROGOWSKI	ROBERT	FIRE DEPT.	6,043.42
RUGG	CARRIE	ELECTIONS	140.00
RUGG	GLORIA	COUNCIL ON AGING	257.01
RUGG JR	RAYMOND	DPW	46,404.09
RUGG SR.	RAYMOND E	DPW	30,759.11
RUSSELL	NICHOLAS	RECREATION	2,316.00
RUSSELL	HOPE	RECREATION	2,961.24
RUTHERFORD	CHARLES	FACILITIES	28,454.85
RUZIAK	CAMERON	DPW	4,855.00
RYDER	BRIAN	DISPATCH	2,661.58
SABOURIN	ROGER J	DPW	40,842.25
SALLUCE	DONNA L	ELECTIONS	610.00
SANTOS	FELIPE	FIRE DEPT.	5,092.44
SECORD	CYNTHIA	ELECTIONS/SR. TAX WORKOFF	928.00
SEREWICZ	BEATRICE	DISPATCH	7,515.40
SEYMOUR	JOAN	COUNCIL ON AGING	2,251.20
SHEA	TIMOTHY	FIRE DEPT.	1,491.25
SHEA	JAMIESON	FIRE DEPT.	88,402.53
SHEPARD	WALTER	DPW	51,026.04
SHEPPARD	RICHARD A.	ASSESSORS	750.00
SHOSEY	COREY	FIRE DEPT.	476.42
SMITH	DANIEL	FIRE DEPT.	13,078.20
SMITH	BRENDAN	FIRE DEPT.	1,121.43
SOMMA	ENID	SR. TAX WORKOFF	1,000.00
SONGER	REBECCA	ELECTIONS	155.00
SPARKS	THOMAS	LIGHT DEPT.	104,591.35
STARR	TYLER	DPW	5,952.00
STELMACH	MATTHEW	LIGHT DEPT.	1,500.00
SURVELL	JEANNE	TOWN CLERK	45,125.83
SZLOSEK	MICHAEL	TOWN ADMINISTRATOR	77,945.29
TAMULEN	JOSHUA	FIRE DEPT.	14,124.40
TATA	ERIC	WATER DEPT.	52,940.64
TAYLOR	ANN	ELECTIONS	170.00
TETU	CASSANDRA	ELECTIONS	1,185.00

TETU	JUDITH	ELECTIONS	235.00
THEBEAU	KIM	DISPATCH	4,246.14
TODOROV	SHAWN	FIRE DEPT.	10,020.77
TURNER	JAMES	FIRE DEPT.	538.16
TUTTLE	MICHAEL	DPW	7,114.00
TUTTLE	WILLIAM	DPW	85,410.60
VALENTINO	PAUL	TOWN ADMINISTRATOR	15,605.71
WALLACE	KATHRYN	FIRE DEPT.	1,912.15
WELSH	BRENDAN	RECREATION	1,955.23
WHITE	BRIANNA	LIGHT DEPT.	3,587.88
WILDER	CHRISTOPHER	DISPATCH	58,426.43
WOOD	LEO	DPW	41,363.59

*Gross pay excludes police paid detail and clothing/boot allowance.

Gross pay includes all other earnings such as base pay, overtime, shift differential, sick, personal, holiday, vacation, longevity, sick and vacation buyback, bonus, injured on duty, severance and retroactive pay.

Senior tax workoff earnings are applied to the senior's tax bill.

**REPORT OF THE TREASURER/COLLECTOR
TAX COLLECTIONS - 12/31/16**

	TAXES COMMITTED	ABATEMENTS EXEMPTIONS	TRANSFER to TAX TITLE	COLLECTIONS less Refunds	BALANCE OUTSTANDING
Real Estate Taxes					
Levy of 2017	\$ 17,005,569.85	\$ 35,435.00	\$ -	\$ 8,462,609.28	\$ 8,507,525.57
Levy of 2016	\$ 16,762,110.22	\$ 82,588.67	\$ 71,376.53	16,549,308.32	\$ 58,836.70
Levy of 2015	\$ 15,578,573.64	\$ 55,401.16	\$ 69,080.96	\$ 15,454,091.52	\$ -
Levy of 2014	\$ 15,006,925.75	\$ 58,478.46	\$ 129,219.08	\$ 14,818,853.28	\$ 374.93
Levy of 2013	\$ 14,587,931.78	\$ 55,500.37	\$ 124,619.44	\$ 14,406,180.12	\$ 1,631.85
Levy of 2012	\$ 14,340,843.27	\$ 59,784.49	\$ 96,665.40	\$ 14,184,393.38	\$ -
Levy of 2011	\$ 14,078,794.75	\$ 75,384.60	\$ 83,838.00	\$ 13,919,572.15	\$ -
Levy of 2010	\$ 14,082,290.52	\$ 60,062.05	\$ 68,711.35	\$ 13,953,517.12	\$ -
Levy of 2009	\$ 14,116,679.40	\$ 51,584.01	\$ 58,470.21	\$ 14,006,604.16	\$ 21.02
Levy of 2008	\$ 13,461,501.69	\$ 44,739.99	\$ 39,432.99	\$ 13,377,328.71	\$ -
Levy of 2007	\$ 12,709,131.84	\$ 43,202.82	\$ 30,136.98	\$ 12,635,792.04	\$ -
Levy of 2006	\$ 12,567,052.89	\$ 52,248.07	\$ 36,848.81	\$ 12,477,625.70	\$ 330.31
Levy of 2005	\$ 11,416,727.35	\$ 35,263.94	\$ 46,155.08	\$ 11,335,038.39	\$ 269.94
					\$ 8,568,990.32
Personal Property Taxes					
Levy of 2017	\$ 768,142.82	\$ -	\$ -	\$ -	\$ 768,142.82
Levy of 2016	\$ 799,941.37	\$ 6,679.05	\$ -	\$ 789,694.51	\$ 3,567.81
Levy of 2015	\$ 727,484.23	\$ 2,000.00	\$ -	\$ 724,719.46	\$ 764.77
Levy of 2014	\$ 722,268.09	\$ 2,941.59	\$ -	\$ 717,168.58	\$ 2,157.92
Levy of 2013	\$ 604,838.65	\$ 7,473.56	\$ -	\$ 591,019.11	\$ 6,345.98
Levy of 2012	\$ 592,766.33	\$ 7,402.20	\$ -	\$ 581,917.76	\$ 3,446.37
Levy of 2011	\$ 538,892.36	\$ 2,916.26	\$ -	\$ 533,758.18	\$ 2,217.92
Levy of 2010	\$ 455,688.60	\$ -	\$ -	\$ 453,956.73	\$ 1,731.87
Levy of 2009	\$ 422,388.42	\$ 38,404.38	\$ -	\$ 382,564.91	\$ 1,419.13
Levy of 2008	\$ 372,158.68	\$ 3,212.84	\$ -	\$ 366,809.99	\$ 2,135.85
Levy of 2007	\$ 307,746.94	\$ 230.93	\$ -	\$ 306,660.55	\$ 855.46
Levy of 2006	\$ 301,777.76	\$ 143.48	\$ -	\$ 300,884.55	\$ 749.73
Levy of 2005	\$ 352,972.23	\$ 452.74	\$ -	\$ 351,989.08	\$ 530.41

						<u>\$ 794,066.04</u>
Motor Vehicle Excise						
Levy of 2016	\$ 1,352,055.90	\$ 32,914.23	\$ -	\$ 1,272,230.08	\$ 46,911.59	
Levy of 2015	\$ 1,280,992.50	\$ 26,104.01	\$ -	\$ 1,245,596.76	\$ 9,291.73	
Levy of 2014	\$ 1,252,073.05	\$ 27,249.60	\$ -	\$ 1,220,837.67	\$ 3,985.78	
Levy of 2013	\$ 1,160,670.44	\$ 28,140.97	\$ -	\$ 1,130,384.98	\$ 2,144.49	
Levy of 2012	\$ 1,100,575.28	\$ 24,761.61	\$ -	\$ 1,073,567.83	\$ 2,245.84	
Levy of 2011	\$ 1,062,844.18	\$ 25,947.54	\$ -	\$ 1,033,857.58	\$ 3,039.06	
Levy of 2010	\$ 1,028,148.30	\$ 25,451.88	\$ -	\$ 1,001,047.46	\$ 1,648.96	
Levy of 2009	\$ 1,052,796.65	\$ 26,091.88	\$ -	\$ 1,024,016.54	\$ 2,688.23	
Levy of 2008	\$ 1,096,483.60	\$ 27,230.14	\$ -	\$ 1,066,977.31	\$ 2,276.15	
Levy of 2007	\$ 1,126,533.83	\$ 31,007.97	\$ -	\$ 1,092,905.13	\$ 2,620.73	
Levy of 2006	\$ 1,157,273.74	\$ 28,087.25	\$ -	\$ 1,126,408.98	\$ 2,777.51	
Levy of 2005	\$ 1,154,167.25	\$ 31,563.01	\$ -	\$ 1,119,502.03	\$ 3,102.21	
Levy of 2004	\$ 1,151,250.39	\$ 34,035.76	\$ -	\$ 1,114,372.76	\$ 2,841.87	
						<u>\$ 85,574.15</u>
Taxes Liens/Tax Title						\$ 281,296.10
Tax Foreclosure/Tax Possessions						\$ 90,803.71

Anne M. Cervantes
Treasurer/Collector

**REPORT OF THE TREASURER/COLLECTOR
TRUST FUNDS - DECEMBER 31, 2016**

ACCOUNT	AVAILABLE FUNDS	
	PRINCIPAL Non-expendable Funds	Expendable Funds
Jacob Conant - Fuel Fund	2,200.00	3,745.43
Emily Wilder - Fuel Fund	1,500.00	2,590.86
Clarissa A. Freeman Fund	5,000.00	2,417.11
Martha Roper Fund	500.00	1,136.27
Albert Farwell Fund	1,000.00	788.49
Henry Stephenson Fund	2,000.00	3,902.20
Alba Coffin Fund	1,000.00	1,561.49
TPA Trust for the Needy	0.00	1,781.77
John Houghton Needy Women	52,664.36	5,282.12
Butterick Library	11,000.00	303.35
Eli Kilburn Library	3,250.00	89.61
Conant Library	500.00	(15.49)
Waite Library	3,000.00	86.10
Putnam Library	2,000.00	55.50
W C Kendall Library	500.00	52.46
Charles Place Library	2,450.00	77.81
Edward Conant Library	1,200.00	62.46
Madaline Miller Library	1,000.00	30.09
Helen Houghton Library	5,726.87	157.91
June Williams Library	76,198.95	2,108.89
Allen Library	0.00	404,222.40
Flower Fund	4,530.00	5,877.59
Eli Kilburn Park Fund	1,300.00	1,711.70
Fannie Stevenson Park Fund	1,000.00	1,611.23
Perpetual Care	267,981.58	15,874.04
Florence Houghton Tree	3,434.46	4,593.37
Rosamond D. Fanning Scholarship	1,000.00	1,344.63
Butterick School Fund	10,000.00	938.89
Conant High School Scholarship	15,000.00	376.62
Iacobucci Scholarship	5,300.00	1,045.25
Maria Houghton Scholarship	52,664.36	1,266.38
Wachusett Area EMS	0.00	155,060.89
Cultural Council	0.00	155.65
Title 5 Septic Loans	0.00	138,615.78
George & Mary Gibbs Recreation	5,000.00	4,037.50
Conservation	0.00	37,349.35
Chocksett Crossing	0.00	39,489.89
OPEB	0.00	140,062.23
Total	539,900.58	979,847.82

Anne M. Cervantes
Treasurer/Collector

**REPORT OF THE TREASURER/COLLECTOR
CAPITAL & STABILIZATION FUNDS - June 30, 2016**

STABILIZATION FUND
CAPITAL FUND

\$ 994,651.04
\$ 4,055,642.67

TOTAL

\$ 5,050,293.71

**REPORT OF THE TREASURER/COLLECTOR
DEBT - JUNE 30, 2016**

PROJECT	BOND ISSUED	BOND MATURES	INTEREST RATE	ORIGINAL BOND	FY16 INTEREST	FY16 PRINCIPAL	BALANCE
School Renovation	2006	2/15/2020	4.00%	\$ 9,365,000.00	\$ 200,000.00	\$ 965,000.00	\$ 4,035,000.00
Griffin Road Land	2011	6/15/2019	3.00%	\$ 82,000.00	\$ 1,200.00	\$ 10,000.00	\$ 30,000.00
Library Renovation	2011	6/15/2021	3.00%	\$ 455,000.00	\$ 9,000.00	\$ 45,000.00	\$ 225,000.00
Police & Fire Stations	2011	6/15/2021	3.00%	\$ 1,580,500.00	\$ 30,810.00	\$ 160,000.00	\$ 767,000.00
Fire Station	2005	5/15/2025	4.00%	\$ 1,950,000.00	\$ 38,997.50	\$ 95,000.00	\$ 855,000.00
Water Tank Land	2011	6/15/2020	3.00%	\$ 44,000.00	\$ 740.00	\$ 5,000.00	\$ 18,000.00
Water Tank	2011	6/15/2021	3.00%	\$ 798,500.00	\$ 16,000.00	\$ 80,000.00	\$ 400,000.00
Water Disinfecting Plant	2004	2/1/2021	5.25%	\$ 451,269.00	\$ 2,551.98	\$ 22,136.03	\$ 160,000.00
Water Mains	2005	5/15/2025	4.00%	\$ 660,000.00	\$ 12,715.00	\$ 35,000.00	\$ 275,000.00
Water Well and UV Project #1	2007	7/15/2027	2.00%	\$ 806,740.00	\$ 10,839.86	\$ 38,172.00	\$ 522,907.00
Water Well and UV Project #2	2008	1/15/2018	4.15%	\$ 388,000.00	\$ 4,357.70	\$ 35,000.00	\$ 70,000.00
Vault	2013	6/15/2020	2.80%	\$ 205,000.00	\$ 4,060.00	\$ 30,000.00	\$ 115,000.00
Fire Truck	2015	4/15/2020	3.00%	\$ 560,000.00	\$ 19,262.50	\$ 115,000.00	\$ 445,000.00
Senior Center	2015	4/15/2035	3.00%	\$ 2,530,000.00	\$ 85,806.77	\$ 130,000.00	\$ 2,400,000.00

TOTAL

\$ 436,341.31 \$ 1,765,308.03 \$ 10,317,907.00

Anne M. Cervantes
Treasurer/Collector

**BOARD, COMMITTEE &
DEPARTMENT REPORTS**

2016

THE 1835 TOWN HALL COMMITTEE

Our Town Hall shines at the center of our town and community and the community is rallying to bring about repairs to the roof and resolve the new demands of modern regulations. It is currently being retrofitted with LED lighting throughout the first floor. New meeting space is now available to small groups or individuals. Plans are underway to open the facility to periodic exhibitions.

The Town Hall is home to the Recreation Department, Sterling Historical Commission and the 1835 Town Hall Committee. It continues to be used by many civic and community groups along with private individuals.

Although it has taken nearly two years and considerable time and effort, the 1835 Town Hall Committee has made substantial progress on our major goals.

1. Roof Repairs

Making progress on necessary structural and roof repairs has presented the Committee with a series of financial, legal and bureaucratic challenges. We are optimistic that we will realistically see these repairs and opening of the Great Hall completed in 2017.

2. Septic Connection to Fire House Leaching Area

The Committee has a preliminary design and is working toward a specific engineering plan with cost estimates targeted for 2018.

3. Universal Access

Compliance with the ADA and Massachusetts AAB have been examined in detail including strategies for a lift to the second floor Great Hall. We look to work with the Massachusetts AAB in an effort to be compliant in fiscal 2019.

We appreciate the positive support and continuing assistance of many Town employees including Tom Rutherford, Sarah Culgin, Anne Cervantes, Kama Jayne, Sean Hamilton, Dawn Michanowicz, Jeanne Survell, David Favreau, and Fred Aponte.

The 1835 Town Hall has been blessed by the support and passion of Recreation Director Kristin Dietel who manages the building and events with personal care and professionalism. The Committee expresses its thanks and appreciation.

The Committee would like to thank the Board of Selectmen for their service and support. Special mention needs to extend to Selectman Richard Lane who has dedicated countless hours of both leadership and labor with unflinching resolve, fairness and common sense.

The Chair would like to thank the continuing dedication, persistent support and passionate efforts of the professional volunteers serving on the 1835 Town Hall Committee; Joann Drown, Ron Pichierri, David Gibbs, Rob Barwise, Carl Corrinne and Danielle Ray.

Respectfully Submitted;

Robert McKay Jones
Chair

ANIMAL CONTROL ADVISORY BOARD (ACAB)

The Sterling Animal Control Advisory Board is comprised of three to seven members who are appointed annually by the Selectmen. The Board represents a cross section of residents with knowledge and experience in animal husbandry, training, farming, kennel management, wildlife, public service and law enforcement. It meets monthly at the Police Station and more often when needed. This year the ACAB consisted of seven members who met twelve times.

The Animal Control Advisory Board evaluates animal control problems and recommends solutions or actions necessary when requested by the Animal Control Officer (ACO), which if not resolved satisfactorily at the level of the advisory board, will be brought to the Board of Selectmen. It also recommends appropriate rules and regulations for the care and control of animals and facilities covered by the bylaw and reviews budgets and contracts for animal control. Gary Chamberland, Chief of Police, is the department head for Animal Control in Sterling.

The board works closely with Animal Control Officer Louis Massa who reports to the ACAB, domestic animal and wildlife incidents in the town. The ACAB holds appointments with residents and interested parties addressing animal control incidents to circumvent the need for Selectmen involvement. The ACAB also supports Sterling's fall (October) and spring (March) rabies and microchip clinics hosted by Sterling Veterinary Clinic with the ACO and Town Clerk's office available to issue licenses.

During 2016, the ACAB held a joint session with the ACO and Town Clerk's office to review the dog licensing process for 2016. In addition to clarifying requirements and procedures, all contingents are collaborating in assessing Town Dog applications to upgrade the current software.

At 2016 Town Meeting, the ACAB proposed to update the town's Animal Control By-law to clarify the impoundment holding period to save the town related fees. The ACAB continued to review and research the Town's Kennel Licensing provisions and is seeking solutions to inconsistencies between zoning bylaws and state statutes.

Several members of the ACAB attended educational sessions about disaster animal response. As an outcome, ACAB member Anne Marie Catalano worked with ACO Louis Massa and the Emergency Management Division of Sterling's Fire Department to obtain a large animal recovery slide and establish the requisite veterinarian support. This will enable our Department to aid in the rescue of downed large animals in Sterling and neighboring communities.

The ACAB conducted several informational meetings for various animal control issues and/or bylaw violations. In addition, the ACAB entertained several appointments with residents and interested parties fielding concerns about animal control issues in Sterling.

Together with the ACO, the ACAB monitors and discusses issues which may affect the welfare of animals in Sterling, such as transportation of animals into Massachusetts and proposed legislation. With the insight of the ACO, the members contemplate the need to take action related to such issues.

Respectfully submitted,

Karen L. Kase, Chairperson
Animal Control Advisory Board



Town of Sterling

ANIMAL CONTROL OFFICER

135 Leominster Rd., Sterling, MA 01564

Phone: 978-422-7331

In 2016, the Town of Sterling had just fewer than four hundred animal control calls that came in through our dispatch center. This total does not include follow up phone calls to residents for unlicensed dogs or any other necessary phone calls, such as court cases.

The following statistics represent the incidents that I, as Animal Control Officer, was involved with throughout this past year:

Dogs at Large	137
Nuisance	20
Hit Dogs/Cats by Vehicles	4
Feral/Stray Cats	34
Dog/Cat Bites Sterling residents	11
Farm Animal Calls	16
Wildlife Calls	85
Dead Animals Picked Up	6
General Questions	17
Court Cases for Unlicensed Dogs	3, <u>All Resolved</u>

The Town of Sterling licensed 1,510 dogs in 2016, which is the highest number of dogs licensed since I have been Animal Control Officer, which has been 12 years. This number of licensed dogs can be a direct result of more people moving into Sterling, new roads and more people having more than one dog. The total dollar amount of citations I issued in 2016 was \$685.00. This number increased from 2015, due to an increased amount of issues arising. This total does not include the late fees from Town Clerk's Office of \$25.00 per dog for not being licensed by April 15 of each calendar year. The total number of dogs not licensed by April 15 was 22, totaling \$5,700.00 dollars in late fees. Citations I issued after the April 15th deadline for unlicensed dogs came to \$350.00 dollars. The Municipal Impound, which is utilized as a holding facility, not a shelter, and was implemented in 2010, is still a great asset for the Town of Sterling. In 2017, I will continue to assist the residents of Sterling in any way I can by helping them understand the animal control by-laws. My hope is that by doing this, the violations that occur will decrease even more than they have this past year. I also hope to get more dogs licensed in 2017 before the April 15 deadline. I plan on achieving this goal by doing even more advertising than I usually do. Having more licensed dogs in Sterling will in turn be beneficial in any emergency situation. In times of crisis, having a licensed dog will make the process of obtaining animal information faster with the ID tag assigned.

In October 2010, I started an Animal Control Officer newsletter to help educate the residents of Sterling on animal happenings, facts within the town and tips to ensure animal safety plus other topics. This newsletter is continuing to obtain very good responses from Sterling residents. It has lead residents to ask me questions when they see me around town. These newsletters are distributed monthly in designated locations around town. They are distributed at the Library, Recreation Department, VCA Sterling Animal Hospital, Light Department, Over Easy Café, Town Hall, Village Pizza, Champion Kennels and Senior Center. They are also available online at the sterling-ma.gov website on the Animal Control page.

Wildlife calls were about the same in 2016 as 2015, which is a good thing as residents are understanding how to keep wildlife out of their yards and in the woods where they belong. Getting the information out

there in my newsletter and in the articles I do helps a lot. My constant interaction with Mass Wildlife has been also been a contributing factor in controlling wildlife issues.

