

TOWN OF STERLING

ANNUAL

TOWN

REPORT

2015



IN MEMORIAM

Karen Chick – Sterling Town Accountant from 2011 – 2014.

Rosemarie Santos MacPherson – Illustrated the Town's Annual Report covers from the 1970s through 2013. Her painting commemorating the Sterling Fair hangs in the Selectmen's office at the Town Hall.

Muriel Senter – Pollworker for all elections for 29 years, from 1984 to 2013.

John R. Woodsmall – Joined the Sterling Fire Department in 1952 and served for more than 33 years as Fire Fighter, Lieutenant, Captain, Deputy Chief and Sterling's first full-time Fire Chief. He retired in 1985.

TABLE OF CONTENTS

TOWN OFFICIALS

Elected Officials	3
Appointed Officials	5
Board of Selectmen	No Report Submitted by Board of Selectmen
Town Administrator	No Report Submitted by Town Administrator
Town Clerk	17

TOWN MEETING MINUTES

Special & Annual Town Meeting Minutes – May 4, 2015	21
Special Town Meeting Minutes – October 19, 2015	65

ELECTION RESULTS

Annual Town Election – May 11, 2015	73
---	----

FINANCIAL REPORTS

Accountant’s Report	79
Assessors’ Report	80
Finance Committee	81
Treasurer/Collector’s Reports	
Tax Collections	83
Trust Funds	85
Capital & Stabilization Funds	87
Employee Gross Pay	88

BOARD, COMMITTEE and DEPARTMENT REPORTS

1835 Town Hall Committee99

Agricultural Commission100

Animal Control Advisory Board101

Animal Control Officer102

Board of Health104

Building, Plumbing, Gas, Electric Inspectors, Sealer of Weights & Measures106

Conservation Commission107

Council on Aging108

Department of Public Works112

Earth Removal Board114

Fair Committee115

Fire Department116

Library121

Personnel Board123

Planning Board125

Recreation Department126

Sterling Municipal Light Department128

Sterling Police Department133

Wachusett Earthday135

Wachusett Greenways137

Wachusett Regional School District139

Zoning Board of Appeals140

STATE AND FEDERAL GOVERNMENT OFFICIALSInside Back Cover

TOWN INFORMATIONBack Cover

TOWN OFFICIALS

2015

ELECTED OFFICIALS - TOWN OF STERLING

	TERM EXPIRES
<u>BOARD OF ASSESSORS</u> (3 year term)	
Michael J. Rivers	2016
Robert F. Cutler	2017
Donlin K. Murray	2018
<u>BOARD OF HEALTH</u> (3 year term)	
Allen Hoffman	2016
Donna M. Clark	2017
Gary C. Menin	2018
<u>LIBRARY TRUSTEES</u> (3 year term)	
Albert J. Carlin	2016
Kelly J. Corvelo	2016
John L. Dwyer	2017
Marion Mahar	2017
Alicia L. Emsley	2018
Edward R. Tatten	2018
<u>BOARD OF SELECTMEN</u> (3 year term)	
Robert F. Cutler	2016
John F. Kilcoyne	2017
Maureen Cranson	2018
<u>CONSTABLES</u> (3 year term)	
Michael E. Pineo	2016
Joan M. Pineo	2017
<u>DEPARTMENT OF PUBLIC WORKS BOARD</u> (3 year term)	
Donald W. Harding	2016
Lawrence R. Favreau	2017
Gregg W. Aubin	2018
<u>STERLING HOUSING AUTHORITY</u> (5 year term)	
Linette K. Warren	2016
Elisabeth A. Earle	2017
Robert E. Kneeland	2018
Karen Leclerc	2020
State Appointee Vacancy	annual appointee
<u>MODERATOR</u> (3 year term)	
Mrithyunjaya K. Annapragada (Amrith Kumar)	2018
<u>PLANNING BOARD</u> (5 year term)	
Kenneth I.H. Williams	2016
John J. Santoro	2017
Charles A. Hajdu	2018
Michael E. Pineo	2019
Russell R. Philpot	2020

TERM EXPIRES

STERLING MUNICIPAL LIGHT BOARD (3 year term)

Michael J. Rivers	2016
Brian Pierce	2017
Matthew V. Stelmack	2018

WACHUSETT REGIONAL SCHOOL CMTE. (3 year term)

Lance F. Harris	2016
Steve S. Porter	2017
Susan T. Hitchcock	2017
Sarah J. LaMountain	2018