In 2013, I started doing segments on different topics which have been aired on the town's local cable station. The first segment covered the topic of the dangers of rabies being transmitted to domesticated animals. This was shot at VCA Sterling Animal Hospital with Patricia Dettlinger, D.V.M, and two local girl scouts asking both of us questions on the dangers of rabies. In 2017, I hope to do more segments to air on the public cable channel. As of April 11, 2008, I was re-certified as a level one Animal Control Officer through the National Animal Control Association. My original certification was in May 2005, through the Animal Control Officers Association of Massachusetts. These two separate courses gave me a different range of skills and knowledge over different lengths of time. The National Animal Control Association course was 40 hours, and the Animal Control Officers Association of Massachusetts course was 96 hours, providing me with 136 hours of educational and beneficial information. On October 4, 2012, I attended a seminar at Tufts Veterinary School of Medicine in North Grafton pertaining to the new law changes that took affect October 31st of 2012 in chapter 140 (state law) for Animal Control Officers. It was an all day seminar and I was granted a diploma. On October 16, 2014, I took a training course through CMDART, which stands for Central Massachusetts Disaster Response Team. This means I am trained to respond to a man-made or natural disaster in Sterling or Central Mass. We also had a shelter simulation at the first church in Sterling October 19, 2014 which went smoothly. In 2016, I took a few different courses pertaining to large animals. This training taught me how to properly handle a situation if a horse, cow or any large animal goes down.

My goal in 2017 is to take additional seminars and courses throughout the year to improve my education, which will in turn not only be beneficial to myself but will benefit the Town of Sterling's residents as well.

Over the past several years, the Town of Sterling has offered two rabies clinics open to all towns, one in the Spring and one in the Fall, held at the VCA Sterling Animal Hospital. Both of these clinics have been very successful, therefore both will continue yearly. In the fall of 2012, the town started to offer micro chips at both the Spring and Fall clinics and this has done very well and will also continue yearly. The town offers dog licensing at the Spring clinic to make it convenient for town residents to license their dogs once they get rabies shots. The Assistant Town Clerk attends the rabies clinic to issue dog licenses for Sterling residents only.

I do want to thank all the Veterinarians and Staff at VCA Sterling Animal Hospital for all their support and help with these rabies/micro chip clinics.

I also would like to thank the following town departments for their help and support throughout this past year: The Town Clerks Office; The Sterling Police Department and Dispatchers; Animal Control Advisory Board; Board of Health; the Light Department and DPW. I look forward to being your Animal Control Officer for 2017, making positive changes to the Town of Sterling's animal community.

Respectfully submitted,

Louis Massa
Animal Control Officer
Town of Sterling

BOARD OF HEALTH

Massachusetts Boards of Health are responsible and have statutory obligations under Mass General Laws, for state and local regulations, disease prevention and control, health and environmental protection, and promoting a healthy community. The main purpose of the Board of Health (BOH) has been to enforce Title 5 of the State Environmental Code, which is considered the minimum standard for the design and installation of subsurface disposal systems for sanitary sewage in the Town of Sterling. In addition, the Sterling Board of Health has issued supplemental regulations to the Title 5 Code (Sterling Board of Health Subsurface Disposal Regulations) and also local Well Regulations. The intent of these regulations is to protect and improve the public health and welfare of the citizens.

The Sterling Board of Health consists of a three member board that meets the second Thursday of each month in the Butterick Municipal Office Building at 1 Park Street. The Department consists of the Health Agent, David Favreau and the Associate Health Agent, Kathleen Nickerson who, between them, handle the day-to-day activities. Additionally, Louis Massa performs the duties of the Animal Inspector. They may be reached through the BOH office at 978-422-8111 X2305.

In 2016, all operations of the Sterling Board of Health were carried out as required.

Results from all permits and licenses issued include the witnessing of 84 percolation tests, 168 deep hole tests (soil testing), 86 Title 5 inspections, 45 food establishment inspections performed twice annually, 3 pool inspections, 2 camp inspections, 14 samples taken from the public beach for water testing and inspections, etc. Animal inspections in 2016 associated to rabies consisted of 19 dog quarantines, 20 cat quarantines; 2 pig quarantines and 3 state lab testing for possible rabies. In addition, the BOH is also responsible for responding to nuisance complaints and housing complaints which in 2016 included 28 complaints.

Actual Permits/Licenses issued by the Board of Health for 2016 were: Camp Permits 2; Septic Construction Permits 55; Food Establishment Permits 79; Funeral Home Permit 1; Septic Hauler Licenses 14; Septic Installer Licenses 38; Pool Permits 3; Pasteurization Permit 1; and Private Well Permits 6.

Public Health Emergency Preparedness is a major part of the Board's responsibilities, working alongside the Fire Department, the Police Department and DPW to be prepared for emergency situations which have a health-related component. Barry Lein is Sterling's "Coordinator, Sterling Public Health Volunteers". There were a number of related activities in 2016:

- The Board of Health is host to Massachusetts Department of Public Health regional assets: a satellite phone for emergency communications and an AM Advisory Radio Station. The latter is housed in the Emergency Operations Center at the Fire Station. This equipment is made available if requested by other local boards of health.
 - The satellite phone capability is tested monthly.
 - The AM Advisory Radio station can be used to transmit emergency or advisory information to the public during emergency or public safety incidents. It broadcasts on AM radio channel 1670 (MHz).
 - Our cache of 2-way, handheld radios were loaned to the Sterling CERT for possible use during the Sterling Fair when directing traffic.
- The Sterling public health volunteers participated in a deployment call-down drill with the Wachusett Medical Reserve Corps, operated out of Hubbardston.
- The Sterling members of the Wachusett MRC and Board of Health member staffed a booth at the Sterling Fair.

- Some staff, board members, and volunteers participated in the following trainings and exercises: “Local Emergency Planning for People with Disabilities”, “HMCC Surveillance and Medical Countermeasures Annexes to plans”, “SMART Triage Workshop”, “Terrorism and its Impact on Public Health”, “Special Needs Children, Helping them through Traumatic Experiences”, “Hope Animal Assisted Crisis Response”, “Social Media for Natural Disaster Response and Recovery (FEMA)”, monthly WebEOC (Mass DPH version) and HHAN (Health and Homeland Alert Network) drills with Massachusetts Dept. of Public Health.
- Flu shots were provided for 44 seniors/employees and 22 public safety personnel.

Sterling BOH is a member of the Montachusett Public Health Network (MPHN) consisting of 11 towns. As a group, this network has been successful in ascertaining grants to set up a medication and a sharps kiosk located in the lobby of the police station. Additionally, through this coalition, the BOH has used the network services to support our responsibilities of communicable disease reporting and inspections. Collaboratively with the MPHN, the BOH researched and reviewed the data associated to our fee structure and proposed an average fee structure for these services. Subsequently, the BOH is considering a revision of our fee structure to be more in line with the average fee structure.

Please contact the Board of Health if you wish to learn more about being a volunteer to assist during health related emergencies, 978-422-8111 X2305.

Submitted by,

Sterling Board of Health

Allen Hoffman

Gary Menin

Donna Clark, Chairperson



Mission

The Conant Free Public Library provides residents with broad access to library materials from across the state or across the country, and services for enrichment and enjoyment in an environment that is welcoming to everyone. The library offers space and opportunities for people to gather and connect, knowledgeable friendly staff to help, and the tools to grow and thrive in an increasingly digital world.

Governance

The citizens of Sterling elect a 6-member board of trustees to govern the town free public library, as outlined in Massachusetts General Law. Two members are elected each year in rotation. The trustees meet the second Tuesday of every month and welcome everyone to attend.

At the June meeting, Marion Mahar was elected chairman and John Dwyer was elected secretary. Albert Carlin was re-elected and Sara Petullo was elected to her first term. Sara is a frequent library user who is home schooling her children. She filled the position left by Kelly Cullinane, who served the library for many years. Also serving on the board are Alicia Emsley and Ray Tatten.

Services

Our town library is open 45 hours a week – Monday through Thursday from 10 a.m. to 8 p.m. and on Saturday from 10 a.m. to 3 p.m. From the 4th of July to Labor Day the library is open from 10 a.m. to 1 p.m. on Saturday. We are located at 4 Meetinghouse Hill Road in the center of Sterling.

In addition to books in print form, the library provides recorded books, popular movies and full-season TV series, and high speed Internet (direct and wireless) - all at no charge. The library also offers copy, fax, scanning and printing services to the public for a small donation. This year we added a “Hot Spot” so people can send documents wirelessly to the printer from a computer or hand held device.

Our website, www.sterlinglibrary.org, offers online access to library services 24/7. People can order or renew books and movies, download audio and E-books, magazines and videos. Cardholders can use the website’s extensive information databases, research ancestors, or find our newest books and movies.

In response to information generated through the library’s 2014 long range planning process, the library continues to add programming for both children and adults, and is providing more information to the community on all the free services offered by the library. The staff will also assist members of the public in using new technologies. Working with Nickole Boardman, outreach coordinator at the Council on Aging, the library provides books and movies to Sterling seniors who are homebound.

Friends of the Library

The Friends of the Conant Library play a major role in providing the town with enhanced library services. Ellen Zanino, the Friends president, and a dynamic executive committee, along with a committed corps of volunteers, present a juried Craft Fair every November.

The group supports many children’s programs throughout the year. Our special databases, Ancestry.com and Wowbrary, are supported by the Friends. In addition, the Friends contributed an additional \$1,000 this year to add to our E-book and E-audio collections strictly for Sterling residents, which cuts down on the wait time for popular items.

The Friends also provide discounted passes to a large number of attractions and museums. This year they added the New England Aquarium. Visit our website for the list, along with other passes donated by

groups including the Sterling Garden Club's donation of passes to Tower Hill, the addition of a second pass to Farmland from the Davis Family, and a second State Parks parking pass from the Commonwealth.

Annual Benchmarks

Library Cards

At year-end Sterling had 5,092 active library cardholders, 65% of the entire town.

Programs

The library held 225 programs for children and young adults, a 65% increase over 2015, with a total attendance of 2,146. In addition to the annual Summer Reading Program, children's programming included weekly story hours, music circles, and a new Lego club as well as monthly drop-in craft days, family movie nights, half-day school and week-long vacation programs. In 2016, youth services added book clubs for picture book fans, middle schoolers, and a parents' night out book club.

Adult programming has increased again in 2016 – up 96% over last year. The library ran 157 programs for adults, with a total attendance of 2,227. Adult programming includes a day and evening book club, a knitting group, a Cook Book Club and a Coloring Club for adults. In addition were speakers, meditation, author talks and a return concert featuring Scottish folk group North Sea Gas. Local residents Kate Blehar and Meredith Tufts managed the annual Project Linus blanket making event.

In addition in 2016, the library offered a special program presented by the Gravestone Girls, on the history of headstones found in Sterling's cemeteries funded by a Cultural Council Grant, the Friends of the Library and gift donations. For the Summer Reading Program kick off, Science Tellers did a program on Power and Energy, funded by donations in honor of Stephanie Smith. The program was so popular with families the library presented Dragons and Dreams in October with funds from State Aid.

Staff member Lisa Perry moved to Cape Cod and Julia Kelly joined the evening staff. Julia just earned her degree at Worcester State University. Her artistic talent has brightened the 2nd floor, where children's and young adult services are located. She also began an evening knitting group on Tuesday, 6:30 pm.

Circulation

A total of 86,634 items circulated to the public and library users downloaded 6,156 E-books in print or audio. In 2016 the library was visited 52,632 times.

In the coming year, the library will be focusing on the goals of the Long Range Plan: to create more quiet and comfortable areas to read, study, and use the library's wireless network; to continue to add interesting programs; and to provide information on how to access library services. As always, the library aims to offer the latest books, movies, TV series, and print or audio downloads.

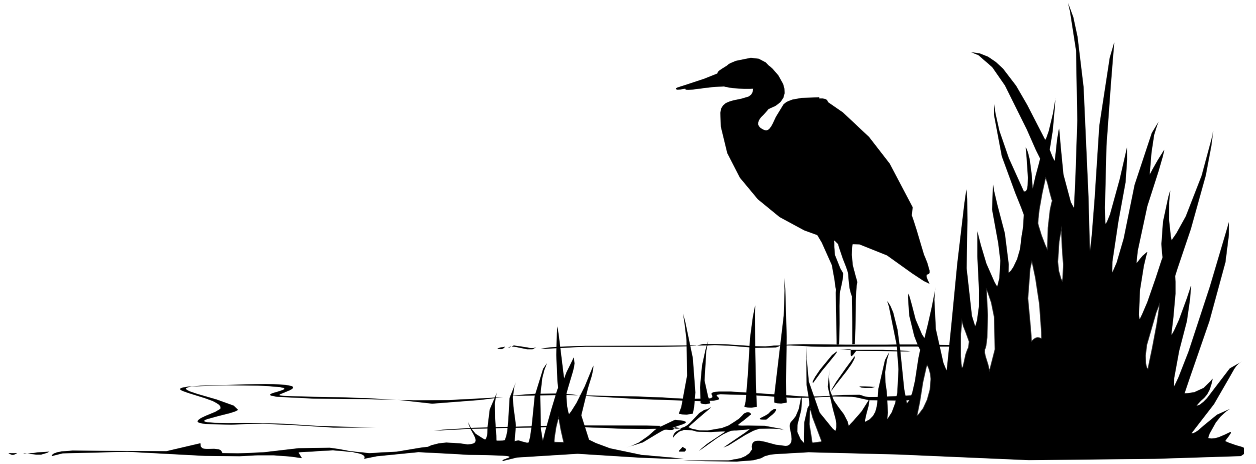
Respectfully Submitted,

The Board of Trustees of the Conant Free Public Library

Marion Mahar, Chairman
John L. Dwyer, Secretary
Al Carlin

Sara Petullo
Alicia Emsley
Ray Tatten

Patricia Campbell, Library Director
Alex Grebinar, Assistant Director



STERLING CONSERVATION COMMISSION

The Sterling Conservation Commission is a seven member municipal authority dedicated to the protection of Sterling's Wetlands and other natural resources. The Commission enforces the Massachusetts Wetland Protection Act MGL. Ch 131 s 40 as amended. The Commission processed Notices of Intent, request for determinations as well as pursued enforcement and continued it's efforts on storm water regulation.

The Commission also was active on other agencies as well with members serving on the Earth Removal Board, The Open Space and Recreation Committee and the Chapter 40 B review Committee. The Commission works hand in hand with the Board of Selectmen, the Planning Board and also the Zoning Board of Appeals.

The Commission's office agent also conducted site inspections for building permit applications and compliance inspections for existing conservation permits.

The Conservation Commission completed a 12,000 dollar trails grant and is implementing construction of a loop trail and parking area on the former Mudgett Orchard on Swett Hill Road. This area is now known as Waushacum Meadow. The Commission has since continued planning for the implementation of a trails system to promote the use of the land in a manner consistent with the goals of open space and recreation and is pursuing further funding for a second phase of trails work in the Swett Hill/Hall Ave area.

The Commission has also obtained grant funding for updating forest stewardship planning with the goal of managing conservation controlled forest land for ecosystem health and examination as a sustainable source of some revenue via lumber harvesting. The stewardship plans shall be completed this upcoming year,

The Commission looks forward to another productive year in working towards the continued implementation of the open space plan and the implementation of its recently completed forest stewardship plan.

Respectfully Submitted By: Barbara Roberti, Michael Pineo, Sue Valentine, Steve Pavlowich, Scott Michalak, Joe Curtin, David Mosley, Matthew S. Marro as Agent

COUNCIL ON AGING

The mission of the Council on Aging is to maintain the health and well being of the Sterling seniors and to assist them with preserving their independence. We achieve our mission by providing a variety of programs, services and support available to over 2100 residents over the age of 60, their families and their caretakers. Additionally, the Senior Center serves to support residents of any age with disabilities or with social support needs.

The year could not have been more exciting as the Senior Center operations transitioned from the basement of the Butterick Municipal Building to the beautiful new facility on Muddy Pond Road. In April, YAHOO members, WRSD Honor Society students, girls scouts, boy scouts, community volunteers, Department of Public Works, Friends of Sterling Seniors, Senior Center staff, the Council on Aging, families and friends formed a caravan of vehicles and moved the building contents to the new Center in a single day. Throughout the spring and summer, staff and volunteers acclimated to the new surroundings and the formal Open House was held on October 1st.

Along with a new facility, 2016 saw a staff reorganization resulting from the resignation of former COA director, Karen Phillips. Nickole Boardman, Outreach Coordinator, assumed the role of interim director for six months during the transition. Veronica Buckley was appointed COA Director in October.

The well-designed 6500 square foot center allowed for enhanced programming to meet the needs of our senior population. The following is a brief description of key programming in place by the end of 2016.

Exercise: Chair Yoga, Strengthening Yoga, Chair Pilates, Mat Pilates, Tai Chi, Senior Cardiovascular Fitness, Line Dancing and Zumba.

Health Promotion: Blood Pressure Clinics by Sterling EMT, Elder Keep Well Clinics by VNA, Flu Clinic, Foot Care Clinics, SHINE Counseling, Durable Medical Equipment loans and Guided Meditation.

Nutritional Support: Meals on Wheels, Breakfast Options, Congregate Lunches, Special Event Fare, assistance with applications and access to food pantries and the Supplemental Nutritional Assistance Program.

Recreational and Socialization Programs: Bingo, Wii Bowling, Game Day, Coloring, Mahjong, Cribbage, Knitting and Crocheting, Free Wifi, Pool and the Men's Club.

Educational Programs: Book Club, Library, French Lessons, Peer Writing, Computer Classes, Art Display, Quarterly "Lunch and Learn" for Staff and Volunteers and Inter-Generational Programming.

Outreach Services: Home Visits, Office Consultations to provide Application Assistance, Advocacy, Case Management, Crisis Intervention, Family Support, Links to Programs and Services, Well-Being Checks and Assessments.

Transportation: COA/ MART Accessible Vans operate daily Monday through Friday for individual transportation and group excursions. Van 1 is in service 40 hours per week; van 2 is in service 20 hours per week. Van drivers' salaries are reimbursed to Town through MART.

Newsletter: 12 page color publication for events, topics of interest and resource information is mailed to 1500 senior households 10 times per year with online access at www.sterling-ma.gov/seniorcenter. Newsletter is largely funded by advertisements and a grant from the Executive Office of Elder Affairs.

Volunteer Opportunities: Many senior participants are also volunteers. Front Desk is entirely staffed through volunteers. Kitchen and dining room are staffed with volunteers and one part-time 15 hour-per-week Meal Site Manager. Most programs, other than specialized exercise programs, are facilitated by volunteers.

Supplemental Programming: Veteran Service Office hours; Programming with Community Resources such as Fire, Police, Sheriff's Department, Executive Office of Elder Affairs; Special Event Programming.

The Council on Aging thanks the Friends of Sterling Seniors, FOSS, for their fund-raising efforts and generous support of our programming in 2016. The Center has a large screen tv, art rails, the free coffee program, special luncheons, appreciation programs, seasonal decorations and more all courtesy of FOSS. FOSS also sponsors the very popular monthly pancake breakfasts.

The Sterling Senior Center has a usage policy which allows the building to be used for free by other Town boards and departments and used for a fee by residents and businesses. Among other events, it is worth noting in 2016 the building was utilized by the Recreation Department for activities for adults and children, SMLD, the Farmer's Market and the Town of Sterling for the annual holiday party.

Our new Center coupled with enhanced programming and volunteer efforts enabled us to achieve a 100% increase in the number of elders served over the course of 2016. Additionally, the Senior Center boasted a log of 64 volunteers contributing 5978 hours of service at our Center over the year. With the opening of the new Center accompanied by additional programs and services, the director hours were increased from 35 hours per week to 40 hours per week. The hours for other paid staff, which includes the outreach coordinator, meal site manager and van drivers, remained unchanged.

Respectfully submitted,

Veronica Buckley
Senior Center Director

DEPARTMENT OF PUBLIC WORKS

HIGHWAY -- Town vehicle repairs, roadside cleanups, patching, sweeping, brush cutting, drainage maintenance, plowing and sanding were performed during the year as our budget allowed. If you know of a particularly serious maintenance situation, please call us at (978) 422-6767.

CEMETERIES -- There were 42 new lots sold and 35 burials in 2016. Normal maintenance as required was performed during the year.

PARKS -- All athletic fields were maintained and put to full use by many young people as well as many adults. We would also like people to know that there is a permanent basketball court and volleyball court at Sholan Park. You must bring your own basketball and volleyballs to use these facilities.

STICKERS FOR SHOLAN PARK -- Any resident wishing to use this facility **must** stop by the Recreation Department and pick up a sticker or permit. They will only be available at the Recreation Department during their hours of operation. You will need your car registration and if you have a leased car, proof of residency.

SANITATION -- Trash collection went well, with few complaints. We are currently picking up trash at well over 600 households each Monday, Tuesday, Wednesday, Thursday, and Friday. A reminder to the residents, if your pick up day falls on a holiday or is cancelled due to a snow storm, all pick ups will be delayed by one day. **Please refer to your trash and recycling information brochure mailed to your residence for the holiday schedule.** If you have any problems with your pickup please contact Casella Waste System at 1-888-532-2735.

RECYCLING -- The drop-off recycling center at The Department of Public Works closed permanently July 1, 2015. Residents are encouraged to utilize the **Wachusett Watershed Regional Recycle Center** located at 131 Raymond Huntington Highway, West Boylston, MA. For hours/days of operation please refer to Wachusettearthday.org or call 978-464-2854.

On July 1, 1999, we began a curbside recycling program. It has been moderately successful. We strongly encourage all residents to utilize this service because doing so saves the Town a significant amount of money in tipping fees.

If you have any questions on recycling, stop by or contact the Department of Public Works Office at (978) 422-6767 Monday through Friday from 7:00 a.m. to 3:30 p.m.

WATER: Total Water Sales: \$ 1,069,688.15
 Hydrant Rental: \$ 26,675.00

There were 28 new services added this year making a total of 2387 customers who are presently being served.

TREES – Normal maintenance was performed during the year, taking down dead or dying trees and trimming as our budget allowed. If you have a roadside tree that may need attention, please let us know.

In closing, we would like to thank the men and women of this department for their efforts towards making the town a safer and better place to live.

Lawrence Favreau, Chairman, Gregg Aubin, Vice Chairman, Donald Harding, Clerk

William P. Tuttle, Superintendent

EARTH REMOVAL BOARD

As of this writing the Earth Removal Board continues to serve our Town by enforcing our Earth Removal By-Law: T.O.S. General By-Laws Chapter 63. The Board issued three permits last year even though a number of removal operations continue within our Town. We investigated a number of complaints and answered even more questions/curiosities on existing operations. Two major factors have limited the Board's activities this past year; The overall economy has dampened earth removal activities and MGL Chapter 238 §74 & 75 of 2012 aka "The Permit Extension Act of 2012 automatically extended all earth removal permits.

Now that the Permit Extension Act has expired and the economy shows signs of new vigor the Board anticipates a higher level of activity in the coming year. We will continue to consider requests for Permits and investigate any/all complaints & questions as we receive them. Meetings of the Board are called on an as-needed basis. If you have questions or comments for the Board you may contact the Board through the Town Administrator.

Most important, the Board currently has two open seats and would ask anyone interested to please step forward for consideration as a member of our most exciting and important team!

Russell R. Philpot
Chairman
Planning Board

Michael Pineo
Vice-Chair
Conservation Comm.

Richard Lane
Secretary
Select Board

David Mosley
Cons. Comm. (Alt.)

Maureen Cranson
B.O.S. (Alt.)

PLANNING BOARD

The Planning Board reviewed and approved site plans for the following:

- Rock Breakers, LLC, Chocksett Road. LKQ Corporation will have a warehouse and storage facility totaling 119,056 square feet of building space. The facility is for distribution of primarily new automotive parts ~ Modifications for field changes approved February 24, 2016 and September 14, 2016.
- Rafferty Aluminum & Steel, 1 Spratt Technology Way, will have a 60' x 120' dry storage warehouse ~ approved March 9, 2016.
- Sterling Real Estate Development, Inc., Cider Hill Estates, Off Redstone Hill Road and 43 Redstone Hill Road, approved a modification to add twelve condominium units to be located Off Redstone Hill Road/43 Redstone Hill Road approved April 13, 2016 and a modification for wording revisions on June 8, 2016.
- Neady Cats Corporation, 215 Worcester Road, (formerly Flannigan Insurance Agency) change of use and modification of first floor structure (Cat Shelter) ~ approved August 31, 2016.
- BTB, LLC, 180 Pratts Junction Road, will have open lot storage of building materials, contractor's equipment and similar materials and a 30' x 42' building as an accessory use.

The Planning Board endorsed four (4) ANR plans. (Plans for which Approval under the Subdivision Control Law is **Not Required**.)

No new subdivisions were brought before the Planning Board in 2016; however Redstone Heights (Chad Lane), a six lot subdivision approved in 2005, continues with its development that began in 2010.

David Shapiro was elected for a five year term to the Planning Board.

The Board would like to extend their appreciation to Ken Williams who stepped down from the Planning Board after serving many years.

Several Board members have given their time to various endeavors; Russell Philpot serves on the Earth Removal Board, Michael Pineo serves in an elected position as Town Constable; and appointed positions as: Agricultural Commission, Conservation, Economic Development Committee, Fair Committee and Special Police Officer. Also as a Board of Director on the following: Massachusetts Association of Agricultural Commissions and Worcester County Farm Bureau Federation. Planning Board's Representative on the Montachusett Joint Transportation Committee (Alternate), and the Montachusett Regional Planning Commission (MRPC) and Sterling Land Trust.

Board members continue to keep abreast of changes and trends through participation in various endeavors, attendance of informational programs and educational opportunities. They are also investigating mechanisms to improve customer service.

Respectfully submitted,

John Santoro, Chairman
Michael Pineo, Clerk

Charles Hajdu, Vice Chairman
Russell Philpot, ANR Agent

David Shapiro, Member
Betty Kazan, Adm. Assistant

THE RECREATION DEPARTMENT

Throughout the year the Recreation Department has remained committed to its mission. The Recreation Department is dedicated to providing affordable, quality recreational programs that will enhance the quality of life for all residents. We achieve these goals by providing year-round programs that include active and passive recreational activities. The department strives to promote our programs and offer safe, accessible and well-maintained recreation facilities. We improved our facilities this year with the help of local Boy Scout and Girl Scout troops, and wonderful resident volunteers. New programs & activities implemented in 2016 and the modification of existing activities, proved to be a success for the Recreation Department with increased enrollment.

The community had an opportunity to participate in over sixty programs which were provided year-round and are self-funded. Child oriented programs included, basketball, cooking, music, archery, swimming lessons, art, sewing, sports adventure, multi-sports, yoga, skiing/snowboarding, and Zumba. One of our longest running programs, Sterling Rec Basketball, had over 200 players. We expanded that program by introducing High School Pick-Up Basketball. High school players were offered the opportunity to come play Monday or Tuesday evenings and we ended the season with a High School Pick-Up Tournament. We are very fortunate to have so many wonderful coaches who volunteer their valuable time and expertise. Adults had the continued opportunity to participate in exercise programs that were offered all year, such as several types of yoga, basketball, and weight training. Those who like to travel took advantage of the trips we offered. They had the opportunity to choose from a variety of trips, ranging from admiring the foliage in New Hampshire to New York City shopping. We added a new program this year geared towards senior citizens; Senior Play-Golf. Cyprian Keys in Boylston welcomed our golfers on Tuesday morning with a reduced rate. Participants had the opportunity to play the club's 9-hole par 3 course. We look forward to starting back up this spring!

The Recreation Department enjoys offering a variety of free community-oriented events throughout the year. This is an opportunity to give back to this great community who support our programs and activities. These free events included: *5th Annual Scarecrow Contest*, *Holiday Tree Lighting*, *Holiday House Lighting Tour*, *Annual Easter Egg Hunt*, and *Summer Concert Series 2016*. Many of these events would not be possible without the generosity of local businesses such as Evergreen Farms, Clearview Farm, Charlie Madden, Village Pizza, DMH Electrical, Don-Jo Manufacturing, Paula Meola Dance and Performing Arts, Inc, Leominster Credit Union, Kitchen Associates, Pandolf-Perkins, Davis' Farm & MegaMaze, Clinton Savings Bank, Traina & Traina Insurance, Rota Springs, and Hi-TEC Automotive. *Sterling Lancaster Cable* filmed many of the concerts and ran them on the local cable channel for viewers to enjoy all year long. In addition, the Sterling Recreation Department received a grant for \$1,000.00 from *The Sterling Cultural Council* for the Summer Concert Series 2016. The Cultural Council is committed to building a central place for the arts, sciences, and humanities in the everyday lives of communities across the Commonwealth.

The Recreation Department funded repairs on equipment that was broken or missing at the Sterling Greenery Community Park. We are thankful to the volunteers who took the time to repair and replace equipment, and cleaned up the landscape. We strive to make this a fun safe play area for children. We are also thankful to members of the Hryniewich and Diverdi families for donating their time and talents to repairs on the Babe Ruth field dugout.

The Recreation Department is a vehicle for volunteers that are willing to help and, as a result, we have the opportunity to improve and expand activities. We were lucky enough to take one of our most popular programs, the Summer Lake Program, and make it even better by adding a full-day option. We saw some great success in the first year of this addition and hope that it continues to grow in the coming years. Adding field trips to places like The Strand in Clinton and Skyzone were just what was needed to

complete a great summer day. In addition to adding to and improving upon existing programs, we also tried to incorporate some new and exciting programs into our offerings. For the first time we offered an after school archery program for children in middle school and it was a huge success! The program was completely full and all of the participants really enjoyed themselves while learning the basics of a very exciting new sport!

We are always thankful for the Boy Scouts that wish to help us for their Eagle Scout Projects. This year we were fortunate to work with Connor Pauplis, who made a number of improvements to Sholan Park. Connor fixed up the concrete barricades, built a new wooden sign board by the beach, fixed/replaced a number of the grills around the property, and donated a cart to help the lifeguards bring all of their equipment down to the beach. As always, we are extremely thankful for the support of the community and the dedication of the many volunteers who give a helping hand in numerous ways. We continue to appreciate the time and dedication of other town departments, program instructors, summer staff, lifeguards, volunteer ski chaperones, volunteer basketball coaches, school administrators, school custodians, and sponsors. With this network of supporters we are able to provide top notch events for the community. Close to 4,400 individuals participated in the Recreation Department's events and programs in 2016, and we thank you for your constant support throughout the year.

The Recreation Department will continue to work to improve the quality of Recreational facilities, programs, and services. Your feedback is important to us, please contact the Recreation Department at 978-422-3041, e-mail recreation@sterling-ma.gov or stop in at our office- 1835 Town Hall. For listings and descriptions of programs and events, visit the web site: www.sterling-ma.gov

Recreation meetings are held each month in the Recreation Office, Room 1, at the 1835 Town Hall.

Respectfully submitted,

Kristen Dietel- Recreation Director
Jo-Ann Cummings- Chairperson Recreation Committee
Bob Finizio
Heidi Grady
Kathleen Greenwood
Mark Hryniewich
Andrew Parker
Bonnie Pulda

MONTACHUSETT REGIONAL VOCATIONAL TECHNICAL SCHOOL DISTRICT

2015-2016 was an exceptional year at Montachusett Regional Vocational Technical School District. We celebrated “50 years of Excellence in Education,” and through a thoughtful and reflective marketing campaign, we were able to honor the school’s history and highlight the successes of our proud alumni and notable achievements of our current students. We launched a robust technology initiative, providing all teachers with technology and training in preparation for a whole-school Chromebook rollout in FY17. Talented students, faculty and staff earned countless awards and recognitions, making our district so very proud. And finally, the school began efforts to bring our 21st career and technical education program to the school – Veterinary Science.

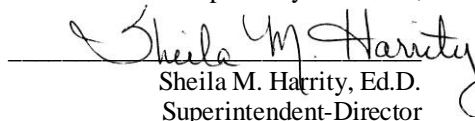
This work would not be possible without the contributions of the many talented educators and administrators here at Monty Tech – a team I am honored to lead in my role as Superintendent-Director. I am delighted to present the District’s 2015-2016 annual report to you, providing a snapshot of the wonderful experiences happening on a day-to-day basis here at Monty Tech, highlighting some of the year’s most notable achievements, including:

- Efforts to bring the school’s 21st vocational-technical program are well underway. After a careful review of workforce projections and student interest surveys, school administrators have begun the process to bring a Chapter 74 Animal Science program to the district, which will be open to students Fall 2017. This exciting STEM program will be housed in a state-of-the-art facility that boasts a classroom, science lab, grooming salon, and full-service veterinary clinic. In an unprecedented fundraising campaign, school administrators have raised an impressive \$1,975,461 in donations and in-kind matching services to support this project. With an overall cost of \$2,250,000, construction of the Monty Tech Veterinary Science Training Center and Community Clinic is in progress, providing tremendous hands-on learning opportunities to students in our Carpentry, Plumbing, Electrical, Cabinetmaking, HVAC, Masonry, and Welding trades.
- A unique partnership with Workers’ Credit Union has resulted in a full-service branch located on the school’s campus, and increased opportunities for students to develop authentic financial literacy skills while still in high school. Students studying in the school’s Business Technology program are being trained as bank tellers, preparing them for entry-level jobs in banking institutions across North Central Massachusetts, and financial literacy workshops are being integrated into the curriculum each year.
- Senior students in the school’s very popular Health Occupations program participated in the first year of an exciting new partnership between Monty Tech and Mount Wachusett Community College. This innovative high school-to-college collaboration, which embeds a comprehensive, college-level Emergency Medical Technician (EMT) training program into the senior year of study has resulted in a number of students earning EMT credentials, providing additional career pathways in the medical field for these talented program graduates.
- Students at Montachusett Regional Vocational Technical School continued to demonstrate high academic achievement. In the spring of 2016, Monty Tech’s passing rate on the MCAS English Language Arts exam was 100%, Mathematics 99%, and Biology 99%.

We are so proud of the educational programs offered here at Monty Tech, yet we continually strive to improve upon them. Collaborating with area colleges and universities, we are ensuring our curriculum and instruction are rigorous and relevant. Sharing best practices with vocational-technical colleagues from across the state – and nation – we give and take some of the best ideas, with one thing in mind – what is best for our students. And what is best, I believe, is preparing students for both college and career.

We hope you will find this report a comprehensive review of the quality education you have come to know and expect from Montachusett Regional Vocational Technical School. You may notice that each of the eighteen member cities and towns are reflected in this report, and that students performed services in almost every community last year. Providing our students with an opportunity to give back to the communities that support them – and support our school – is a pleasure.

Respectfully submitted,


Sheila M. Harrity, Ed.D.
Superintendent-Director

Our Mission

Every student will graduate from Montachusett Regional Vocational Technical School with the skills, knowledge, and abilities to be a productive and effective member of an ever-changing society.

Our District

Montachusett Regional Vocational Technical School is a four-year career and technical high school serving the member towns of:

Ashburnham	Harvard	Princeton
Ashby	Holden	Royalston
Athol	Hubbardston	Sterling
Barre	Lunenburg	Templeton
Fitchburg	Petersham	Westminster
Gardner	Phillipston	Winchendon

Leadership

The leadership team at Montachusett Regional Vocational Technical School is comprised of ten talented administrators whose varied educational backgrounds, professional experiences, and areas of expertise contribute to the success of the school. Working collaboratively, and under the direction of the Superintendent and Principal, the team has been able to transform the school into one of the most sought-after high schools in North Central Massachusetts.

Sheila M. Harrity, Superintendent-Director
Tom Browne, Principal
Dayana Carlson, Assistant Principal
Tammy Crockett, Business Manager
Pamela Pothier, Director of Technology

Christina Favreau, Director of Academic Programs
Jim Hachey, Director of Vocational Programs
Michael Gormley, Director of Facilities
Katy Whitaker, Development Coordinator
Victoria Zarozinski, Director of Student Support Services

Enrollment

On June 1, 2016, student enrollment at Monty Tech included 1,415 students in grades nine through twelve. Students are represented from every community in the district: Ashburnham (56), Ashby (32), Athol (85), Barre (37), Fitchburg (362), Gardner (143), Harvard (4), Holden (60), Hubbardston (70), Lunenburg (86), Petersham (3), Phillipston (19), Princeton (22), Royalston (18), Sterling (63), Templeton (103), Westminster (77), and Winchendon (150). The remaining 25 students were from out-of-district towns, including Ayer, Clinton, Dudley, Groton, Leominster, Orange, and Worcester.

Throughout 2015-2016, Monty Tech offered a variety of opportunities for students, parents, and community members to learn about and visit the school. In October 2015, approximately 700 district eighth graders participated in the annual "Tour Day" event. Students toured our twenty vocational-technical areas and learned about the school's challenging academic offerings and exciting athletic and extracurricular programs. Career Awareness Night offered interested students the opportunity to return in the evening with their family members to further explore the facilities and talk with staff members.

Each year, the Dean of Admissions conducts school visits, student interviews, and accepts applications for admissions. 2015-2016 proved to be an exceptionally busy year for her, as the school received 631 applications for admission. Of those, 575 were from students hoping to enter our incoming freshman class. The balance of the applications came from students hoping to enter the school as upperclassmen. Because there are only a limited number of students the school can accept each year, 338 freshmen and 3 upperclassmen were admitted.

The Vocational Interest Program (V.I.P.) offers area seventh and eighth grade students the chance to visit Monty Tech after school and participate in hands-on learning experiences across a variety of vocational/technical areas. The program continued to attract a large number of students during the 2015-2016 school year, serving approximately 600 area students.

Class of 2016 Awards

Members of the Class of 2016 were awarded approximately \$58,000 in scholarships. The Monty Tech Foundation generously provided \$46,000 in scholarships to graduating seniors, ranging in amounts of \$200 to \$2,000. The Foundation also awarded \$4,000 to the Practical Nursing graduates. Once again, local and state organizations, as well as generous individuals, continue to recognize the ability and potential of Monty Tech graduates in the form of financial donations. The School Committee, administration, faculty, and graduates themselves are grateful for this support.

Articulation Agreements with local colleges also play an important role in helping reduce the cost of higher education. Qualified Monty Tech students are eligible to receive college credits through a number of articulation agreements with public and private colleges across the country. Approximately 61% of the graduating class of 2016 reported plans to enroll at either a 2-year college, a 4-year college/university, or a technical/trade school upon graduation. By earning college credits while still in high school, these students will benefit by saving both time and money as they pursue advanced educational programs.

Financial Report

In an effort to develop a cost-effective budget for the fiscal year 2015-2016, a great deal of effort was put forth by the School Committee, administration, and staff. The final fiscal year 2015-2016 Educational Plan totaled \$26,229,366, which represents a 2.3% increase over the 2014-2015 Educational Plan. The District's FY16 budget only exceeds the minimum spending required by Massachusetts General Law Chapter 70 by \$25,000 or .1%.

The District was audited in October 2016 as part of the yearly financial audit by the accounting firm of Melanson, Heath and Co. from Greenfield, MA and a very good report is anticipated.

Grants and Contracts

Monty Tech continues to pursue grant funding on an annual basis. These funds help provide many educational and social services to the student population. For fiscal year 2016, state and federal grant sources provided the school with \$918,426. Programs funded by these grants include: Essential Health Services, Social Intervention and Mediation, Improving Teacher Quality, Special Education Services and Program Improvement, Title I Support, Perkins Occupational Education, and Marine Corp Junior Reserve Officer Training. The District also received a competitive grant for \$136,412 to purchase equipment for the anticipated new Veterinary Science Program. Using these allocation and competitive funds, the school was

able to purchase a variety of instructional technology, equipment, and supplies to enhance the learning experience across both academic and vocational programs.

Academic Achievement

In 2015-2016, students at Montachusett Regional Vocational Technical School continued to demonstrate high academic achievement, earning commendable MCAS scores in English Language Arts, Mathematics and Biology. For Spring 2016, Monty Tech’s passing rate on the English Language Arts was 100%, Mathematics 99%, Biology 99%.

English Language Arts	2014	2015	2016
Students Tested	364	374	349
Passing	100%	100%	100%
Advanced/ Proficient	95%	96%	97%
Needs Improvement	5%	4%	3%
Failing	0%	0%	0%

Mathematics	2014	2015	2016
Students Tested	366	375	348
Passing	98%	98%	99%
Advanced/Proficient	84%	87%	82%
Needs Improvement	14%	11%	17%
Failing	2%	2%	1%

Biology	2014	2015	2016
Students Tested	351	347	345
Passing	99%	98%	99%
Advanced/ Proficient	74%	77%	78%
Needs Improvement	25%	21%	21%
Failing	1%	2%	1%

The District continues to make progress toward narrowing proficiency gaps. Students in all subgroups have met their progress and performance targets, securing the school’s Level 1 Status distinction.

Vocational Projects in the District Communities

Unlike students in traditional, comprehensive high schools, students at Monty Tech are asked to put their education into practice on a daily basis. Students across the twenty different vocational-technical education programs are building homes, reconstructing damaged properties, repairing service vehicles, making walkways more accessible, and performing countless community services.

The 2015-2016 school year was a busy one for our vocational educators, as each trade aimed to provide practical, hands-on learning experiences for our students, while helping to improve each of the eighteen member communities.

Auto Body Collision Repair Technology: The Monty Tech Auto Body program is led by a strong instructional team, always eager to enhance the program to benefit the students. This year instructor Michael Forhan revised the Freshman curriculum to expand the detailing component, which has been met with great enthusiasm from students and clients alike. Freshmen and Sophomores continue to earn industry recognized credentials, including the I-CAR Pro level one certification in refinishing and non-structural damage. This certification not only makes our program graduates more employable, it enables students to maintain the I-CAR gold class certification. Throughout the year, students detailed, repaired, and repainted vehicles, fulfilling more than seventy requests that included: an SUV police vehicle car for the Town of Winchendon, a wooden statue of Johnny Appleseed, and the antique playground fire truck for the Westminster Lions Club. All Freshmen achieved 10-Hour CareerSafe online certification for General Safety, two Juniors earned co-operative education placements, demonstrating their technical skills in the workplace, and all Senior students received an Environmental Protection Agency certificate. (Total enrollment: 62; 35 males, 27 females)

Automotive Technology: As in past years, the Automotive Technology program continues to service a variety of vehicles for faculty, staff, municipalities, and district residents. 2015-2016 proved to be a very busy year for the program, as more than four hundred vehicles were serviced by talented students and instructors. In addition to maintaining the school's fleet of vehicles throughout the year, students were asked to repair a Salvation Army disaster relief vehicle, and it was a pleasure to give back to this deserving organization. Students performed very well in the SkillsUSA state competitions, placing third, fourth, and fifth, with hopes to improve in the coming year. A total of five students participated in the Co-Op Program, applying their technical skills in real work settings. Finally, instructors are proud to announce three talented program graduates are working in shops in the area, demonstrating the skills they acquired at Monty Tech. (Total enrollment: 62; 50 males, 12 females)

Business Technology: Students in Monty Tech's Business technology program are seeing tremendous benefits to the new partnership with Workers' Credit Union. The opportunity to participate in teller training and financial literacy workshops has been met with great enthusiasm from our students, and the instructors continue to be grateful for this developing partnership. Four students were offered co-op placements with WCU during the 2015-2016 school year as bank tellers, and the two Seniors were offered employment upon graduation. Monty Tech Business Technology instructors, in collaboration with their post-secondary colleagues, have developed two articulation agreements, with Mount Wachusett Community College and New England Institute of Technology, which will provide qualified students with college credits at no cost to the student. Opportunities to demonstrate customer service, cash handling, and accounting skills are ever-present as the Business technology students successfully operate an in-house retail location and greenhouse. The program's instructional technology was updated to allow students to test on the most up-to-date version of Microsoft for their certifications. (Total enrollment: 72; 16 males, 56 females)

Cabinetmaking: Throughout 2015-2016, instructors and students completed a number of high profile projects that demonstrate the true talents and craftsmanship developed in this very popular program. Some of the more notable projects completed by students include: building the base for the Johnny Appleseed statue and delivering it to the terminal at Logan Airport for display; building and installing kitchen cabinetry for the Gardner Council on Aging; building kitchens and vanities for the school's house-building projects; building a storage cabinet for SkillsUSA; designing, building and installing a kitchenette for the Main Office; constructing cell phone cases for shops, as well as an office table, a display case and a brochure holder for the School of Continuing Education. Students and instructors also completed more than sixty additional projects throughout the school and surrounding communities. In an effort to increase access to our primary software program, Alphacam, the school added more licenses to our program, which has proven to be a tremendous benefit. A total of eleven students (three Juniors and eight Seniors) were placed in co-operative

educational settings, where they could build upon the strong technical foundation they have attained at Monty Tech. (Total enrollment: 73; 50 males, 23 females)

Cosmetology: Monty Tech is pleased to introduce Emily Bedard, a talented new instructor in the school's popular Cosmetology program, who brings tremendous industry experience and expertise in the trade. 2015-2016 also brought added instructional initiatives, including the addition of the Hairmax computer system, which was updated and installed in all related classrooms so that students are now able to work and learn using this system. With a significant increase in the number of clients served this year, the program also generated an additional \$1,000, which will be used to fund the much-needed consumable products. In an effort to support the school's commitment to community service, the Cosmetology Juniors traveled to Heywood Wakefield Assisted Living Center to do manicures for the residents there, while the Sophomore students offered services on the local front, during a successful staff appreciation day. Finally, it is with great pride that the Cosmetology instructors announce that 100% of the Senior students passed the Cosmetology State Boards, earning licenses to practice. (Total enrollment: 89, 1 males, 88 females)