APPOINTED OFFICIALS

	TERM EXPIRES
<u>ACCOUNTANT</u> (3 year appt) Fred Aponte	2017
<u>A.D.A. COORDINATOR</u> (1 year appt) Matthew Marro	2016
<u>A.D.A. REVIEW COMMITTEE</u> (1 year appt) Clare Fisher Donald Harding Ronald Pichierri Kenneth Stidsen, Jr. Melanie Glynn	2016 2016 2016 2016 2016
<u>ANIMAL CONTROL ADVISORY BOARD</u> (1 year appt) Ann Marie Catalano Scott Crossman Karen Kase Richard Lane Cynthia Miller Theresa Sadler Frances Simonds	2016 2016 2016 2016 2016 2016 2016
<u>ANIMAL CONTROL OFFICER</u> (1 year appt) Louis Massa	2016
<u>ANIMAL CONTROL OFFICER – ALT.</u> (1 year appt) Steven Jones	2016
<u>ANIMAL INSPECTOR</u> (1 year appt by Board of Health) Louis Massa David Favreau	2016 2016
<u>AUDITORS</u> (3 year appt) Roselli & Clark Associates	2018
<u>BUILDING INSPECTOR/COMMISSIONER</u> Mark Brodeur (resigned 2015) Sarah Culgin (appointed 7/2015)	2018
<u>BUILDING INSPECTOR – ALT.</u> (1 year appt) Richard Breagy	2016
<u>BURIAL AGENT</u> (appt by Board of Health) David Favreau Dawn E. Michanowicz, Town Clerk	2016 2020

TERM EXPIRES

CAPITAL FUND COMMITTEE (3 year appt)

Robert Brown	2016
Michael Murphy	2016
Mary Cliett	2017
Gerald Kokernak	2017
Joseph Sova	2017
Arden Sonnenberg	2018

CONSERVATION COMMISSION AGENT

Matthew Marro	2017
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CONSERVATION COMMISSION (3 year appt)

Scott Michalak	2016
Barbara Roberti	2016
Steven Pavlowich	2017
Susan Valentine	2017
Joseph Curtin	2018
David Mosley	2018
Michael Pineo	2018

COUNCIL ON AGING (3 year appt)

Barbara Foster	2016
Mary Higgins	2016
Peter Watson	2016
Anita Benware	2017
Irene Camerano	2017
Constance Cleary	2017
Sharon Bloom	2018
Susan Doucette	2018
Debra MacLennan	2018

SENIOR CENTER BUILDING COMMITTEE

Kevin Beaupre	2016
Robert Bloom	2016
Ronald Cote	2016
Maureen Cranson	2016
Richard Maki	2016
Michael Padula	2016
Weymouth Whitney	2016
John Kilcoyne, Assoc. Member	2016
Karen Phillips (ex officio)	2016

DPW SUPERINTENDENT

(Appointed by Dept. of Public Works Board)

William Tuttle	2017
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TERM EXPIRES

EARTH REMOVAL BOARD (3 year appt)

Robert Cutler (BOS Rep)	2016
David Mosley (alt. ConComm Rep)	2018
Michael Pineo (ConComm Rep)	2018
Russell Philpot (Planning Board Rep)	2017

ECONOMIC DEVELOPMENT COMMITTEE (3 year appt)

Brian Kindorf	2016
Paul Rehrig	2016
James Patacchiola	2017
Michael Pineo	2017

ELECTION OFFICERS (1 year appt, annually in August)

Barbara Bartlett	2016
Robert Bloom	2016
Jane Boquist	2016
Jane Brunetta	2016
Irene Camerano	2016
Melissa Chalmers	2016
Mary Cliett	2016
Florence Coughlin	2016
Patricia Christenson	2016
Lois Courville	2016
Jo-Ann Cummings	2016
Eileen DeSautels	2016
Kristen Dietel	2016
Utahna Hallet	2016
Elaine Heller	2016
Nancy Horton	2016
Carmen Huntoon	2016
Marjorie Long	2016
Richard Maki	2016
Arlene McGuirk	2016
Anita McKenney	2016
Linda Mercier	2016
Kathleen Mello	2016
Livia Morini	2016
Judith Muckenstrom	2016
Teresa Parker	2016
Marilyn Pitman	2016
Linda Racca	2016
Carrie Rugg	2016
James Stack	2016
Donna Salluce	2016
Judith Tetu	2016

ELECTRICAL INSPECTOR (1 year appt)