Culinary Arts: Monty Tech Culinary Arts students and instructors are always busy with the daily operation of the Mountain Room Restaurant, which is open for lunch from 11:30 am to 1:00 pm Monday through Friday. In addition to operating a full-service restaurant and bakery, serving 90-120 patrons daily, culinary students showcase their talents throughout the year, providing outstanding service at events that include the following: two Program Advisory Committee dinner meetings, four Monty Tech Foundation breakfasts, Monty Tech's Retirees holiday luncheon, a graduation reception, the Women in Technology event, Principal and Counselors Day, the Monty Tech homecoming dance, MAVA meetings and all School Committee meetings and sub-committee meetings. Community service opportunities for students are always a highlight, and this year our students prepared meals for the United Way's "Day of Caring" event, Our Fathers House, and NEADS events. Students also participated in the Montachusett Opportunity Council's "Taste of North Central" fundraiser. The program's greatest undertaking this year was the Annual Superintendent's Dinner fundraising event. Students worked side-by-side with some of the area's finest chefs, preparing a six-course dinner with extensive hors d'oeuvres for 380 guests. (Total enrollment: 96; 34 males, 62 females)

Dental Assisting: During 2015-2016, the Dental Assisting program introduced nineteen students to industry experience through externships, while ten students participated in affiliation, and one student earned a co-operative educational placement, working with an area dentist. All Sophomore, Junior, and Senior students attended the Yankee Dental Convention in Boston, and learned about the most current trends and practices in the field. While the national pass rate for the Dental Assisting National Board (DANB) Infection Control Exam was 86% in FY15, the Monty Tech students far surpassed that rate with a 100% passing rate on the Infection Control exam. For the sixth consecutive year, Monty Tech welcomed Community Health Connections, a school-based dental hygiene program, whose goal is to provide dental services to students in need. Through this initiative, more than thirty students were examined by a dentist, had their teeth cleaned, and had sealants or temporary fillings applied as needed. Monty Tech Dental Assisting students were given hands-on, practical experience, as they assisted the staff from CHC during each dental procedure that was performed. (Total enrollment: 58; 5 males, 53 females)

Drafting: The 2015-2016 school year was a busy one for Drafting Technology students and instructors. A total of six students (one Junior and five Seniors) participated in the school's Co-Op Program, and four students advanced to the SkillsUSA state competitions. Instructors are pleased to report that a majority of the graduating seniors intend to pursue careers in the field of drafting. Like most programs in the school, the Drafting Technology program participates in a number of projects in and around the school. This year, Drafting students designed the preliminary architecture of the new Veterinary Science Training Center, completed plans for the plumbing program's storage shed, drew a layout of Riverside Cemetery in Winchendon, designed a new building sign for St. Bernard's in Fitchburg, designed and printed hundreds of signs and banners for various community organizations, planned and decorated the 50th Anniversary-themed Superintendent's Dinner, and created and installed signage throughout the building for the 2016 graduation,

College Fair, School of Continuing Education, sports and drama clubs. (Total enrollment: 57; 36 males, 21 females)

Early Childhood Education: The Early Childhood Education program received 3 new Baby Care Parent Simulation dolls, each with car seat detectors and temperature detectors. This added technology will assist instructors as they enhance lessons in infant and toddler safety. Several seniors and both instructors attended the Massachusetts Association for the Education of Young Children's Annual Conference. Students were delighted to support community service efforts, raising funds to support Lucy's Love Bus, an agency that provided grants for children with cancer that are not covered by health insurance. Students showered the Department of Children & Families with gifts and much needed supplies for foster families with emergency foster placements, raised funds for various causes including SkillsUSA Change for Children, adopted a Christmas Angel for a needy child from the Cleghorn Neighborhood Center, and contributed to the National Honor Society food and supplies drive. Instructors are proud to report that all graduates are pursuing careers and higher education related to the program - one is currently working in the field and the rest are enrolled in area colleges and universities in majors directly related to the field. (Total enrollment: 63; 1 male, 62 females)

Electrical: The Electrical program continues to be one of the busiest trades in the school. In 2015-2016, more than fifty work orders were completed throughout the building. The wiring of various equipment included: a new media blaster in welding, a television in cosmetology, replacing the fixture in the elevator, re-wiring the HVAC shop, wiring the new air conditioner in the Technology Department, and adding receptacles in the science room for new labs. In addition to wiring equipment, Electrical students performed numerous repairs of lights, outlets, computers, sensors, CATV jacks, and new data drops for computers. In addition to participating in the house building project in Ashburnham, upperclassmen students rewired a guard shack at the Westminster Crocker Pond, and the electrical shop motor lab was remodeled to incorporate twenty-four booths. Fifteen students earned co-op positions, and instructors are proud to announce that 60% of the graduating class entered electrical apprenticeships. (Total enrollment: 83; 69 males, 14 females)

Engineering Technology: The Monty Tech Engineering Technology program continues to further enhance the curriculum and instruction by improving upon the four Project Lead the Way course modules, and adding more Computer Integrated Manufacturing content into the already rigorous vocational-technical curriculum. Field Programmable Gate Array mini systems were purchased and integrated into the Digital Electronics curriculum. Engineering students performed well in SkillsUSA competitions, earning a number of top awards. At SkillsUSA at Districts, Monty Tech Engineering students received two gold, four silver, and four bronze medals. At SkillsUSA States, students earned two gold and one silver medal, and finally two top students traveled to Louisville, KY to compete at the National level in Mechatronics. The Freshman Exploratory Program yielded positive results for the program, with eleven first choice freshmen. The majority of the graduating class will continue their education in the engineering field. (Total enrollment: 48; 38 males, 10 females)

Graphic Communications: The Monty Tech Graphic Communications program is pleased to report that all graduating Seniors were accepted to area colleges and universities. The program benefited from twenty-four new iMac Computers with Adobe CC software, and our lab was renovated to accommodate this wonderful new technology. Throughout the 2015-2016 school year, the shop continued to produce large quantities of print projects for district towns and community service organizations. This year, over three hundred print projects were completed, saving local organizations approximately \$145,000. Twenty-two freshmen chose Graphic Communications as their top program, and two additional students joined our program, resulting in a freshman class of 24 students. The future looks bright for the Monty Tech Graphic Communications program. Three students earned co-op placements. Our students continue to perform well in related SkillsUSA competitions, and earned four medals at the District event - one silver and one gold in Advertising

and Design, one gold in Screenprinting, and one bronze medal in Digital Cinema Production. (Total enrollment: 90; 37 males, 53 females)

Health Occupations: The Health Occupations program at Monty Tech continues to educate a large number of students, providing a rigorous education grounded in current medical knowledge and practice. 2015-2016 was an exciting year for the program, as a new partnership with Mount Wachusett Community College enabled Senior students to participate in an Emergency Medical Technician training program, earning eight college credits at no cost. The program is dedicated to providing all students with opportunities to earn industry-recognized credentials, and as a result, students also earn the following credentials: Occupational Safety and Health Administration (OSHA) 10-hour certification; Cardiopulmonary Resuscitation (CPR) and First Aid Certificate through the American Heart Association; and Certified Nursing Assistant License through the American Red Cross. This year, 94% of the Senior students passed the National Healthcare Association (CCMA) exam. To support the students' desire to give back, a "Baby Shower" benefitting Battered Women's Resources, Inc. was held, students participated in Pediatric Day with the Early Childhood Education program and also raised \$700 for Special Olympics. (Total enrollment: 106; 10 males, 96 females)

House Carpentry: Most of the work done by the students and instructors in the Monty Tech House Carpentry program is done off-campus, completing renovations, buildings, and repair work for member communities. Some of the projects completed during the 2015-2016 school year include: building a two-story colonial home in Ashburnham for Montachusett Enterprise Center, Inc. (MEC), building two decks for a Habitat for Humanity house project in Fitchburg, building a shed for the Monty Tech football team, building a storage shed for Thomas Prince School in Princeton, and building a hip roof for the Lunenburg Cemetery Commission mausoleum. Lally columns were installed in two separate buildings for the Winchendon Housing Authority, and three "Buddy Benches" were built and installed at the Crocker School in Fitchburg. Tent platforms for Treasure Valley Scout Reservation in Rutland, curved picnic tables and benches for the Town of Hubbardston, ten bluebird houses for Ashby senior citizens, a small library for Baker's Grove Association in Westminster, picnic tables for Gardner Municipal Golf course, and numerous Adirondack chairs for non-profit organizations throughout the district were also built by the talented Carpentry students at Monty Tech. (Total enrollment: 68; 50 males, 18 females)

HVAC & Property Maintenance: The 2015-2016 school year was the first full year for the newly enhanced HVAC & Property Maintenance program, which is now aligned to the state frameworks more accurately. The program's new name and added curriculum is expected to present our students with additional career pathways and opportunities to participate in a co-operative work environment. Employers are discovering that we have more to offer, and students are finding themselves with more employable skill sets. As the shop continues its enhancements to the HVAC portion of our program, we are now fully involved with six student work modules, as well as a full-size commercial air chiller unit. New tooling to accommodate these changes includes the acquisition of six new lockable storage cabinet workbench workstations. These stations are outfitted with the necessary tooling used in the refrigeration trade, complete with test meters and manifold gauge sets. Nine Seniors and six Juniors participated in the very popular co-operative education program. (Total enrollment: 64; 56 males, 8 females)

Information Technology: As with any school, Information Technology provides key services to the educational community. In addition to the critical in-house Help Desk services offered by the program, students and instructors performed in excess of 400 hours of repair, upgrading, and troubleshooting computer problems for Monty Tech community members. Some of our students compete in the Cyber Patriot event, a national high school cyber defense competition, founded by the Air Force Association. A team of eight students participated in the Fitchburg State University Programming Competition, placing 13th, 24th, and 25th out of 32 teams. Three Seniors were out on Co-op, and all Freshmen completed their Career Safe 10-Hour General Safety Certification. One Senior and one Junior developed websites for non-profit organizations - Gardner AARP and Monty Tech's Greenhouse. Our students performed very well in District and State SkillsUSA competitions. In the District competition, two Seniors were awarded gold medals in the 3D

visualization & animation competition, two Juniors earned the gold in the Information Technology Services competition, and two sophomores brought home gold and silver medals in Internetworking. At the state level, two talented Juniors earned Silver medals in Internetworking. (Total enrollment: 63; 58 males, 5 females)

Machine Technology: The Monty Tech Machine Technology Program continues to prepare students to achieve Level 1 and Level 2 MACWIC (Manufacturing Advancement Center for Workforce Innovation Collaborative) certification. Through a beneficial relationship with the Massachusetts Manufacturing Extension Partnership, our instructors have access to high quality curriculum developed at WPI. Articulation agreements with Mount Wachusett Community College and Quinsigamond Community College were developed, which will save students time and money as they continue their education in the machining and manufacturing trades. Students completed a number of projects, including: engraving four hundred mirror frames, creating chocolate molds for the Superintendent's Dinner gifts, engraving gifts for the Class of 1996 reunion, engraving a time capsule plaque for the Town of Ashburnham, and refurbishing the hallowed Thanksgiving Day trophy for Narragansett Regional High School and Murdock Middle High School. (Total enrollment: 58; 57 males, 1 female)

Masonry: Students and instructors in Monty Tech's busy Masonry program continued to focus on a number of community projects including: installing brick steps and tiles for the Montachusett Enterprise Center, Inc. (MEC) house project in Ashburnham, installing a walkway for the Town of Hubbardston, construction of a mausoleum for the Lunenburg Cemetery Commission, installing a block wall for Turkey Middle School in Lunenburg, and repointing brick and block windows for Town of Templeton Water Department. In Winchendon, our students replaced walkways at the Clark Memorial YMCA, repaired block walls for the Housing Authority, and started the Veteran's cemetery walkway. When the students weren't busy in our district communities, they were preparing for and competing in the Massachusetts Trowel Trades Association (MTTA) competition, where they earned top recognitions and awards. Instructors are proud to report that twelve Freshmen students selected Masonry as their top choice for placement, and look forward to teaching and mentoring this next generation of talented Masons. (Total enrollment: 66; 52 males, 14 females)

Plumbing: The Monty Tech Plumbing program, like other trades throughout the school, is committed to community service. As a result, students and instructors completed projects for a single-family home in Ashburnham for Montachusett Enterprise Center, Inc. (MEC). Students were introduced to high-efficiency condensing and LP gas heating systems during this project, and successfully installed the gas piping for the home. In addition, the students returned to the Bresnahan Scout Center in Ashburnham to finish plumbing installations. On campus, students fixed leaks, cleaned drains, replaced a hot water heater, worked on water coolers, and repaired and maintained the plumbing system. A Senior student was named Vocational Tech All-Star from the Plumbing, Heating and Cooling Contractors Association of Massachusetts, receiving tools and a scholarship for continuing his education in the plumbing licensure program. Another Senior student won the Central Mass Plumbing & Gas Fitting Inspectors Association scholarship. Nine seniors and three juniors participated in the co-operative education program, gaining valuable work experience. Local plumbing companies have hired several graduates as plumbing apprentices. (Total enrollment: 75; 72 males, 3 females)

Welding/Metal Fabrication: The 2015-2016 school year brought the welcome addition of a third instructor to the Monty Tech Welding/Metal Fabrication program. A number of projects were successfully completed on the Monty Tech campus, and more than eighty projects benefiting the eighteen cities and towns in the Monty Tech district were completed by our talented students. Perhaps the most notable accomplishment is the installation of a twenty-one ft., multi-section statue for the Fitchburg Art Museum, which is the focal point to their main entrance. Students also repaired railings for Lunenburg Middle School, and a light post, railings, and a mailbox for Sterling Municipal Light Department. They also fabricated and welded a time capsule for Mountview Middle School in Holden, and fabricated and welded stainless steel counter tops for Gardner

Council on Aging. A new curriculum was implemented, bringing lessons in pipe welding to Senior students and CAD design with the Torch-Mate CNC plasma table to Junior students. Instructors are proud to report that six Seniors participated in the co-operative education program, demonstrating their strong technical skills, and five of those students continued their work with their employers post-graduation. (Total enrollment: 62; 48 males, 14 females)

Student Support Services

During the 2015-2016 school year, Montachusett Regional Vocational Technical School District provided special services to approximately three hundred and fifteen students – measuring progress of over two hundred students on Individual Education Plans (IEPs) and just under one hundred students adhering to individualized Section 504 plans. While the Student Support Services (SSS) Department encompasses special education, the department provides support and is available to all Monty Tech students.

The department includes a full-time nursing staff that administers medications, performs state-mandated health screening exams, and provides, when necessary, health information to the special education team for a student's IEP meeting. The department benefits from a full-time school social worker who participates in departmental meetings and assists students who have needs concerning finances, family issues, homelessness, maternity, health issues, and proper food and clothing. The school is also fortunate to have on staff a full-time psychologist, whose role it is to evaluate all students referred for an initial evaluation or who require a three-year re-evaluation. In addition, we have a full-time speech language pathologist, who is available to assist students with disabilities, assess these students and consult with teachers. Our students also have access to the services of a full-time adjustment counselor and part-time school psychologist. All of these individuals are available for scheduled counseling sessions and mental health emergency treatment, as well as crisis intervention.

The school's Director of Student Support Services oversees the District's Special Education Program, which is reviewed annually in May, in accordance with regulatory requirements. The comprehensive review and evaluation are done in collaboration with the Parent Advisory Council, and the results of the evaluation are used to improve the special education procedures and programs in place at Montachusett Regional Vocational Technical School.

Technology

In 2015-2016, the Monty Tech Technology Department completed a three-year technology plan and review, in preparation for a whole-school Chromebook roll-out in FY17. Training efforts continued throughout the year, to ensure teacher capacity in the Google for Education platform.

A sophisticated Liebert air conditioning system was installed in the Main Distribution Facility (MDF) to maintain constant temperature and humidity supporting the growing demands of the MDF.

Three Chromebook mobile labs were added to the fleet of mobile computer labs that circulate among classrooms providing the students with modern technology. A self-service LobbyGuard kiosk system was implemented that manages visitors to the building and increases school safety measures. The cafeteria received an upgrade to their POS system, utilizing advanced technology in school nutrition and meal planning. Candidates for free and reduced lunch may now complete an application online, managing payments and fees using this new online system. Finally, in preparation of the anticipated 2016-2017 Chromebook roll-out, the technology staff was reorganized. Duties were reallocated among staff and leadership, transitioning to a more efficient department. New systems and policies are continually being researched to support this initiative.

SkillsUSA

SkillsUSA is a partnership of students, teachers and industry working together to ensure America has a skilled workforce. Through our association with SkillsUSA, our students develop job skills, leadership and professional skills, as well as provide community service. The 2015-2016 school year was an extraordinary one for our chapter of SkillsUSA. The students met the challenges of districts, performed well at states and prepared for the National Conference. They also conducted several community service projects and raised money for various deserving charities. Serving as co-advisors were Kelsey Moskiwitz, English Instructor, Anne Marie Cataldo, Early Childhood Education Instructor, and Brad Pelletier, Special Education Instructor. Highlights of the year include:

- In September 2015, forty-one students applied and were accepted to form the Monty Tech SkillsUSA Leadership Team. After two leadership training sessions, seven officers were elected.
- In November 2015, sixteen students, consisting of chapter officers and Leadership Team members attended the Annual Fall State Leadership Conference, where they participated in workshops and leadership exercises and performed community service at an area YMCA Day Camp.
- The SkillsUSA local competitions took place November 2015, and on December 18th, the students learned who would advance to the next round of competition.
- A total of forty-seven medals were captured at the District Competition held in March 2016 at Bay Path Regional Vocational Technical School: fourteen gold, sixteen silver and seventeen bronze medals. Outstanding student Grace Kirrane qualified to run for the State Executive Council, as well.
- Olivia Houle, a junior in the Welding program, was selected to serve on the State Advisory Committee to help aid in the planning of the State Conference.
- Thirty-four district medalists and qualifiers, nine local leadership and occupational related event contestants, one state officer candidate and nineteen voting delegates for a total of sixty-three students attended the State Leadership and Skills Conference, held in April 2016 at Blackstone Valley Vocational Technical School. There, seven students were awarded gold medals, and earned the right to compete at the very competitive National Leadership & Skills Conference held in late June.
- Nine students and six instructors attended the National Leadership & Skills Conference in Louisville, KY in June 2016. There, Taylor Sadowski, a graduate from the Health Occupations program, earned a silver medal in the Medical Assisting contest.
- In August 2016, Grace Kirrane attended the SkillsUSA Massachusetts state leadership training where she was elected to serve as the SkillsUSA Massachusetts State Vice President.

Marine Corps JROTC

The Monty Tech Marine Corps Junior Reserve Officer Training Corps (MCJROTC) had a sensational school year. All program objectives for the 2015-2016 school year were achieved, most notable was the JROTC Cyber Security Team, led by First Sergeant Paul Jornet and Information Technology Instructor Richard Duncan, once again capturing national recognition by placing fourth overall in the Air Force Association's National Cyber Security Competition held in Baltimore, MD.

The 2015-2016 Corps of Cadets completed over eighty-eight hundred hours of community service throughout the district. The corps conducted a major canned food drive, worked side-by-side with the Marine Corps Reserve in a national Toys 4 Tots campaign, and spent five weekends working with the local Salvation Army helping to raise over \$25,000 for needy families. The cadets conducted their annual 10 mile “March-A-Thon” to support NEADS (National Education of Assistance Dogs Services) from Princeton, MA, raising \$20,000 for their Service Dogs for Veterans program.

Seventy Monty Tech cadets attended a leadership camp at Prince William Forest, in Quantico VA. The camp provided cadets with individual and team development opportunities, as well as the opportunity to visit our nation’s capital and many other historical sites.

During the summer of 2016, our Cadet Cyber Team was again asked to support a Cyber STEM camp for the National Marine Corps JROTC program. The Cyber Team coordinated the 8-day camp that focused on defending cyber networks from attacks. The camp also offered an introduction to robotics programming using the VEX Robotics System. The camp was attended by 200 students, representing twenty-two states.

The Monty Tech JROTC program once again was awarded the designation of Marine Corps Honor School by the Commanding General Marine Corps Training & Education Command. Only ten percent of Marine Corps JROTC programs nationwide receive this recognition. The selection was based on several criteria, including cadet citizenship, the percentage of cadets involved in student government organizations, the number of cadets active in school activities and clubs, the number of community service hours for the unit as a whole and per cadet, the number of organizations assisted by the unit, and scholastic achievements including the number of academic awards and scholarships given to cadets. The units were also measured by participation in public affairs events, drill team competitions, rifle team competitions, physical fitness team competitions, and field trips.

Because of this prestigious status, Monty Tech’s Senior Marine Instructor has the authority to make nomination recommendations to the U.S. Naval Academy, U.S. Air Force Academy, and the Military Academy at West Point under the Honor School Category.

Women in Technology

Monty Tech is one of the original members of the North Central Massachusetts Women In Technology Program, and the 2015-2016 school year marked the school’s 14th year in this innovative school-to-business partnership. The highly successful collaborative program continues to grow with membership comprised of students from six area high schools. Its mission is to encourage female students to explore well-paying careers in the fields of business and technology. Participants spend two days a month, working on real-world work projects under the mentorship of company managers at SimplexGrinnell and Tyco Safety Products in Westminster, subsidiaries of Tyco International, a Fortune 500 company.

The program has been so successful in its mission of providing a proven pathway to corporate America, that it was recently recognized as one of the region’s premier experience-based educational programs of its kind. Affiliation with the program, and skills acquired through participation, open doors to career opportunities not otherwise available to high school students. Graduates of the program are also equipped with a foundation to better meet the challenges of an ever-changing and demanding work force.

Each year, graduates of the program go on to rewarding and well-paying careers, made possible by this unique experience.

Student Athletics

The Monty Tech athletic program continues to expand in scope and skill each year. This past year we set a new high for the number of student/athlete participants, with forty-five teams and more than six hundred participants. Seventeen teams competed in Fall 2015, fourteen during the winter season, and another fifteen teams represented the school in Spring 2016.

Last fall, the Varsity Football team had their best season ever as they went 10 – 2 and won the State Vocational Large School Championship. The JV Football team had a good overall season and competed every game. The Freshmen Football team was 1 – 7 - 1. The Varsity Boys Soccer team finished at 14 – 6 and qualified for the post-season tournament, finishing second in the Colonial Athletic League with an 8 – 3 record. The JV Boys Soccer team finished their season with a record of 9 – 6. The Varsity Golf team was 4 – 12, while the JV Golf team played in three tournaments, gaining valuable experience on the links. The Varsity Field Hockey team was 17 - 1 - 2, qualifying for the Central Mass Tournament for the sixth consecutive year. They beat Grafton, 3 – 0 but lost to Lunenburg 1- 0 in an excellently played game. They won the Colonial Athletic League Championship with a 10 – 0 - 2 record. The JV Field Hockey team finished their season with a record of 5 – 2 – 1. The Boys Cross Country team was 9 - 4 and finished 4th in the CAL. The Girls Cross Country team was 3 – 5 overall, and also finished 4th in the Colonial Athletic League. The Varsity Girls Volleyball team went 7 – 13, and during their busy season held a successful Bump-Set-Spike competition, raising more than \$3,000 to fight Breast Cancer. The JV Girls Volleyball team was 11 – 9, while the Freshmen Girls team continued to improve with a 7 – 10 record. The Varsity Girls Soccer team was 11 – 7 – 1 and qualified for the post-season, where they lost to Bromfield 5 – 0. The JV Girls Soccer team finished at 7 – 4 - 2 and will send some fine players to the varsity next year.

The Girls Varsity Basketball finished at 14 – 7 on the season, qualifying for the post-season tournament where they lost to an impressive Millis team. The JV Girls were 18 – 0 and will send some fine players up to the varsity next year, and the Freshmen Girls finished the season with a 9 – 5 record. The Varsity Boys Basketball team finished at 15 – 8 and qualified for both the State Vocational Tournament and the Districts. They lost to Worcester Tech in the first round of the Vocational Tournament and beat Bethany Christian in the first game of the Districts before losing to Hopedale in the quarterfinals. The JV Boys Basketball team was 13 – 8, while the Freshmen Boys ended the season 4 – 12. The Boys Ice Hockey team finished at 9 – 8 - 3 and qualified for the District Tournament, and can expect some impressive JV team members to move up and strengthen the program next season. Both Boys and Girls Indoor Track & Field participated in the Dual Valley Conference in 2016, where the boys were 4 – 4 and the girls finished with a 1 – 7 record.

In the spring, the Varsity Softball team qualified for the Central Mass Tournament for the 23rd consecutive year with a 13 - 7 record. They advanced to the Semi-Finals, but fell to Uxbridge. Coach Reid won his 600th game during this season, his 43rd year at Monty Tech. Coach Reid was also selected as the Massachusetts Softball Coach of the Year. The JV Softball team ended their season 5 – 10. The Varsity Boys Volleyball team was 19 – 4 and 12 – 0 in the Colonial Athletic League, winning the league Championship and qualifying for both the State Vocational and District Tournaments. They advanced to the State Vocational Tournament Finals, but fell to Greater New Bedford Regional Vocational technical High School 3 – 0. The Varsity Baseball team finished at 11 – 9, winning the Colonial Athletic League Small School Championship. The JV Baseball team was 8 – 8 and the Freshmen Baseball team was 2 – 8. The Boys Track & Field team was 8 - 2, finishing 3rd in the Colonial Athletic League, while the Girls Track & Field team ended the season with a record of 8 – 4, placing 5th in the Colonial Athletic League. The Varsity Boys Lacrosse team played in nineteen games, finishing the season with a 9 – 10 record, missing the playoffs by only one game, and finishing 2nd in the Colonial Athletic League. The JV Boys Lacrosse was 11 – 6 – 1, as we look to the future.

Congratulations to the Outstanding Male and Female athletes for 2015-2016, Kyle Morris and Kaitlyn MacAlister. Dave Reid, Monty Tech's long-time Athletic Director, also received the prestigious "John

Young Award” from the MIAA for his outstanding contribution and service to high school athletics throughout his forty-three years of service.

Monty Tech School of Continuing Education

The Monty Tech School of Continuing Education continues to update and add courses that emphasize a commitment to excellence by offering affordable, quality, and enjoyable educational experiences. For the Fall of 2015, Monty Tech offered 67 classes with 667 registrations, and during the Spring 2016 semester, there were 66 postgraduate and continuing studies courses, with 609 registrations.

The program, now under the leadership of Director Mary May-Lucchese, is looking forward to expanding the number of small business partnerships and increasing the number and quality of personal enrichment classes - sewing, knitting, acrylic painting and sculpting, to name a few. In addition, the Director has almost doubled the catalog distribution from 80,000 to 155,000 copies, and modified the saturation market to provide the popular evening programs with additional exposure.

The School of Continuing Education is also looking forward to introducing a new software program with robust reporting features and a very intuitive student and instructor portal. This web-based software enhancement is critical to the program and very high on our list of priorities. The new online registration feature will, no doubt, be received positively by students and instructors alike.

Spring 2017 will see our new ESL Beginner 1 and Beginner 2 courses come to fruition. These courses, coupled with our career and certificate classes, speak directly to course combinations that provide our community members an opportunity to grow, evolve and take their new skill set to the workforce.

The success (and sustainability) of an adult education program is based on hiring quality instructors and meeting the needs of the community. We are in line to accomplish both! Our goal in the coming year includes increasing our adult education course offerings, with a concentration on career programs. Stay tuned for Pharmacy Technician, Medical Billing and Coding, Auto Damage Appraiser and Apprenticeship opportunities at the Monty Tech School of Continuing Education.

Practical Nursing Program

The Practical Nursing Program is designed to prepare graduates to practice safely, ethically and in a caring manner for patients who are experiencing common variations in health status in diverse health care settings. This mission, which is consistent with the philosophy and goals of the Montachusett Regional Vocational Technical School District, accomplishes the following:

- Identifies a strong relationship between academic and vocational preparation
- Stresses the importance of developing critical thinking skills to function safely, effectively, and productively in an ever-changing technical and diverse society
- Supports the maintenance of a positive and caring learning and practice environment

The above mission and philosophy were met by the Practical Nursing program by several different methods.

On June 23, 2016, a graduating class of 32 students completed the Practical Nursing Program and entered the nursing profession. The class achieved an initial NCLEX pass rate of 91%, with 29 of the 32 graduates achieving 100% pass rate for the NCLEX-PN exam. Three graduates are waiting to sit their NCLEX-PN

exam. 94% of the 2016 graduates are currently employed in the health care profession throughout Massachusetts, and many are working within the eighteen cities and towns of the Monty Tech school district as LPNs in various health care settings, ranging from long term care, sub-acute care to mental health facilities.

The Monty Tech Practical Nursing Program continues to develop the “LPN to BSN Bridge” relationship with Fitchburg State University. Several 2016 graduates are pursuing seats in the LPN to BSN program at FSU and will be continuing their education to the Bachelors in Nursing. Many present class applicants cited as their attraction to Monty Tech as the opportunity to complete a ten-month accelerated program and then bridge to Fitchburg State University.

Monty Tech Practical Nursing students are now completing patient scenarios in the Sim Lab on a weekly basis in Term 2 and Term 3. The Faculty Sim team has implemented National League of Nursing (NLN) patient scenarios consistent with our curriculum frameworks, and have also utilized the Sim lab setting to instruct students in developing nursing skills that they may not be experiencing in the clinical setting. Instructors have successfully developed a pediatric patient scenario that is consistent with present student learning outcomes and the clinical pediatric setting.

The Practical Nursing Program Faculty implemented new student learning outcomes across the curriculum adopted from the Massachusetts Board of Higher Education Nurse of the Future Initiative LPN Competencies. The competencies have been recognized nationally as being consistent with current LPN practice. The Faculty will assess the revised student learning outcomes and our content to assure consistency with the new NCLEX-PN Detailed Test Plan that will be released in March 2017.

The class of 2016 performed a community service project adopting a Monty Tech family in need referred by Student Support Services. The nursing students purchased holiday gifts and food for the family, making sure they were consistent with the family’s requests or needs.

With an eye toward the program’s future, forty-seven applicants were accepted to the Class of 2017, and forty-five students enrolled and will continue in the tradition of high-quality practical nursing preparation.

Looking Ahead

While the Montachusett Regional Vocational Technical School District educational community is certainly proud of the achievements of our talented students, faculty, and staff, we continue to have an eye toward the future, always committed to improving our vocational and academic programming, strengthening key partnerships, and maintaining facilities that contribute to student success and achievement. As we look ahead, there are a number of programs and initiatives that we expect will have a positive impact on our school and students for years to come.

Expand partnerships with area businesses: The Machine Technology program at Monty Tech has a long history of successfully placing students in machine and manufacturing shops in the area. Program instructors work closely with a nineteen-member program advisory committee to ensure instruction and training equipment aligns with current industry standards, and welcome their guidance in this regard. With an eye toward expanding opportunities for students interested in pursuing occupations in this high-demand industry, program partner L. S. Starrett Company has suggested adding lessons in quality control and metrology to the existing curriculum. Program instructors anticipate reconfiguring the instructional space to bring in updated equipment, and will also add two industry-recognized certification exams to the curriculum. By standardizing metrology instruction and providing students with opportunities to earn additional credentials, program instructors are ensuring Monty Tech Machine Technology students are poised for a successful school-to-work transition upon graduation.

Expand partnerships with area colleges and universities: Monty Tech students currently benefit from a number of articulation and dual enrollment agreements with surrounding post-secondary partners. In the coming years, we hope to expand those opportunities in two vocational-technical areas: Information Technology and Early Childhood Education. By the end of 2016-2017, Monty Tech Information Technology instructors will submit an articulation request to MWCC officials, to determine how our curriculum may align with MWCC's Computer Information Systems Transfer Track (CIT) program. Additionally, instructors in Monty Tech's Early Childhood Education program will continue discussions with Fitchburg State University officials, exploring the potential of embedding one college-level course into the senior year curriculum. School officials continue to discuss the merits of aligning curriculum, securing appropriate adjunct professor credentials, and costs associated with tuition and fees for the agreed upon course.

Expand Access to Instructional Technology: A Monty Tech education is effective because efforts are made to continually assess our programming, instructional equipment, and our educational resources. Through this assessment, it has become clear that while so many students have access to technology away from the school, many do not. It is important, then, to arm every student with the tools necessary to succeed not only in the workplace, but in the classroom, as well. The district is pleased to announce a whole-school technology initiative, culminating in a September 2016 Chromebook distribution to each of our 1,435 students. It is our hope that these devices will support learning, increase and streamline communication with teachers, and promote collaboration among student peers.

Expand vocational-technical educational opportunities: As you know, Montachusett Regional Vocational Technical School is home to twenty vocational-technical programs, and currently serves over 1,400 students from eighteen cities and towns in North Central Massachusetts. We are so proud of our students and accomplishments, and every year we strive to provide only the best educational programs, both academic and vocational, to each and every student. As we review our student demographic, the regional workforce data, and feedback we have received from students interested in attending our school, we consider the benefits of adding new vocational programs. We are pleased to announce that Monty Tech is bringing our 21st program to the school – Animal/Veterinary Science. The new program, open to students Fall 2017, will respond to much-needed workforce training and community services, and will effectively prepare students to enter both college and career pathways upon graduation.

The Monty Tech School Committee

The Montachusett Regional Vocational Technical School District Committee is comprised of twenty-two dedicated individuals, whose expertise proves invaluable in advising the district's operations, policies, and procedures.

Our students continue to benefit from the broad scope of their experiences and varying perspectives, and we are thankful to the following members of the 2015-2016 School Committee for their outstanding service.

Barbara Reynolds, Lunenburg
Chair

Brian J. Walker, Fitchburg
Vice Chair

Diane Swenson, Ashburnham
Peter Capone, Ashby
Toni L. Phillips, Athol
Whitney Marshall, Barre
Claudia Holbert, Fitchburg
Brian J. Walker, Fitchburg
Dr. Ronald Tourigny, Fitchburg
Leroy Clark/ Melanie Weeks, Fitchburg
Helen Lepkowski/ James S. Boone, Gardner
Eric D. Commodore, Gardner
TBD, Harvard

James Cournoyer, Holden
Kathleen Airoidi, Hubbardston
Edward Simms, Petersham
Eric Olson, Phillipston
John P. Mollica, Princeton
Mary C. Barclay, Royalston
Dr. Kenneth I.H. Williams, Sterling
James M. Gilbert, Templeton
Ross Barber, Westminster
Burton E. Gould, Jr., Winchendon

Terri Hillman, Gardner
Secretary

Norman J. LeBlanc
District Treasurer

Respectfully Submitted By:

Sheila M. Harrity, Ed.D.
Superintendent-Director
Montachusett Regional Vocational Technical School
December 14, 2016

Montachusett Regional Vocational Technical School
1050 Westminster Street
Fitchburg, MA 01420
(978) 345-9200
www.montytech.net

Wachusett Regional School District
Holden, Paxton, Princeton, Rutland, Sterling

January 2017

Dear Residents of Holden, Paxton, Princeton, Rutland and Sterling,

The 2016-2017 school year continues to be one of great change here in the Wachusett Regional School District. One of the major accomplishments of the District this past year was the completion of the WRSD 2016-2021 Strategic Plan. Working in conjunction with the Massachusetts Association of Regional Schools (MARS), a Strategic Planning Steering Committee was created during the last school year. The Steering Committee consisted of twenty-three members representing a variety of stakeholders. In order to gain feedback from the community, a survey was conducted which produced over 2,000 responses. Focus group meetings were held in all 13 schools and in each Member Town. Drawing on the information gathered, the Steering Committee established five learning domains from which strategic objectives, priority initiatives, and action plans have been crafted.

The WRSD Strategic Plan provides the Wachusett community with a sense of purpose as we define priorities and set budgets. Each school has developed a School Improvement Plan that ties directly back to the Strategic Plan and will help define budget priorities at both the building and District levels. Goals that have been set by administrators and teachers will have common themes connected to the five learning domains, thus helping bring our five town district toward common educational outcomes.

In early November, I held our annual Budget Roundtable open to all Member Towns, in order to discuss budget issues associated with the upcoming fiscal year. As always, the meeting was well attended by town representatives as well as officials from the state. Funding at the state level remains a major issue associated with the budget woes we have faced as a district and continues to be an area of concern for both local and state officials. As state funding continues to decline, we are even more dependent upon our local tax base to support our educational endeavors. I will continue to advocate on behalf of the District to support the recommendations made by the Chapter 70 Foundation Budget Review Commission which would help to ease the financial burden placed on both schools and towns.

Last year, the five towns that comprise the District supported a strong and solid budget that has permitted us the opportunity to increase support for our students. We look forward to continuing the forward progress made this past year as we look to create a budget that supports the new Strategic Plan.

Thank you for your continued support of our students, faculty and staff of the WRSD.

Sincerely,

Darryll McCall, Ed.D.
Superintendent of Schools

STERLING FAIR COMMITTEE

The 2016 Sterling Fair, now in its 35th year, attracted in excess of 40,000 enthusiastic fairgoers. The weather was good for Friday night and Saturday, but we had decent turn out on Sunday despite some strong thunderstorms and wind early Sunday morning. The Sterling Fair continues to be a public relations success for our town. The theme for the 2016 fair was “A Tribute to Henry Ciborowski”. Henry, who passed away in February of 2016, was a great friend to the Sterling Fair. For the past 15 years Henry and his family has allowed the Sterling Fair to operate for a week on the land they own at Sterling Airport.

We are proud to announce that we have once again accomplished our goal of keeping the fair free and self supporting. There was no admission charge or parking fee, giving the Sterling Fair the distinction of being one of the only free fairs of its size in existence. The Sterling Fair Committee, being a department of the town, consists entirely of volunteers – no one on the Fair Committee is paid for the hard work or the many hours each volunteer puts in year after year.

The fair again exceeded expectations for farm animals and 4H project entries. We anticipate greater participation in the future with continued emphasis on agricultural entries. A major goal of the Sterling Fair is to preserve the agricultural heritage of the Town of Sterling.

Hundreds of cash premiums and thousands of ribbons were awarded in the fields of horse and oxen pulls, tractor pulls, cattle, and poultry. The exhibit hall was filled with field crops, quilts, flowers, vegetables, eggs, honey, fruit, baked goods, canned goods, painting, photographs, and crafts of all kinds.

Attendees also enjoyed engine shows, horse & oxen pulls, tractor pulls, the farmers market, craft tents, and a variety of entertainment including live bands, singers and performers. Much gratitude again to Ed Perkins for displaying his majestic Belgian Draft Horses and the Clinton High School Band who led them in parade on Saturday afternoon. The midway was crowded from morning till night with everyone enjoying the food, games and rides. The spectacular fireworks display on Friday night was thoroughly enjoyed by all.

The Fair Committee owes a tremendous debt of gratitude to the many individuals, volunteers, companies, businesses, town boards, and departments who contributed their time, talents, and materials, towards a safe, organized, and fun filled fair. Thank you to the YAHOO organization for all the cleanup help. A major thank you also goes out to Jim Simpson as his very generous contributions provides the fairgrounds and makes the Fair possible.

Special thanks go to the Department of Public Works, The Fire Department, the Police Department, the Building Department, the Municipal Light Department, and the Town Hall Staff without whose help and sponsorship there could not be a Sterling Fair.

Please join us September 8th, 9th, & 10th, 2017 for our next fun filled weekend at the Sterling Fair. Exhibit Hall entries will be accepted on Thursday, September 7th, from 5 pm to 8 pm.

Respectfully submitted,

Doug Downey, Sterling Fair Committee Chairperson

STERLING FIRE DEPARTMENT & FIRE DEPARTMENT AMBULANCE
STERLING EMERGENCY MANAGEMENT AGENCY

I am pleased to submit the annual report for the Sterling Fire Department and Sterling Emergency Management Agency for calendar year 2016.

The Department

The Sterling Fire Department is a combination department with both fulltime and on-call personnel. Currently the department has seven fulltime personnel including the fire chief and our administrative assistant Lisa Bristol who manages the office and schedules inspections. In addition, there are thirty-three on-call and per-diem personnel that provide response to the community throughout the year based on their availability with job, school and family commitments. Four fulltime firefighter/paramedics work twenty-four hour shifts and one fulltime fire prevention lieutenant works daytime to supplement the on-call force particularly on weekdays when there are a limited number of on-call personnel available to respond. We operate out of a single fire station built in 2005, located at 5 Main Street. Our response apparatus includes; two engines, one ladder, one rescue, two advanced life support ambulances, three forestry trucks, a boat, and two support trailers for hazardous materials and emergency management response. In addition, we host a regional mass casualty trailer and a regional off-road response vehicle. We also have members that respond as part of the Fire District Regional Dive Team and Technical Rescue Response Team. Sterling is a member of Mutual Aid Fire District 8 which encompasses 33 cities and towns within Central Massachusetts.

Mission Statement

The Sterling Fire Department is committed to providing the highest level public safety services for our community. We protect lives and property through fire suppression, emergency medical response, disaster management, fire prevention and public education.

Vision Statement

Deliver a quality, high level service to our customers. Promote the personal and professional growth of our members. Minimize the impact of loss through our prevention efforts including; inspections, code enforcement and pre-fire planning. Provide public safety education to our community and promote the health and safety of our citizens. Work seamlessly with our public safety partners.

Emergency and Service Calls

Fire Department personnel responded to a total of 1,286 total incidents (*calls for service*) in calendar year 2016, an increase of 66 incidents from 2015. The department responded to a variety of incidents including; medical emergencies, alarm investigations, brush fires, carbon monoxide investigations, motor vehicle accidents, chimney fires, structure fires, mutual-aid and service calls including house and vehicle lock-outs. Department personnel also provide coverage throughout the year for any anticipated significant weather events, such as major snow storms, thunderstorms, hurricanes, etc.

In addition to incident response, there are many hours spent conducting training. Fire department personnel train on the first, second and third Wednesday's of the month. In addition, additional training drills are scheduled on weeknights and weekends throughout the year and does not include the additional training that our dive and tech rescue team members participate in.

Department personnel provide details that support emergency response including; sporting event coverage, fireworks and special event detail coverage, including the primary safety response for the annual Sterling Fair.

Permits and Inspections

The Fire Department Inspection and Code Enforcement Bureau is headed by Lieutenant Thomas Kokernak. The Fire Department issued 784 permits in 2016 and performed numerous on-site inspections. Inspection types include; smoke and carbon monoxide detectors, oil burners, oil tanks, LP gas tanks, tank removals, blasting and fire suppression systems and many of them require a minimum of one site visit to confirm that the work has been done properly and installed per fire and life safety codes, and that the equipment operates safely. This year, we saw the construction of the LKQ facility on Chocksett Road which was one of the largest projects we have seen in town. This required multiple meetings and inspections throughout the year. In addition to daily permit inspections, annual inspections are conducted at commercial and industrial sites as well as annual liquor license inspections completed in conjunction with the building inspector. Any questions regarding permits, fees, or for scheduling an inspection call the fire department business line or access the information on-line via our website.

Fire Prevention and Public Safety Education

Fire prevention and public safety education continues to be a large priority of the department. In 2016, these efforts were coordinated by Firefighter Charlie Baker. Several members of the department assist with delivering fire safety programs throughout the year. The department conducts several educational programs supported by the S.A.F.E. (Student Awareness of Fire Education) program. In addition to the educational programs conducted in the elementary and pre-schools the department also provides station tours, site visits, Public Safety Weekend at Davis' Farmland, and we host the annual Public Safety Open House at the Fire Station, which includes representatives from the Police Department, Department of Public Works, Board of Health and Community Emergency Response Team (C.E.R.T.). In September, The Fire Marshal, Board of Selectmen and Fire Department recognized a young girl in town with a Young Heroes Award for alerting her family when she discovered a fire. This is just one example of the importance of Fire Safety Education.

Smoke & Carbon Monoxide Detectors

The largest percentage of fire deaths in the home occurs at night while people are asleep. Therefore, a working smoke alarm can provide an early warning that can make the difference between life and death. According to studies published by the National Fire Protection Association, having a smoke alarm cuts your risk of dying in a fire by nearly half. A smoke alarm should be part of an overall home fire safety strategy that also includes preventing fires by adopting fire safe behavior and developing and practicing a home fire escape plan. In a fire, escape time may be very limited. Therefore, escape plans are a critical aspect of a home fire safety strategy.

Special consideration should be given to the fact that smoke detectors and carbon monoxide detectors do have effective lives to them – similar to a car battery. It is recommended that a smoke detector be replaced every ten years and a carbon monoxide detector every five to seven years.