J. Bruce Dunn	2016
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	TERM EXPIRES
<u>EMERGENCY MANAGEMENT DIRECTOR</u>	
David C. Hurlbut, Jr.	2016
<u>ASSISTANT EMERGENCY MANAGEMENT DIRECTOR</u>	
James Emerton	2016
<u>ENERGY COMMITTEE</u> (2 year appt))	
Joseph Curtin	2016
Sean Hamilton	2016
Thomas Rutherford	2016
Matthew Stelmach	2016
William Tuttle	2016
<u>EXTENSION SERVICE</u> (1 year appt)	
Clare Fisher	2016
<u>FENCE VIEWER</u> (1 year appt)	
R. Gary Griffin	2016
<u>FIELD DRIVER</u>	
Vacancy	
<u>FINANCE COMMITTEE</u>	
(3 year appt jointly by Board of Selectmen, Moderator, Finance Cmte.)	
Robert Brown	2016
Gerald Kokernak	2016
Cynthia Secord	2017
Edward Sweet	2017
Barbara Bartlett	2018
Mary Cliett	2018
Joseph Sova	2018
<u>FIRE CHIEF</u>	
David C. Hurlbut, Jr.	
<u>GAS INSPECTOR</u> (1 year appt)	
Robert Janda	2016
<u>HEALTH AGENT</u> (1 year appt by Board of Health)	
David Favreau	2016
<u>HISTORICAL COMMISSION</u> (3 year appt)	
Philip Nash	2016
James French	2017
Vernon Gaw	2017
Robert Jones	2017
<u>INDUSTRIAL DEVELOPMENT COMMITTEE</u> (5 year appt)	
William Haskell	2016

TERM EXPIRES

INSURANCE ADVISORY COMMITTEE (established 2011)

Michelle Braconnier	2016
Lisa Bristol	2016
Geoffrey Donahue	2016
David Favreau	2016
Brian Foley	2016
Scott Johnson	2016
Tom Kokernak	2016

LIBRARY DIRECTOR

Patricia Campbell

LOCAL AUCTION PERMIT AGENT

Dawn E. Michanowicz, Town Clerk	2020
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MART ADVISORY BOARD

Vacancy

MEASURER OF WOOD AND BARK

Vacancy

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.	2016
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OPEN SPACE COMMITTEE (Ad Hoc since 8/2001)

Marion E. Larson	2016
Peder Pedersen	2016
Robert Protano	2016
Erin Rehrig	2016
James Wilkinson	2016
Susan Valentine (liaison, Conservation Cmte.)	2017

PERSONNEL BOARD (3 year appt)

Bruce Baker (term ended 6/30/2015)	
Karen Gaylord	2016
John Edwin Lindholm	2016
David Shapiro	2017
Weymouth Whitney	2018

PLUMBING INSPECTOR (1 year appt by Board of Health)

Robert Janda	2016
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TERM EXPIRES

POLICE CHIEF

Gary Chamberland

POLICE MATRON / CELL MONITOR (1 year appt)

Brooke Chandler	2016
Michelle Johndrow	2016
Christopher Constantino	2016
Charles K. Lowe	2016
Danielle Mallette	2016
Beatrice Serewicz	2016
Kimberly Thebeau	2016
Christopher Wilder	2016

PROCUREMENT OFFICER (1 year appt)

Michael Szlosek	2016
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PUBLIC WEIGHERS (3 year appt)

Jeff Henningson	2018
Heidi Lindgren	2017
Edward Perkins, Jr.	2018

RECREATION COMMITTEE (5 year appt)

Maureen Cathcart	2016
Jessica Moran	2016
Robert Finizio	2017
Bonnie Pulda	2017
Jo-Ann Cummings	2018
Kristen Nelson	2018
Andrew Parker	2018
Heidi Grady	2019
Mark Hryniewich	2019

RECYCLING COMMITTEE (1 year appt)

Vacancy	2016
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REGISTRAR OF VOTERS (3 year appt. in March)

Dawn E. Michanowicz (Pro Tem)	2020
Richard O. Barriere	2016
Christine K. Arsenault	2016
Sheila M. Hudson	2017

RIGHT TO KNOW COORDINATOR (1 year appt)

David C. Hurlbut, Jr.	2016
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SIGN BYLAW COMMITTEE (Ad Hoc since 8/2015)

Lauren Demerjian	2016
Richard Lane	2016
Rosanne Mapp	2016
Michael Pineo	2016
Robert Protano	2016

TERM EXPIRES

SUPERINTENDENT OF SCHOOLS (Wachusett Regional School Dist.)
Darryll McCall, Ed.D.

TOWN ADMINISTRATOR

Michael Szlosek 2018

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 2016

TOWN FOREST COMMITTEE (3 year appt)

David Mosley 2016

Michael Pineo 2017

James French 2017

Philip Nash 2018

VETERANS' AGENT (1 year appt)

Vacancy 2016

VETERANS' GRAVE OFFICER (1 year appt)

Robert Temple 2016

ZONING BOARD OF APPEALS (5 year appt)

Jeffrey Donaldson 2016

Jerry Siver 2016

Richard Hautaniemi 2017

William Bird 2018

Joseph Curtin 2018

Matthew Campobasso – Alt. 2016

Patrick Fox – Alt. 2016

40B REVIEW COMMITTEE (established in 2004)

Clare B. Fisher 2016

Donald Harding 2016

Michael Pineo 2016

Barbara Roberti – Alt. 2016

1835 TOWN HALL COMMITTEE (established 1/2001)

TERM EXPIRES

Robert Jones	2016
David Gibbs	2016
Danielle Ray	2017
Robert Barwise	2018
Joann Drown	2018
Ronald Pichierri	2018