Beat the Beep: Replace Aging CO Alarms – They Don't Last Forever

Carbon monoxide (CO) alarms have been required since March of 2006. The life expectancy of carbon monoxide alarms is 5-7 years, depending on the alarm manufacturer.

The life of a CO alarm begins once it is first powered up. Most CO alarms have a date of manufacture stamped on them, which can be used as a guide if the activation date was not recorded. Many of the alphanumeric carbon monoxide detectors will actually display a reading of “ERR, E09 or EOL” indicating the end of their useful life. To learn more about your CO alarm, contact your manufacturer.

Please note that even if you have electric hard-wired detectors in your home, there is still a 9-volt battery back up in them. A good rule of thumb is: “**When you Change your Clocks – Change your Batteries**”.

If you do not currently have a working smoke or carbon monoxide detector in your home and would like information on obtaining or installing them in your home, please contact the fire department.

Emergency Management

Emergency Management continues to play a vital role in town, especially with the continued challenges of weather-related events. Often times our emergency management functions are activated as a result of severe weather. Whether it is sandbagging operations to divert water or preparing shelter activations due to impending major storms, Sterling’s Emergency Management is the liaison to the State and Federal agencies that provide assistance to our community.

One of our most active missions within emergency management is that of our Community Emergency Response Team (CERT). The CERT Program, managed and coordinated by Assistant Emergency Management Director Jim Emerton, educates people about disaster preparedness for hazards that may impact our area and trains them in basic disaster response skills, such as fire safety, light search and rescue, team organization, and disaster medical operations. Using the training learned in the classroom and during exercises, CERT members can assist others following an event when professional responders are not immediately available to help. CERT members consist of a group of volunteer citizens including; students, teachers, retirees, ex-military, engineers, and business professionals. The team trains on a regional level along with volunteers from Boylston, Holden, and West Boylston.

In 2015 C.E.R.T. members were deployed for the following missions; traffic control detail at the Drag Strip Reunion at Sterling Airport in June, and traffic control detail at the 2015 Sterling Fair.

In addition to a regional CERT team, Sterling continues to be part of a Regional Emergency Planning Committee (REPC) along with Boylston, Holden, and West Boylston. The South Wachusett Regional Emergency Planning Committee has representation from all four communities and represents the major disciplines of emergency planning working closely with M.E.M.A. (Massachusetts Emergency Management Agency) regarding hazard mitigation.

Notifications

In an effort to keep our citizens informed, the fire department in conjunction with our fellow public safety departments, emergency management and the board of health have developed several means of communicating messages.



At the Emergency Operations Center at the fire station there is an AM radio transmitter used to transmit emergency or advisory information to the public. It is capable of broadcasting informational messages on a variety of safety topics. During emergency or public safety incidents it will broadcast appropriate messages to the public. It broadcasts on AM radio channel 1670.



In 2012, the Town of Sterling contracted with Emergency Communications Network to deliver Emergency Notification Messages (previously known as *Reverse 911*) through the CodeRED high-speed notification solution. The CodeRED system provides town officials the ability to quickly deliver messages to specific targeted areas or the entire town. If your phone number is not in the database, you will not be called. One of the reasons the CodeRED system was selected is it gives individuals and businesses the ability to add their own phone numbers directly into the system's database.

If you have not already done so, you can access the CodeRED Database to sign up by clicking the link on the Sterling Fire Department website, www.sterlingfd.net, and follow the link to the "CodeRED Community Notification Enrollment" page.

In addition, for our Smartphone and Internet users, the Fire Department issues periodic safety messages

via Facebook and Twitter.   There you will find updates on historical events that have happened throughout our fire departments' history in addition to current reports of significant events and incidents happening with the fire department.

Be Prepared

Plan to protect yourself and your family. Your family may not be together when a disaster strikes so it is important to plan in advance: how you will get to a safe place; how you will contact one another; how you will get back together; and what you will do in different situations. Refer to the Town's Emergency Response Planning Guide that can be found on-line at www.sterlingfd.net. For additional reference on personal and family preparedness you can log in to www.ready.gov.

Closing Narrative

In closing, I would like to thank the members of the Sterling Fire Department for their continued commitment and dedication to the department and the community. We are fortunate in that our firefighters and emergency medical technicians are committed to providing dedicated service to their community and are outstanding at what they do. The citizens of Sterling should be proud of our dedicated responders.

We are fortunate to have strong and valuable working relationships with all the public safety departments in town and as a result work seamlessly at major incidents that occur. Several times throughout the year, incidents will require several of the public safety departments to work in a coordinated manner to resolve the issue at hand.

On behalf of the entire department, I would like to thank the residents of Sterling for their continued support of the fire department and its mission. Because of your support, we're able to maintain the apparatus and equipment that is vital to our emergency response, especially the safety equipment and gear worn by the firefighters and emergency medical technicians. In 2016 we purchased a new Forestry pick-up truck that we are currently building out and anticipate having in service for the spring brushfire season.

It continues to be evident as chief, as to the important role that public safety has with all the citizens of Sterling. We also remain diligent in applying for and receiving grant money to help offset town operating expenses.

We continue to maintain a strong on-call firefighting and E.M.T. force that is well trained and ready to respond to your needs. In order to do this effectively, we need people who are willing to join the department and be trained as on-call personnel. Our success is based on the dedication and commitment of our call members who respond to incidents over and above their fulltime jobs and family commitments.

Please feel free to visit our website at www.sterlingfd.net to learn more about the Sterling Fire Department, our history, our equipment or as a reference to fire codes and regulations. This site also provides real time updates for major events involving public safety. There is also a photo link, which has pictures of incidents and trainings that we respond to throughout the year that is maintained by our dedicated photographer Tina Gianos.

The public is always welcome to stop by the fire station to visit. The Sterling Fire Department is located at 5 Main Street in the center of town, and is staffed daily.

Wishing everyone a safe and healthy 2017!
Respectfully submitted,

David C. Hurlbut, Jr.
Fire Chief/ Emergency Management Director

STERLING HOUSING AUTHORITY

The Sterling Housing Authority was founded in 1968, and is chartered to oversee, manage and develop State-aided housing within the Town. Within this charter, the Authority, in participation with other community leaders, also has responsibility to assure adequate sources of affordable private housing for Sterling. The Authority currently manages 40 subsidized apartments under Chapter 667, known as Sholan Terrace Housing for the Elderly.

The Sterling Housing Authority is currently managed under a Management Agreement with the Leominster Housing Authority. Under this agreement the Sterling Housing Authority utilizes the staff of the Leominster Housing Authority with the exception of a local Maintenance Mechanic who is a direct employee of the Sterling Housing Authority. The relationship has been in place since 2005.

The Authority has maintained its membership in the Massachusetts Chapter of the National Association of Housing and Redevelopment Officials (NAHRO). Participation in NAHRO helps assure that the Authority is up-to-date with programs and funding sources available for use within Sterling

Applications for state-aided housing may be obtained at 41 Sholan Terrace, going to ncmhousng.org or by calling (978)-537-5300. To be eligible for elderly housing, applicants must be at least 60 years old at the time of application or be a qualified disabled applicant and at least 18 years of age. The Authority will grant a preference for applicants that are Sterling residents or employed in Sterling. Veterans that qualify will also receive a preference. Rent is based on your household's annual adjusted gross income. Elderly residents will pay 30% of their adjusted income.

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This is the one hundred and sixth report of the Sterling Municipal Light Department (SMLD).

POWER

The SMLD's customer base has 3,830 accounts as of December 31, 2016 that include 3,452 Residential, 7 Large General Service (LGS), 138 Medium General Service (MGS), 231 Small General Service (SGS), 1 Wholesale and 1 Streetlight.

A total of 58,236,095 kilowatt hours (kwhs) of electricity were sold during the calendar year 2016. This represents a decrease of 2,831,056 kwhrs from calendar year 2015. Sterling's hourly peak demand was 11.877 MW set in December of 2016, an increase of less than 1% from the 2015 peak.

The SMLD uses reliable indices to monitor how our distribution system is performing and to measure our response time to system interruptions. The 2016 *Average Service Availability Index (ASAI)* of electricity for Sterling residents was 99.99876%. The 2016 *Customer Average Interruption Duration Index (CAIDI)* numbers represent the average time required to restore service to a customer per sustained outage was 44.86 minutes. Our system interruptions had been decreasing the past few years because of the continued system and substation upgrades. In 2016 SMLD saw a large increase in the number of outages in Sterling as well as surrounding towns that were caused by wildlife (squirrels). Our practice has always been to install "squirrel guards" at connection points and now we have begun installing a newly designed cover up for the cut outs (fuse holders). We expect this new equipment to reduce the amount of outages caused by wildlife. One theory for the increase was the extremely mild winter the year before.

Our transmission costs are continuing to rise but not at the same double digit percentages that we have seen in the last few years. We are fortunate to avoid some of these costs by using locally produced solar energy from the E.H. Perkins and the Wiles Road facilities that have provided 19,560,000 kwhrs to date. This would provide enough energy to power 2,200 average residential customer homes for a year.

Energy Storage - In October of 2016 the SMLD along with NEC Energy Solutions began the construction of our new 2MW/3.9MWHR energy storage facility. This project is the first of its kind in Massachusetts and the largest in New England, at a cost of \$2.7 million dollars. The project was funded in part from a grant of \$1.463 million dollars from the Massachusetts Department of Energy Resources (DOER), Community Clean Energy Resiliency Initiative Program, under the direction of Commissioner Judith Judson and a grant of \$250,000 from the U.S. Department of Energy (DOE), Energy Storage Program, under the direction of Dr. Imre Gyuk and technical support for the project was provided by Sandia National Labs. The SMLD's Operations crew provided much of the labor for the outside infrastructure and interconnection work, as well as the inside work in the substation. This eliminated the need to hire additional vendors to do the work and provided a great savings to the project. The work was performed under the direction of our Project Manager, Scott Reynolds with engineering designs provided by Mike Barrett of PLM. After only 33 working days the batteries were manually up and operating, allowing us to capture (and reduce) the December 2016 peak, realizing a savings to the SMLD ratepayers. We expect the final communication and relay installations to be complete in early 2017.

OPERATIONS

The following list summarizes the projects completed and in progress for the Operations Department.

Underground Residential Distribution (URD) Projects

- Pikes Hill Rd - Installed 6,200 ft. of new 1/0 primary cable in conduit to replace the 40+ year old direct buried cable. This project also included the replacement of 32 transformers and secondary pedestals.
- Honey Crisp Lane - In 2016 we installed and extended the primary 1,420 ft. to accommodate the new construction taking place.

Overhead Distribution Projects

- Leominster Road - We completed the installation of new Hendrix 3 phase primary cable from Pratts Junction Road to the Leominster line. We will complete from Pratts Junction back to Evergreen Road in 2017. We also installed 400 ft. of new secondary cable and 1/0 neutral for better system reliability and grounding.
- Shady Lane - Replaced 1000 ft. of existing copper wire with new tree wire and neutral wire and installed new transformers to improve system reliability.
- Tuttle Road - Replaced 2,500 ft. of existing copper wire with new tree wire and installed new transformers and 2,500 ft. of secondary wire to improve system reliability.
- Swett Hill Rd. - Replaced 2,700 ft. of existing copper wire with new tree wire and 1,800 ft. of new secondary cable to improve system reliability to an area that went through the woods.
- Redstone Hill Rd - Installed 2,400 ft. of new tree wire and 2,000 ft. of new secondary cable to provide improved reliability.
- Princeton Rd - Installed 1,200 ft. of new secondary cable to provide better protection and to improve reliability.

These 8 projects were performed as part of our continuing effort to upgrade our distribution system and to minimize outages and improve our system reliability. In all, we installed over 5,900 ft. of new 1/0 tree wire and removed 7,250 of old copper wire. We also installed 3,800 ft. of new secondary cable while removing open copper wire. Our appreciation to the customers in these areas for their patience while these upgrades were being performed. We trust that this work will improve our infrastructure and will provide many years of reliable service to you.

POWER SUPPLY

In an effort to diversify our power resources and stabilize purchased power costs, we buy electricity through fixed contracts and the open market. These costs reflect the generation and delivery of electricity to the Town of Sterling. There are many circumstances beyond our control that make the cost of electric energy fluctuate, such as, periods of peak power demands during extreme temperatures, unexpected plant shutdowns and spikes in fuel prices. Changing costs are triggered by a number of unpredictable events from the fluctuating fuel commodity markets to global unrest. Natural gas prices have declined in the last

few years, but we remain challenged with the uncertainty of the delivery during cold spells due to the constraints on the gas transmission lines. This leads to curtailments at the generating plants requiring them to switch to oil, a costlier alternative. Energy produced from natural gas has risen from 5% in 2000 to 53% in 2015 and is expected to continue to rise until new gas transmission pipelines can be put in place. Despite these concerns in 2015 our power costs have remained stable.

In 2017-2018 we celebrate the retirement of our Seabrook debt, but unfortunately we expect the benefits will be minimal since our transmission and capacity are rising steadily even while energy prices decline. The driver behind these costs is a capacity market in New England that does not provide the lowest possible rate to the consumers. Since our region has the second highest rates in the continental U.S. we will continue to ask our Legislators to review this market. Another area of concern is that transmission owners are receiving large returns (between 11-14%) on their 6.6 billion dollar investments in transmission line upgrades in New England. This cumulative number is expected to rise to 11 billion in 2017 putting additional upward pressure on transmission prices. The Regional Network Service (RNS) rate rose from \$605,664 in June 2011 to an expected cost of \$1,166,155 in June 2017. The SMLD along with other municipal light plants and associations continue to contest these charges in Washington with our Legislators and the Federal Energy Regulatory Commission (FERC). The outcome of these meetings resulted in the filing of various bills that brought some relief. The returns were lowered from 11.4% to 10.54, however we will continue to contest that the returns be closer to the industry average of 9.2%.

Our power portfolio is 75% carbon free. We receive hydro power specifically from Baltic Mills, Mechanicsville Hydro, Energy Stream Hydro, Methuen Falls Hydro, Public Authority State of New York Hydro (PASNY) and Centennial Falls Hydro Electric Facility. In 2016 over 24-33% of our power was received from renewable energy sources that includes the Berkshire and Princeton Wind Projects and our latest wind project Hancock Wind that went online in December of 2016. We also receive power from the Millstone III Nuclear Plant and the Seabrook Nuclear Power Plant in New Hampshire. Other sources of our power supply come from the MMWEC Stony Brook Plant, combined cycle units I & II and the Carbolon Generating Facility.

We continue to offer the following assistance programs to our Residents:

- HELPS Home Energy Audit (no cost to residents)
- Energy Star® Rebate Program
- Solar Installation Assistance
- Kill-A-Watt™ Electricity Usage Monitor
- TESCO Surge Arrester
- Customer Data/Billing Portals
- Multiple Payment Options

Other community activities/contributions sanctioned by the SMLD Light Board:

- Our Annual Open House
- Install and Pay for the Town Common Lighting
- Sterling Fair (provision of power)
- Town Street Lights - In 2016 we completed the replacement of all overhead Town street lights with new LED fixtures and in 2017 we expect to complete the conversion to LED of a few remaining underground fixtures. The SMLD continues to provide a reduced rate and full maintenance for all 489 streetlights for the Town of Sterling.
- Provide funds for annual maintenance for all town owned generators.
- Offer the Round-Up Program to our customers to benefit the Sterling Neighbor-to-Neighbor (N-2-N)

Program, since the program's inception we have collected over \$6,000 for the Neighbor to Neighbor fund because of your generous contributions.

In 2016 the Sterling Energy Committee (formed in 2014), completed a two-year program of energy efficiencies to the municipal buildings in the town of Sterling. This program was funded in part by a commitment of \$200,000 (over two years) from the SMLD Board of Commissioners and \$110,000 grant from a DOER Municipal Energy Efficiency Grant. The funds provided assistance with the LED Streetlight Change-Out-Program that was completed in 2016. The funds were also used for engineer reviews of the heating systems in the Police and Fire Stations and HVAC contractors who performed the recommended energy efficient improvements, including the upgrade/repair of the HVAC controls, outdoor sensors, programmable thermostats. We reported last year that new LED lighting has been installed throughout the DPW building in the garage, administrative areas and around the outside perimeter. In 2016 we completed the LED upgrade to the lighting in the Butterick Town Office building that included occupancy sensors. We also completed the bay areas of the Fire Station and sally ports of the Police Station with administrative offices remaining. A bid ready design of a new HVAC system for the Conant Library was completed in late 2016, as well as the installation of new LED fixtures in the first floor of the 1835 building. These energy improvements were recommended in the energy audit performed by GDS Associate's in September 2012. These audits used a level II, the American Society of Heating, Refrigeration and Air Conditioners Engineers (ASHRAE) standards.

CHANGES AT SMLD

In May 2016 Joseph Curtin was elected to a three-year term on the Light Board Commission.

Natural Gas – (Reprinted from the February 2016 Light Lines Newsletter)

Many residents have inquired about the status of the SMLD bringing natural gas into the Town of Sterling. At town meetings on December 16, 2013 and another on November 12, 2014 and in accordance with Massachusetts General Law, chapter 164, section 36, the SMLD received the support it needed to be the franchise holder of the natural gas rights in Sterling.

We submitted the certificate of votes to the Massachusetts Department of Public Utilities (DPU) to grant exclusive rights to the SMLD to provide natural gas service to the Town of Sterling. Over the next several months the DPU performed a detailed background check on previously granted franchise rights to eliminate any conflicting areas of coverage. The search revealed that on *September 20, 1929* an order for exclusive rights was granted to the Worcester Gas and Light. The *"1929" order (incorporated by the legislature to have exclusive rights for gas distribution etc. in the City of Worcester)* allows Worcester Gas and Light Company (*Worcester Gas*) through the DPU and after public notice and hearing, authorized as a gas company to carry on its business of manufacturing and selling natural gas in any town in the Commonwealth, subject to sections eighty-six to eighty-eight (*consent of the town selectmen to open streets*). This order would therefore include the town of Sterling.

From 1929 to the present (over eighty years), Worcester Gas, now called NStar, and soon to be called Eversource, took no action in providing natural gas service to the town, except for the pipeline installed in 2013 in the southern corner of Sterling. This pipeline serves one industrial customer and a few homes along that route. The SMLD has taken the position that NStar's inaction in serving the Town of Sterling has caused them to abandon their franchise rights. The SMLD has looked to further clarify this authority as the DPU website currently lists National Grid as the holder of the franchise rights for natural gas in Sterling.

During our two public presentations we demonstrated how our first phase (out of 7) of construction would allow us to provide service to 52% of our projected load that would also include our industrial customers.

This was the most cost effective route that would begin in the northern section of Sterling, bordered by National Grid, who provides natural gas to this area of Leominster. Our Goal would be to attract and provide our industrial customers with the low cost natural gas needed to maintain low operating cost and allow them the same advantage enjoyed by their competitors in other communities with natural gas.

Where we go from here begins to get a little complicated. We have reached out to our extremely supportive local representatives to acknowledge that the two positive votes taken by the town go in favor of the Sterling residents. We will also need to file a special legislation to recognize these votes and grant the SMLD franchise holder of record for natural gas in the Town of Sterling. We have served the Town of Sterling for over 100 years with reliable service and competitive rates and it is with that same commitment that we engage our legislators to give us this opportunity. We understand that there are deficiencies in the gas pipelines and limited capacity available, but other options may better serve the businesses and residents of Sterling. With Nstar to our south and National Grid to our north it may only make sense to allow the SMLD to become the franchise holder who will continue to represent the best interest of all our ratepayers. We will provide updates as we move forward with our legislation filing.

Tree trimming services continued throughout 2016. By using a competitive bid process for tree trimming the work is primarily performed by outside contractors. Additional tree trimming is also performed by the SMLD line crew that involves a 5 year rotating cycle in areas that we see an increased growth or system problem.

In 2016 the SMLD had no workers' compensation claims or lost time. This is the sixth consecutive year with no claims. This has not only lowered our workmen's compensation insurance premiums but qualified the SMLD to receive the American Public Power Safety Award. This award recognizes the Public Power Utilities across the country who achieves this milestone. Our improved safety record continues to reduce our premiums providing additional savings to our ratepayers.

Utility Scam - Be aware of utility scams that are taking place in our area. Scammers are making calls after business hours at night and throughout the weekends. They identify themselves as a "utility" and demand that a payment be made over the phone or the service will be disconnected. ***Do not make a payment to this request.*** Hang up and call our office at 978-422-8267 (Mon. - Thurs. 7:30 a.m. to 4:30 p.m. Fri 7:30 to 11:30 am) or call the Sterling Police Department at 978-422-7331. Also, if anyone stops by your home claiming to be an SMLD employee and you do not have a pre-arranged appointment, ***do not let them in.*** All SMLD employees have photo I.D.'s and will only be at your home for a scheduled appointment. Again, call our office or the Sterling Police Department if this incident should occur.

In 2016 we continued to work with the Water Department on the installation of their metering equipment. Since this project began over 1200 new meters have been installed. We also installed software for electronic readings and monitoring utilizing our new Advanced Meter Infrastructure (AMI) for their water meter readings.

In order for the SMLD to provide the best possible service to our residents and businesses it is important that we work closely with other town departments. We want to extend a sincere thank you to all the town departments and their employees for the assistance that they have provided to the SMLD throughout the year.

We thank the DPW personnel for their assistance throughout the year by providing maintenance to our vehicles and assisting us during roadway excavations.

We thank the Water Department for their contribution in lowering our peak power demand by shedding loads during peak periods. This helps to reduce our transmission costs, thus creating a savings that

benefit all ratepayers.

Congratulations to the SMLD employees on another accident free year. Once again, we were awarded the American Public Power Safety Association 2016 Safety Award of Excellence. It is quite an honor to be recognized nationally and clearly demonstrates the commitment of the SMLD employees.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Sean Hamilton".

Sean Hamilton
General Manager

Sterling Municipal Light Board Members:
Matthew Stelmach, Chairman
Brian Pierce, Clerk
Joseph Curtin, 3rd Member

STERLING OPEN SPACE IMPLEMENTATION COMMITTEE

The year 2016 was an active one for the Sterling Open Space Implementation Committee (OSIC). The Committee made changes to its board structure, wrote letters in support of grants, completed a series of five maps for trails in town and distributed them at OSIC's information tent at the town Farmer's Market, assembled and installed a trail kiosk for the use of hikers, and cleaned and maintained several trails, including *The Butterick Nature Trail* behind Town Hall. OSIC also began the scheduled review and revision of the town's current Open Space and Recreation Plan as required by the Commonwealth.

All these activities fall within the OSIC's mandate to work with town boards and related local and regional conservation or agricultural entities to implement the recommended actions in the town's Open Space and Recreation Plan addressing natural resources, recreation opportunities and management needs of the town. Details follow below.

Modifications to Board Structure and Appointment Duration - Due to an increased volume of OSIC activities, the OSIC board made a request to the Board of Selectmen (BOS), asking that the full board size be set to 7 members, and that board members be given staggered 3-year appointments, rather than one-year appointments. The request was granted by BOS through unanimous vote and was implemented as of June 30, 2016. The current board size is six members, but it is the intent to increase it in near future.

Addition to Board membership – Jeff Keay joined the OSIC board in summer, 2016. Jeff is a retired elementary school music teacher, with interest and experience in trails and trail maintenance. He also currently serves on the board of Wachusett Greenways.

Current Board Structure - Peder C Pedersen, chair; Marion Larson, vice chair; Robert Protano, secretary; James Wilkinson, treasurer; Erin MacNeal Rehrig and Jeff Keay, at large.

Letters of Support for External Grants – During 2016, OSIC wrote two letters in support of grant applications. The first application was from Sterling Conservation Commission to the DCR Trails Program. Entitled *Hall Avenue Interpretive Linkage Trail*, the grant application requested \$14,831. (Note that this grant was not awarded, but that a new grant was submitted end of January, 2017, with another OSIC support letter). 2. The second application was from George Gibbs Little League in Sterling to Little League International, for large scale field renovations at both of the Maypothor complex fields, requesting \$50,000. We have not yet learned whether the grant was awarded.

Publicity - On August 12, at the end of one of the Farmers' Markets, reporters from both *The Landmark* and *The Sterling Meetinghouse News* came to the OSIC Information Tent and interviewed several OSIC board members about the *Sterling Trails* initiative and OSIC's longer term plans. Subsequently, favorable articles about OSIC and its activities appeared in both *The Landmark* and *The Sterling Meetinghouse News*.

OSIC Activities

Maps for Sterling Trails – As a culmination of more than two years of efforts, the maps, photos and texts, in particular the text for the *Flora and Fauna* and the *History* sections, were finalized for five trail brochures. We printed 50 copies of each brochure on good quality paper. The trail brochures were mainly distributed from the OSIC Information Tent at the Farmers Market and also through Sterling's Recreation Department.

Website for Sterling Trails – The trail maps and trail information are posted at a separate website, located under *About Sterling* in the Town of Sterling's website, or by going to <http://www.sterling-ma.gov/open-space-implementation-committee/pages/sterling-trails>

OSIC Information Tent – For the second year, OSIC has set up an OSIC Information Tent at the Friday Farmers Market, staffed by volunteers from the OSIC Board. We have had a presence roughly every other Friday, through the three summer months. In addition to our trail brochures and maps of trail locations, we have also been able to distribute information about other local organizations, such as Wachusett Greenways and Sterling Land Trust. We are happy to report that we have had good traffic, relative to the number of people at the Farmers Market. Newcomers to Sterling were especially interested in talking to us. The OSIC Information Tent has also served as a recruitment opportunity for OSIC’s trail clearing crew.

Kiosk Manufacture and Installation – We have developed a sturdy, yet attractive design for the trail kiosks to be installed at several of the trail heads of Sterling Trails. In the winter of 2016, at the garage/work shop of one of our board members, we built the first two trail kiosks. In early summer, with the help of Sterling DPW, we installed the first kiosk at the trail head for *The Heywood Reservoir Trail*, located where the discontinued Hapgood Road enters Upper North Row Road. The kiosk was then painted and a large trail map added.

Trail Clean-ups – Up to summer of 2016, trail clean-ups were carried out by OSIC board members, and we held three trail clean-up events during spring and early summer. In late summer, a larger trail clean-up team was put together, currently consisting of 12 people, who can quickly be contacted via a group e-mail. We held two successful trail clean-ups in late fall and we will continue when conditions allow it in the spring.

Meeting with Massachusetts Fisheries and Wildlife Representatives – In October, OSIC Board met with by Phil Truesdell (Realty Stewardship Coordinator) and Liz Newlands (Stewardship Associate) concerning policies and restriction for trails, kiosks, and trail signage for *The Lynde Basins Trail* in the Wekepeke Watershed. It was determined that OSIC trails initiatives are not impacted by any Fisheries and Wildlife regulations or policies.

Planning update to the 2010 Open Space and Recreation Plan – Our current plan will expire at June 30, 2017, and the planning for the mandatory revisions started in 2016, with OSIC obtaining quotes from MRPC and from Amanda Amory regarding cost of help with the revisions, and from MRPC regarding cost of reproducing maps.

STERLING POLICE DEPARTMENT

**135 Leominster Rd
Sterling, MA 01564
978-422-7331
911**

**Chief of Police
Gary M. Chamberland**

I am pleased to submit the 2016 annual police report for the Sterling Police Department and dispatch center. Once again, I would like to extend my appreciation to the officers and support staff of the department for their dedication during the year. We truly appreciate the support of the citizens of Sterling. We are very fortunate we are to work in a community that supports their police department.

Personnel: The police department is comprised of thirteen officers; one chief, three sergeants, one detective, eight patrol officers and one full time administrative assistant. The dispatch center has four full-time and four- part time dispatchers. We are here around the clock, seven days a week including all holidays. We are here when you need us, always.

Having a stable workforce has numerous advantages; employees get to know the town and its residents, we can focus on advanced training rather than entry level job functions and cohesive institutional knowledge. All of our full time dispatchers and police officers (except for one) have worked in Sterling for more than ten years, many with more than twenty years.

Training: All employees are encouraged to gain as much training and experience as possible. We place a high emphasis on training. It would be a long list to name all the training programs that officers and the support staff have taken throughout the year. Here is a list of just some of those.

Officer Ferguson is currently attending a forensic investigations school. This is a two semester class held at the University of Rhode Island. Upon graduation, Officer Ferguson will be a certified forensic investigator.

Sergeant Gaudette completed the FBI's Law Enforcement Executive Development Seminar.

Officers Fugere and Plouffe completed firearms trainer class and will serve as the departments firearms instructors.

Officer Mucci completed training on health and fitness and serves as the department's health and wellness officer.

Below is a partial list of some of the classes attended by personnel above the mandated annual training requirements.

Android Security Precautions	Powerphone recertification	Less than lethal force
Dispatch Response to Mental Illness	Ethics training	Suspect identification
Community Collaborations	Responding to gas pipe line incidents	Emergency Med Disp
Juvenile Law	Matron Training	Dispatch Supervisor
ALICE Training	Evidence room procedures	Public Records

Operations:

A. Equipment

Two vehicles were replaced in our fleet. One was the patrol supervisor's vehicle; the other was an unmarked detective unit. Both were replaced with Ford SUV's.

Camera equipment for crime scene processing was updated.

Driveway at the police station was sealed.

Computer server was replaced.

Floors in the PD waxed sealed

New phone system installed.

Cell block and cells equipped with phones for prisoners.

B. Community Interaction

We enjoy interacting with the community outside of our "enforcement" role. We have a number of annual events we participate in. Every year we collect hundreds of toys during the annual Toys for Tots drive. We participate in the towns two annual parades. We assist with the Spooky walk in October and look forward to the Little League opening day parade in spring.

In September, all officers from Sterling are working additional hours at the Sterling Fair. With thousands of vehicles and visitors attending, we bring in officers from surrounding towns to help us manage traffic and the crowd to ensure everyone has a safe fair.

To ensure safety at the schools we have assigned an officer to serve as a liaison officer. Detective David Johnson has served in this capacity for a number of years. Although he is not assigned there full time, he does interact frequently with the students in staff. Additionally, officers are assigned school patrol activities on a daily basis. We conduct periodic lock down drills and shelter in place drills during each school year. The police chief meets monthly with the school superintendent and discusses safety issues and planning.

A few of the services that we provide and that residents take advantage of are the kiosks we house in our lobby. Residents can discard used needles or unwanted prescription medication. Vacation notices; when residents go away they can submit a form to the police department notifying us that the home is vacant, who has access and emergency contact information.

The police department issues firearms licenses for town residents. This year we processed 186 licenses. We also serve as the permitting authority for peddlers licenses in town, we issued 24 this year.

The First Church of Sterling held a forum entitled "Policing in Sterling". The event was well attended and allowed for us to interact with the residents and answer many questions.

This year, the nation saw an increase in opioid abuse. Sterling was not immune from this epidemic. The police participated in a forum held at Wachusett High School in an attempt to make parents and the public aware and how to recognize abuse.

C. General Police Business

In 2016 we received 6732 calls for service, 837 of those were emergency 911 calls, 392 were burglar alarm calls. The dispatch center also answers calls for service for other town departments. We processed 55 DPW calls and 93 calls for the Sterling Municipal Light Department were processed (not counting widespread power outage calls.)

We responded to 175 motor vehicle crashes. Twenty-eight of those crashes occurred on Leominster Rd. and sixteen at the intersection of Chocksett Rd. This stretch of road historically has the most crashes in town.

Leominster Rd from the police station, north to the off ramps of 190 is scheduled for a major change starting in the spring of 2017. Two roundabouts will be installed. It has been touted by Mass State Department of Transportation as the most significant way to reduce crashes, reduce wait time and reduce speed there-by reducing injury in crashes. I sincerely hope that I can report a significant reduction in crashes in the future.

There were 52 individuals taken into custody during the year, an increase of 3 from 2015.

On behalf of the men and women of the Sterling Police Department, I thank you for your continued support. I wish you a happy and healthy 2017.

Respectfully submitted,

Gary M. Chamberland
Chief of Police

VETERANS' SERVICES

The Veterans Services Office is managed and staffed by the Leominster Veterans Services Department. A District was formed with Leominster, Lancaster and Sterling. The Sterling Veterans' Office is located in the New Senior Center at 36 Muddy Pond Road. Office hours are Held by the Director on Friday's from 8:00 am to 12:00 pm, and by the clerk on Mondays from 9:30 am to 1:30 pm.

This office advises clients as to the availability of state and federal services and benefits to which they may be entitled. This office is the gateway for Massachusetts Department of Veterans Services' and Federal Veterans Affairs' benefits in order to provide financial assistance to all needy, eligible veterans, surviving spouses and their dependents.

The office administers the State of Massachusetts Chapter 115 veteran's benefits program in addition to assisting with all Federal Veterans benefits. We assist Veterans filing a claim for VA Disability, signing up for VA Health care, replacing lost/missing DD 214's (Military discharge papers).

Mission

- Assist eligible veterans in applying for state wartime bonuses and annuities.
- Guide and assist veterans with disability claims to the Department of Veterans Affairs.
- Administer Massachusetts General Law Chapter 115 financial assistance and emergency financial aid to eligible veterans, dependents and widows.
- Provide veterans access and referral to education, training and employment services.
- Help veterans with service record concerns.
- Provide direct service to veterans by answering questions and recommending resources.
- Counsel veterans and provide referrals to other professional services as necessary. Additionally, Veteran Services will facilitate a veteran mutual support group.
- Assist with verifying a Veterans Service (DD 214)
- Assist disabled Veterans in obtaining property tax exemptions

All Veterans and widows are encouraged to contact the office to see if you may qualify for benefits based on your honorable service. It serves all those who have given service to their country in war and peacetime and borne the burden of military duty.

Respectfully,

Richard Voutour
rvoutour@leominster-ma.gov

Leominster: 978 534 7538
Sterling: 978 422 - 3032
Lancaster: 978 706 1754

WACHUSETT GREENWAYS ANNUAL REPORT 2016

Trail Connections

Wachusett Greenways is grateful to the community for another strong year of serving together. The Mass Central Rail Trail (MCRT) continues to draw visitors from the neighborhood and far beyond. If you haven't discovered the MCRT come find your rail trail! Visit any section between Sterling and Barre. Walk, bicycle, snow shoe or cross country ski. The MCRT is a place to meet your neighbors. Bring a stroller or a wheel chair. Now our neighbors to the east and west are building more of the MCRT to connect this cross-state trail along the 104 mile corridor between Northampton and Boston. Wachusett Greenways (WG) has served central Massachusetts for 22 years. WG has completed nearly 20 miles of the planned central 30 miles of the MCRT. WG also built and maintains the four mile Trout Brook/White Oak Trail in Holden which connects the lands of Holden Trout Brook Reservation, MA Division of Fisheries and Wildlife, White Oak Land Conservation Society and the Grant and Dresser families.

Hold that Date

On Saturday, September 30, 2017 at 10 a.m. we'll celebrate the 20 year anniversary of completing the first Wachusett Greenways section of the Mass Central Rail Trail. Join us at the West Boylston entrance of the trail off Route 140. Let's thank each other and enjoy our trail together. The Springdale Mill Celebration on the MCRT in Holden will follow from 11 a.m. to 2 p.m.

Special Thanks 22 Years

Our partners, the Massachusetts Department of Conservation and Recreation (DCR), Wachusett Towns of Barre, Holden, Paxton, Princeton, Rutland, Sterling, Oakham and West Boylston, as well as the Massachusetts Division of Fisheries and Wildlife, Mass Office of Travel and Tourism, each legislator, many local foundations and businesses, and each member, donor and volunteer with Wachusett Greenways share the vision for a cross-Commonwealth Mass Central Rail Trail. Together we are completing and sustaining this treasured trail created from the amazing structure of the Mass Central Railroad chartered by our legislature and constructed in stages between 1868 and 1883.

Strong Support

Greenways grew to nearly 900 donors in 2016 including 95 new members. 470 generous donors contributed to Wachusett Greenways' MCRT Construction Fund. Since 1997 a total of nearly 3000 friends have contributed to WG. More than 200 volunteers of all ages helped this year.

In preparation for FY 18, Wachusett Greenways met with every Board of Selectmen in the eight towns of this trails region: Barre, Holden, Paxton, Princeton, Oakham, Rutland, Sterling and West Boylston. WG expressed gratitude to each Town for their support for WG and the MCRT and asked each town to budget a contribution to assist WG with operating expenses including portable restrooms and MCRT maintenance. Every Board of Selectmen was unanimous in favor of providing modest financial support, and several members spoke of the high value of the MCRT for the members of their communities.

Trail Stewardship

WG and Partners continued to steward the MCRT. Several trail improvements helped sustain the trail. The DCR oversaw paving of the River St. parking area. The Rutland DPW provided repaving of the Charnock Hill Road above the Charnock Tunnel. West Boylston DPW repaired a drainage issue which threatened to undermine the trail, The West Boylston Light Department removed overhanging dead branches of several large stately trees along the trail. WG trail volunteers removed hundreds of dead trees overhanging the trail in Oakham, Rutland, Holden, West Boylston and Sterling to improve safety.

In regular annual maintenance, several Wachusett Towns and the DCR helped with mowing, plowing and machine maintenance. WG volunteers served as patrollers and with trail clearing and mowing. Student

teams from Bancroft middle-school and WPI Alpha Phi Omega coed service fraternity brought fresh energy for trail clearing and cleaning ditches. Wachusett Greenways continues to steward the Trout Brook/White Oak Trail.

Trail users appreciate portable restrooms, a service which is also beneficial for the watershed. WG has expanded portable restrooms year round to: Sterling at the cider mill entrance, West Boylston at the Thomas Street entrance where there are two units which will be serviced twice a week during summer and autumn, Holden at River Street and Oakham at Coldbrook Road. The DCR provides portable restrooms at Gates Road in Sterling and at the MCRT/Midstate trail parking on Route 122 in Rutland.

Greenways installed beautiful new engraved granite benches in Oakham, Rutland, Holden and Sterling, and more are planned for 2017. WG intends to install new MCRT signage and bulletin boards for 2017.

WG is planning MCRT restorations and improvements in Rutland and Oakham with DCR Recreational Trails grants and WG matching funds in 2017. WG has applied for a 2018 DCR Recreational Trails Grant funding for major restorations of the Wachusett Street, Rutland trail section and for repair of the Sterling West Washacum bridge.

Mass Central Rail Trail Connection Plans

Preparation is underway to complete the MCRT connection along the Route 140/Beaman St. causeway in West Boylston. The DCR Recreational Trails Program and DCR Partnership Matching Programs have awarded grants to initiate the project.

Wachusett Greenways is providing matching funds for grants for design and engineering. Wachusett Greenways is also providing the match for the first phase of construction of the connection from the West Boylston, Thomas Street parking lot through the Route 140 crossing.

Reaching Out

Greenways held several hospitality days and trail counts on the rail trail. WG also welcomed visitors at Holden Days and UMass Med School's Earthday Celebration.

Greenways shared experience with others working on rail trails around the Commonwealth.

Welcome Center and Vegetable Gardens

Not quite open, but WG made significant progress in 2016! A volunteer constructed a beautiful new concrete ramp in front of the future welcome center at 21 Miles Road, Rutland. WG will install railings early in 2017. Greenways harvested the first crop of delicious, fresh vegetables from four raised bed gardens. WG looks forward to sharing veggies with trail visitors and volunteers in the next season. Landscaper Doug Hagman continued to donate mowing and leaf removal. WG is grateful for good neighbors Everett Reynolds and Lynda Lambert, Seth Stidsen and Dave Camarra who continue to help out with plowing and more. Wachusett Greenways also thanks Sentry Oil for continued support.

Outdoor Events

WG provided opportunities to meet new friends and try out new open spaces year round with free walks, bicycling and other outdoor adventure. New leaders and trail event suggestions are always welcome.

WG welcomes volunteers, members and supporters!

Sign up at www.wachusettgreenways.org to help. New members receive the *Wachusett Greenways* guide which includes a map for the regions' trails and greenways. WG volunteers are amazing!! Please thank them...and join them .

Wachusett Greenways, P.O. Box 121, Holden 01520.

Wachusett Greenways Board of Directors:

Colleen Abrams, Chair
Michael Peckar, Secretary

David Fitzpatrick, Treasurer (moved July 2016)

Christy Barnes
Stephen Chanis

Jeffrey Keay
Troy Milliken, Treasurer



WACHUSETT WATERSHED REGIONAL RECYCLE CENTER

WACHUSETT EARTHDAY, INC

2016 proved a continued and growing reliance on the services provided at the Regional Recycle Center. Located at 131 Raymond Huntington Highway in West Boylston, the Recycle Center is a partnership of the seven Wachusett Watershed towns (Boylston, Holden, Paxton, Princeton, Rutland, Sterling and West Boylston), the MA Department of Conservation & Recreation (DCR), and Wachusett Earthday, Inc., with support from the MA Department of Environmental Protection.

Wachusett Earthday, Inc, the non-profit organization staffed by an all-volunteer group, operates the Wachusett Watershed Regional Recycling Center for the collection and disposal of household goods and items for reuse, bulk waste and recycling, and the proper disposition of hazardous household products. The Center operates on a year-round basis on Monday from 5-7PM, Tuesday from 9-11AM, Wednesday from 2:30-4:30PM and every third Saturday of each month from 8-11AM. Please see the website: www.wachusettearthday.org and/or Town websites for updates, announcements and weather closings.

During FY2016, 158 collections were held: four regular collections of Hazardous Household Products (HHP) were augmented by two HHP-only collections in May and October; three regular free shredding days were augmented by an additional free shredding day in July. The actual number of cars visiting the site over the course of the year increased 44%, from 17,735 in FY2015 to 25,512 in FY2016.

This fiscal year, more than 12,160 gallons of Hazardous Household Products (chemicals, paints, fertilizers etc) were responsibly disposed of. Other items collected and properly disposed of included: 117 tons of appliances and metals, 1,190 tires, 724 propane cylinders, 62 fire extinguishers, 130 tons of paper, corrugated cardboard, plastic & mixed recycling, 446 tons of project debris & furniture, over 2 tons of fluorescents, more than 2 tons of alkaline batteries, nearly 3 tons of rechargeable & lead acid batteries, thousands of pieces of electronic equipment including over 3,600 computer monitors & TVs, and over 3 tons of clothing. The Boy & Girl Scouts continued to assist with the collection of returnable cans and bottles. Additionally, Wachusett Earthday initiated a mattress recycling program that, between March and June 30, has kept 239 mattresses out of landfills +/- incinerators. Site improvements included redirection of traffic flow for increased safety, relocation of the tire and propane tank depots, as well as plans for additional paving along the building; additional improvements are planned for the next year as funds permit.

The Recycle Center is staffed by 15 to 20 people during every two hour shift; between 4 and 10 volunteers put in an extra 4 hours every Friday afternoon, when the site is open for organization and restocking. Many additional behind-the-scenes hours, comprised of administrative, research and organizational work, are completed off-site. Between 50 and 75 volunteers regularly donate their time to the Regional Recycle Center as well as additional time donated by various Scout Troops, the WPI Alpha Phi Omega service organization, the Sheriff's Community Service Program and an enthusiastic contingent from the Bancroft School. Earthday volunteers staffed booths and tents at the Sterling Fair and Holden Days, offering free items and educational information on reuse and recycling.

In the past year, WEI continued the expansion of outreach programs into the seven watershed towns and the greater Worcester County Community. The Salvation Army, the Worcester Free Store, several local animal shelters, Habitat for Humanity/ReStore. Toys for Tots, the Lions Club, Veterans Inc, the Department of Children & Families and the Montachusett Veteran's Outreach Center are among the partnerships proving fruitful.

For 2017, six Hazardous Household Products (Chemicals, Paints, Pesticides etc) collections are planned from 8 AM to noon.

- Four HHP collections will be on the third Saturdays (April 15, June 17, September 16, November 18), and will also include bulk waste, recycling and reuse.
- Chemicals, Paints, Pesticides, etc **ONLY** will be collected on May 6 & October 7. The remainder of the site will be CLOSED on those two Saturdays.

Free document shredding will be held on March 18, May 20 and October 21 from 8 to 11 AM.

Holiday closings in 2017 will be on July 4, November 22 & 23 and December 26.

For 2017, the Center will close on Monday evenings during the months of January, February and December but will be open instead on the first Saturdays of those months (1/7/17, 2/4/17, and 12/2/17). Evening hours will resume on **Thursdays**, March 2 from 5–7PM.

The Wachusett Watershed Regional Recycle Center Town Representative Team includes designated representatives of the seven Wachusett Towns, the MA Department of Conservation & Recreation and Wachusett Earthday, Inc. The Team meets periodically to review operations. The board of directors of Wachusett Earthday, Inc, meets monthly to manage operations.

2016 Members of the Wachusett Watershed Regional Recycle Center Town Representatives:

Boylston – Martin McNamara	Rutland – Sheila Dibb
Paxton – Carol Riches	Princeton – Arthur Allen
Sterling – William Tuttle/Mike Szoslek/Kama Jayne	
West Boylston – Anita Scheipers/Mike Kittredge/Nancy Lucier	
Holden – Jacqui Kelley/Robin Farrington/Pam Harding	

Wachusett Earthday – Helen Townsend
MA Department of Conservation & Recreation – John Scannell

2016 Board of Directors, Wachusett Earthday Inc:

Norma Chanis, George Dvorak, Tim Harrington, Eric Johansen, Mark Koslowske, Patt Popple, Vanya Seiss, Helen Townsend and Robert Troy.

Retired in 2016: Colleen Abrams, Anna Perkins, Ben Ribeiro

It is with sadness that we noted the passing of C. Mary McLoughlin, Director Emerita in June of 2016.

ZONING BOARD OF APPEALS

Overview of 2016

In 2016, the Zoning Board of Appeals received 10 new cases.

The Board received the following:

- 4 Variances (3 granted, 1 withdrew without prejudice)
- 5 Special Permits (5 granted)
- 1 Special Permit Amended (1 granted)

**SPECIAL AND ANNUAL
TOWN MEETING MINUTES**

Monday, May 2, 2016

Approved by Attorney General Aug 1, 2016
Uploaded to the website on Aug 18, 2016

A true copy

Attest: _____

Dawn E. Michanowicz, Town Clerk

TOWN OF STERLING
Special Town Meeting
May 2, 2016

At 6:30pm on Monday, May 2, 2016, the Town Moderator, Amrith Kumar, opened the Special Town Meeting held in the Chocksett School on 40 Boutelle Road in said Town of Sterling. There was a quorum present; 153 voters attended the meeting.

Town Moderator Kumar mentioned those who have recently passed and have served the Town in various capacities, to include:

- John R. Woodsmall, Fire Chief of Sterling; served more than 33 years as a Firefighter, Lieutenant, Captain, Deputy Chief and then appointed as Sterling's first full-time Fire Chief in the mid 1980's.
- Rosemarie (Santos) MacPherson, artist for the Town Reports from 1970-2013; the artist of the oil painting of the Sterling Fair which hangs in the Selectmen's Room of the Butterick building.
- Karen Chick, Town Accountant from 2011-2014
- Clyde Palmer, Historical Commission
- Jean Pickering, Teacher
- William Tuttle (senior), served on various Boards/Committees many years
- Anita Benware, Council on Aging
- Helen Wessels, Police Dispatcher
- Muriel Senter, Election Officer (pollworker) for 29 years

The Moderator requested a moment of silence to honor them as well as those who have served in the Armed Forces and passed away within this year.

All non-voters or non-residents of the Town were asked to stand, to be recognized by the Moderator:

Fred Aponte, Town Accountant
Anne Cervantes, Town Treasurer/Collector
Sarah Culgin, Building Commissioner
Kristen Dietel, Recreation Director
Sean Hamilton, General Manager of Sterling Municipal Light Department
Matthew Marro, Conservation Administrator
Darryll McCall, Superintendent of Wachusett Regional School District
Dawn Michanowicz, Town Clerk
Michelle Randazzo, Esq. Town Counsel, Kopelman and Paige
Tom Rutherford, Facilities Manager
Christine Smith, Holden Landmark
Jeanne Survell, Assistant Town Clerk
Michael Szlosek, Town Administrator

The following tellers were appointed by the Moderator and sworn in by the Town Clerk:

Scott Michalak, 12 Ashton Lane	Terri Heinold, 8 Pratts Junction
Karen LeClerc, 3 Samuels Lane	Gloria Rugg, 14 Bird Street
Linda Woodland, 4 Deborah Lane	

TOWN OF STERLING
Special Town Meeting
May 2, 2016

Moderator, Amrith Kumar, noted the receipt of the posting of the Warrant for the Special Town Meeting by Constable, Michael Pineo.

MOTION MADE TO WAIVE THE READING OF THE WARRANT

MOTION PASSED AS DECLARED BY THE MODERATOR

There was a quorum present; 153 voters attended the meeting. The following 10 articles were voted in a legal manner.

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.

MOTION MADE to transfer \$50,000 from Free Cash to the Capital Investment Fund, as allowed by the bylaws of Sterling.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

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, [MGL Ch40:5B] 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.

MOTION MADE to transfer \$164,756 from Free Cash to the Stabilization Fund in accordance with the provisions of MGL Ch40:5B.

MOTION PASSED BY 2/3 VOTE AS DECLARED BY THE MODERATOR

TOWN OF STERLING
Special Town Meeting
May 2, 2016

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.

MOTION MADE to pass over: no deficit currently exists.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

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.

REQUIRES 2/3 VOTE

MOTION MADE that the Town vote to transfer from Certified Free cash the sum \$86,394.42, 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 shall be added to Account#01220-51200, Fire Wages, and \$25,434.76 shall be added to Account #01231-51200, Ambulance Wages.

MOTION PASSED BY 2/3 VOTE AS DECLARED BY THE MODERATOR

TOWN OF STERLING
Special Town Meeting
May 2, 2016

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.

REQUIRES 2/3 VOTE

MOTION MADE that the Town vote to transfer the sum of \$6,235.00 from Certified Free Cash 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..

MOTION PASSED BY 2/3 VOTE AS DECLARED BY THE MODERATOR

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.

MOTION MADE that the Town 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.

MOTION PASSED BY 2/3 VOTE AS DECLARED BY THE MODERATOR

TOWN OF STERLING
Special Town Meeting
May 2, 2016

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.

MOTION MADE that the Town vote to transfer from the Water Enterprise Retained Earnings, the sum of \$138,00 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.

MOTION PASSED BY 2/3 VOTE AS DECLARED BY THE MODERATOR

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.

MOTION MADE that the Town 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

TOWN OF STERLING
Special Town Meeting
May 2, 2016

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.

AMENDMENT: made that the Town vote to transfer the sum of \$111,150 into the Stabilization Fund.

AMENDMENT FAILED AS DECLARED BY THE MODERATOR.

More than 7 people stood to ask for a hand count.

AMENDMENT RE-VOTED: that the Town vote to transfer the sum of \$111,150 into the Stabilization Fund. Counted as follows: YES: 74 NO: 38

AMENDMENT CARRIES AS DECLARED BY THE MODERATOR

MOTION PASSED WITH AMENDMENT BY 2/3 VOTE AS DECLARED BY THE MODERATOR

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.

REQUIRES 9/10 VOTE

MOTION MADE that the Town vote to transfer from Certified Free Cash the sum of \$875 to pay an outstanding invoice from Eagle Elevator for service at the Library in the amount of \$875.00. The service was performed on 4/4/2015, but the invoice was not generated until 07/18/2015.

MOTION PASSED BY 9/10 VOTE AS DECLARED BY THE MODERATOR

ARTICLE 10. Transfers within FY 16 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.

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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.

MOTION MADE: to pass over; no transfers are necessary at this time.

MOTION PASSED UNANIMOUSLY AS DECLARED BY THE MODERATOR

TOWN OF STERLING
Annual Town Meeting
May 2, 2016

At 7:00pm on Monday, May 2, 2016, the Town Moderator, Amrith Kumar, opened the Annual Town Meeting held in the Chocksett School on 40 Boutelle Road in said Town of Sterling. There was a quorum present; 153 voters attended the meeting.

Moderator Kumar noted the receipt of the posting of the Warrant for the Annual Town Meeting by Constable, Mike Pineo.

MOTION MADE AND PASSED TO WAIVE THE READING OF THE WARRANT

ARTICLE 1. FY17 Town Operating Budget [for details see p.33]

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.

MOTION MADE that the Town vote to raise and appropriate the sum of \$10,491,514 and to further appropriate, from the Ambulance Receipts Account, the sum of \$340,000, and to further appropriate, from the Cemetery Perpetual Care Account, the sum of \$5,000, 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.

First AMENDMENT: move to amend the Building Inspector salary from \$58,815 to \$39,733.

First AMENDMENT PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

More than 7 people rose for re-consideration of the Amendment.

MOTION TO RE-CONSIDER THE AMENDMENT CARRIES AS DECLARED BY THE MODERATOR

Second AMENDMENT RE-CONSIDERED: to amend the Building Inspector salary from \$58,815 to \$39,733.

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Second Amendment DEFEATED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

Third AMENDMENT: to transfer \$7,000 from Senior Center Operations Budget to the Department of Public Works' Expense Account.

Third Amendment: PASSED AS DECLARED BY THE MODERATOR

MOTION MADE WITH THE THIRD AMENDMENT: PASSED AS DECLARED BY THE MODERATOR

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, 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: The article fixes the salaries and compensation for all elected officials, except the Sterling Municipal Light Board, as presented in the general budget.

MOTION MADE that the Town vote to fix the salaries and compensation of all elected officers of the Town as provided by Section 108 of Chapter 41 [MGL Ch 41:108] of the General Laws, as amended, and as presented in Article 1 of the Warrant.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

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.

MOTION MADE that the Town 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.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

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ARTICLE 4. Reserve Fund for FY1

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.

MOTION MADE to move that the Town vote to raise and appropriate the sum of \$100,000 for the Reserve Fund for Fiscal Year 2017 [in accordance with the provisions of MGL Ch40:6] as amended.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

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

To see if the Town will vote to raise and appropriate the sum of \$9,045,096, 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).

MOTION MADE to move that the Town vote to raise and appropriate the sum of \$9,045,906, 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 [in accordance with the provisions of MGL Ch71:16B] of the General Laws, 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.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

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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

MOTION MADE to raise and appropriate the sum of \$1,855,657 above the net minimum contribution for the Wachusett Regional School District, as Sterling's share of the WRSD annual budget.

AMENDMENT MADE to include the phrase "providing said budget doesn't exceed \$87,566,797 for Fiscal Year 2017".

AMENDMENT PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

MOTION WITH AMENDMENT: to raise and appropriate the sum of \$1,855,657 above the net minimum contribution for the Wachusett Regional School District, providing said budget doesn't exceed \$87,566,797 for Fiscal Year 2017, as Sterling's share of the WRSD annual budget.

MOTION: PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

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 School Committee

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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.

REQUIRES 2/3 VOTE

MOTION MADE that the Town vote to raise and appropriate the sum of \$776,750 in accordance with Section 16B of Chapter 71 [in accordance with MGL Ch71:16B] of the General Laws, as amended, and Section #4C and # 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, 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.

MOTION PASSED BY 2/3 VOTE AS DECLARED BY THE MODERATOR

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	<u>Police Depart.</u>	<u>\$38,000</u>
	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:

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- 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

MOTION MADE that the Town vote to transfer from available funds the sum of \$414,249, to be used to fund the Fiscal Year 2017 Capital Plan for the Town of Sterling, as recommended by the Finance Committee and printed in the warrant. I further move that the following specific transfers be made:

- To fund the DPW Street Sweeper, \$215,000 to be transferred from Certified Free Cash.
- To fund the DPW Backhoe, \$20,000 to be transferred from the Water Enterprise Fund and \$45,000 from Certified Free Cash.
- To fund the Fire Station Roof Repairs \$91,999 to be transferred from Certified Free Cash.
- To fund the Fire Department Air Compressor Grant Match \$3,875 to be transferred from Article 18 of the May 4, 2015 ATM and \$375 from Certified Free Cash.
- To fund the replacement Detective Car \$38,000 to be transferred from Certified Free Cash.

MOTION PASSED AS DECLARED BY THE MODERATOR

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 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.

MOTION MADE that the Town 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.

MOTION PASSED AS DECLARED BY THE MODERATOR

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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 53F1/2 [MGL Ch 53F1/2], 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
<u>Reserve Fund</u>	<u>\$40,000</u>	<u>from Retained Earnings</u>
Total Apropr.	\$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.

MOTION MADE that the Town vote to appropriate the sum of \$934,757 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 53F1/2 [MGL Ch 53F1/2] and as printed in the warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

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 B1/2[MGL Ch6:172 B1/2]. 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

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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 bylaw, 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 172 B1/2. [MGL Ch6:172 B½] 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 bylaw.

Section 2: Criminal History Check Authorization

The Police Department shall, as authorized by Massachusetts General Laws Chapter 6, Section 172 B 1/2, [MGL Ch6: 172B ½] 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 (10) 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

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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.

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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 check 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 on hundred dollars (\$100) for each fingerprinting and criminal history check. A portion of the fee, as specified in Massachusetts General Laws Chapter 6, Section 172 B ½,[MGL Ch6:17B ½] 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 [MGL Ch40:32] have been met.

MOTION MADE that the Town 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 B 1/2,[MGL Ch6:17 B ½] to 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, and to adopt appropriate policies and procedures to effectuate the purpose of this by-law. The text of this bylaw shall read as printed in the warrant. [see text above]

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

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

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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.

MOTION MADE that the Town vote to accept Chapter 90 funds in the amount of \$416,765 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.

MOTION PASSED AS DECLARED BY THE MODERATOR

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 on 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)

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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 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

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	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

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**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 Inspector	\$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

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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)		
V	Senior Water Technician (DPW)	
	COA Director	
	HR Administrator	
	Town Clerk	
	Town Accountant	
	Town Treasurer/Collector	
	Asst Supt (DPW)	
	Town Planner	
	Recreation Director	
Health Agent		
VI	Building Commissioner	
	DPW Superintendent	

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**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

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**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

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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.

MOTION MADE that 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 and adding amended matrices as printed in the warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

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: This 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.

MOTION MADE that the Town will vote to transfer from certified free cash, the sum of \$9,000, 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.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

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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.

MOTION MADE that the Town 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 as printed in the warrant. [see text above]

MOTION PASSED AS DECLARED BY THE MODERATOR

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.

MOTION MADE that 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].

MOTION PASSED AS DECLARED BY THE MODERATOR

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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.

MOTION MADE that 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.

MOTION PASSED AS DECLARED BY THE MODERATOR

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.

MOTION MADE that 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.

MOTION PASSED AS DECLARED BY THE MODERATOR

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.

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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. [Actuarial firms purpose is to forecast health care costs, retirement and life expectancy. Last study was completed July 2012.]

MOTION MADE that the Town will vote to raise and appropriate the sum of \$4,150, and to transfer the entire remaining balance of \$1,350 from account 01999-58002, Article 30 of the May 3, 2014 Annual Town Meeting, OPEB Actuarial Expense, for a total sum of \$5,500 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 sums to be expended by the Board of Selectmen.

MOTION PASSED AS DECLARED BY THE MODERATOR

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 44:53E1/2] 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	

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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.

MOTION MADE that the Town vote to re-authorize revolving funds for certain town departments under Massachusetts General Laws Chapter 44, Section 53E1/2 [MGL Ch 44:53E 1/2] for the fiscal year beginning July 1, 2016 as printed in the warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

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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 recommend by the Government Accounting Standards Board.

MOTION MADE that the Town vote to transfer from Certified Free Cash the sum of \$100,000, to fund the Other Post Employment Benefits Trust Fund, as recommended under GASB 45.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

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 pay 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.

MOTION MADE that the Town vote to raise and appropriate the sum of \$1,300 to be used to pay the expenses, including but not limited to pay 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.

MOTION PASSED AS DECLARED BY THE MODERATOR

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.

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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.

MOTION MADE that the Town vote to raise and appropriate the sum of \$1,300, 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.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

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.

REQUIRES 2/3 VOTE

MOTION MADE that the Town will vote to transfer the sum of \$111,150 from the Stabilization Fund, to stabilize the tax rate.

MOTION PASSED BY 2/3 VOTE AS DECLARED BY THE MODERATOR

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 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:

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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.

MOTION MADE that 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 as printed in the Warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

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 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

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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.

MOTION MADE that 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 as printed in the Warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

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.

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Summary: This Article corrects a syntax error in the WRSD Regional agreement.
MOTION MADE that 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 as printed in the warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

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 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 1st**

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.

MOTION MADE that the Town will vote to amend the Wachusett Regional School District Agreement, by making edits to Sections 5 said Agreement altering the schedule for payment of assessments, as printed in the warrant.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

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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 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 acquisition 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 acquisition 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.

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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.

MOTION MADE that 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 as printed in the warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 29. Amend WRSD Regional Agreement Section 14.0

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 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.

MOTION MADE that the Town will vote to amend the Wachusett Regional School District Agreement, by extending the period for review in Sections 14.1 of said Agreement as printed in the warrant.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

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ARTICLE 30. Amend WRSD Regional Agreement Section 16.0

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 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

MOTION MADE that the Town will vote to amend the Wachusett Regional School District Agreement, by making technical, grammatical and/or clarifying edits to Sections 16 of said Agreement as printed in the warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

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 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

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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.

MOTION MADE that the Town will vote to amend the Wachusett Regional School District Agreement decreasing the lease term in Sections 17.1 of said Agreement, as printed in the warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

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 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.

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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.

MOTION MADE that the Town will vote to amend the Wachusett Regional School District Agreement, by making technical, grammatical and/or clarifying edits to Sections 19.1 of said Agreement as printed in the Warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

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.

At 9:33pm motion made and passed to adjourn to Monday, May 9, 2016 for the purpose of conducting the Annual Town Election and to otherwise dissolve the Annual Town Meeting.

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FY17 PROPOSED GENERAL FUND BUDGET

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%

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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%

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<i>Acct. Number</i>	<i>Description</i>	<i>2015 Actual</i>	<i>2016 Revis.</i>	<i>2017 Request</i>	<i>\$ Incr.</i>	<i>% Incr.</i>
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%
	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%

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Acct. Number	Description	2015 Actual	2016 Revis.	2017 Request	\$ Incr.	% Incr.
	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%
	Department Total	45,225.11	29,240.00	29,705.00	465.00	1.6%

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Acct. Number	Description	2015 Actual	2016 Revis.	2017 Request	\$ Incr.	% Incr.
	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%

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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%

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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%

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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%

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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	\$319,420.00	\$7,000.00	2.2%
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	365,612.00	38,192.00	11.7%
	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%

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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	\$1050.00	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	\$31,000.00	\$12,000.00	Full Year
	Department Total	140,628.21	176,237.00	191,100.00	14,863.00	8.4%

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Annual Town Meeting
May 2, 2016**

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%
	Department Total	69,916.33	87,969.00	94,146.00	6,177.00	7.0%

**Town of Sterling
Annual Town Meeting
May 2, 2016**

Acct. Number	Description	2015 Actual	2016 Revis.	2017 Request	\$ Incr.	% Incr.
	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%

**Town of Sterling
Annual Town Meeting
May 2, 2016**

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%

Town of Sterling
Incorporated in 1781

OFFICERS OF THE UNITED STATES OF AMERICA

PresidentDonald J. Trump
Vice PresidentMichael R. Pence

U.S. Senators in Congress - Elizabeth A. Warren202-224-4543
- Edward J. Markey202-224-2742

U.S. Representative in Congress, 2nd District - James P. McGovern202-225-6101
Leominster Office: 978-466-3552

STATE OFFICIALS

Governor – Charles D. BakerGovernor’s Office: 617-725-4005
Lieutenant Governor – Karyn E. Polito.Governor’s Office: 617-725-4005
Secretary of the Commonwealth -- William Francis Galvin1-800-392-6090
Attorney General – Maura Healy617-727-2200
Treasurer – Deborah B. Goldberg617-367-6900
Auditor -- Suzanne M. Bump617-727-2075
State Senator -- Jennifer L. Flanagan617-722-1230; District Office: 978-534-3388
State Representative, Precinct 1 -- Kimberly N. Ferguson, 1st Worcester District617-722-2263
State Representative, Precinct 2 -- Harold P. Naughton, 12th Worcester District617-722-2230

COUNTY AND DISTRICT OFFICIALS

District Attorney – Middle District -- Joseph D. Early, Jr.508-755-8601
Sheriff – Worcester County -- Lewis G. Evangelidis508-854-1800
Register of Deeds – Worcester District -- Anthony J. Vigliotti508-798-7717
Register of Probate – Worcester County – Stephanie Fattman508-831-2200

Links to all the above officials may be found on the Town’s website.

TOWN INFORMATION

www.sterling-ma.gov

Main phone number at the **Butterick Municipal Building -- 978-422-8111**

Assessors _____	ext. 2313	Planning _____	ext. 2320
Board of Health _____	ext. 2305	Recreation _____	978-422-3041
Board of Selectmen _____	ext. 2316	Town Administrator _____	ext. 2315
Building/Inspections _____	ext. 2301	Town Clerk _____	ext. 2307
Council on Aging _____	978-422-3032	Treasurer _____	ext. 2311
DPW and Water Dept _____	978-422-6767	Collector _____	ext. 2310
Municipal Light Dept. _____	978-422-8267	Zoning Board _____	ext. 2317

Annual Town Meeting is voted by the Board of Selectmen. Dates for 2017 are as follows:
Annual Town Meeting - May 1 at the Chocksett School Auditorium
Annual Town Election - May 8. Polls are open from 7am – 8pm at the Houghton School

Complete lists of Board and Committee members' names are included on the Elected and Appointed Officials pages at the beginning of this Report.

DOGS

Dog Licenses are sold at the **Town Clerk's Office between January 1st and April 15th** of each year. (When April 15 falls on a weekend, the deadline is extended to the next business day.) A Penalty of \$25.00 per dog will be added as of April 16th for dogs that were not licensed by the due date. You may remit payment by mail (include an extra \$2 to cover postage for each dog tag) or in person. Town Clerk's office hours are 7:30-5:00 pm Mon-Thur and 7:30-11:30 on Friday.

Dog License Fees

Intact Male _____	\$12.00	Kennel Fees: Up to and incl. 4 dogs _____	\$40.00
Intact Female _____	\$12.00	5 and up to 10 dogs _____	\$50.00
Neutered Male _____	\$ 8.00	11 or more dogs _____	\$60.00
Spayed Female _____	\$ 8.00		

If you are over the age of 70, there is no charge to license your dog(s).

If you have a problem with a dog or if you need to speak with the **Animal Control Officer**, please call **978-422-7331**.

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Fishing, hunting, trapping and sporting licenses are no longer available at the Sterling Town Clerk's Office. Licenses are available **online** at www.sport.state.ma.us and at **WalMart in West Boylston**. For information, call ActiveOutdoors Help Desk at 1-888-773-8450 or e-mail mahfwebmaster@als-xtn.com.

NEED A RIDE? Any handicapped or elderly person is entitled to use the **MART Van** for doctor, dentist or therapy appointments. Call the **Council on Aging**, 24 hours in advance of your appointment, at **978-422-3032** (direct line).