SPECIAL COMMITTEES

TERM EXPIRES

AGRICULTURAL COMMISSION (3 year appt)

Susan Phinney	2016
David Grinkis	2017
Jennifer Janowicz	2017
Robert Nickerson, Jr.	2017
Michael Pineo	2017
Diane Melone – Alt.	2016
David Fiske – Alt.	2016

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

Susan Crimer	2016
Susan Farr	2016
Helen Hill	2016
Erin Martin	2016
Lynne Philpot	2016
Lisa Perry	2017
Kerry Bart-Raber	2017

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

David Agurkis	2018
Margaret Agurkis	2018
Merylee Calahan	2016
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	2016
Daniel Hallet	2018
Terry Heinold	2018
Donald Jewett	2018
Muriel Johnson	2016
Robert Kneeland	2018
Nicholas Kronopolus	2018
Amy Legere	2016
Veronica Litterio	2018
Tammy Mathews	2016
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

TERM EXPIRES

FAIR COMMITTEE (cont.)

Raymond Rugg, Sr.	2018
Keith Shaughnessy	2016
Joan Strang	2018

REGIONAL EMERGENCY PLANNING COMMITTEE

Gary Chamberland	2016
Jim Emerton (CERT representative)	2016
David Favreau (BOH representative)	2016
Donald Hamilton	2016
David C. Hurlbut, Jr. (Emergency Management Director)	2016
Mark Restuccia, M.D. (Medical Director)	2016
Peter MacDonald – Alt.	2016

WACHUSETT FUND COMMITTEE (1 year appt)

Gary Chamberland	2016
David C. Hurlbut, Jr.	2016
Peter MacDonald	2016

No Annual Report was submitted by the Board of Selectmen for 2015.

No Annual Report was submitted by the Town Administrator for 2015.

OFFICE OF THE TOWN CLERK

2015 ANNUAL REPORT

In May we held our Annual Town Meeting and Town Election. These elections are staffed by people who offer their time to sit long hours making sure your ballot counts. Last year we lost one of our own *Election Officers*, Muriel Senter. For nearly 30 years, her face was one of those who greeted you as you passed in your ballot at the polls. She will be missed.

The Town Clerk's Office is the "go to" office in the Town. We receive inquiries ranging from: "I am related to Mary Sawyer of *Mary Had a Little Lamb* and would like to donate prints to the Town. Can you help me?" to "When was the DPW established?" to "Where can I obtain a certificate for my uncle to solemnize our wedding?"

With 400+ emails per week, 75+ phone calls a week and a counter service from 7:30 am – 5:00 pm, Jeanne Survell, Assistant Town Clerk, Sheila Hudson, Board of Registrars, and all the other Senior Volunteers always attempt to find the answers. 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 work. Thank them when you stop by my office.

This year we accomplished our three major goals:

1. **Indexing of Zoning and Planning files:** Thanks to the diligence and perseverance of one individual, Theresa Parker, the Zoning and Planning files are now all re-organized by street. These files include variances, special permits, appeals from the ZBA, subdivisions and 40B comprehensive permits. When an individual purchases a home, s/he can now determine the changes that were made over the years by coming to one office.
2. **Maps of the Town are indexed:** For several hours every week this past year, and the "eagle eye" of Cynthia Secord, we now have dates and details of each map filed with the Town Clerk's Office on an Excel spreadsheet and stored safely in the vault. The oldest map on file is from 1898.
3. **Indexing of Election and Vital Records:** Due in large part to the efforts of Irene Camerano, we compiled, indexed and filed the election records as well as Sterling's Birth, Marriage and Death certificates so that information can be found quickly.

Again this year, we have maximized the 111 hours each of the following volunteer has served. I wish to thank them and mention their specific responsibilities:

- **Melissa Chalmers:** for 5 years she has been responsible for the compilation and the formatting of the Annual Report. She is also serves as *Election Officer* and *Assistant Board of Registrars*.
- **Sheila Hudson** serves on the *Board of Registrars* and processes changes, sends letters to confirm new voters, changes in address or political party. As tedious and detailed work, Sheila always accomplishes this task with a smile.

- **Cynthia Secord** has offered above and beyond her 111 tax hours to read through the original deeds discovered in the basement of the 1835 building. Fascinating work for her and we are grateful for her time spent in the “back office.”
- **Elaine Heller** came on board a couple of years ago to offer her computer skills. We have taken advantage of her skillset and trained her to enter Census data on the *Voter Registration Information System* database. She is serves as an *Election Officer*.
- **Irene Camerano** has been the *Election Warden* for Precinct 1 overseeing state and local elections for more than 30 years in Sterling. She has been tenacious about accuracy and compiles and updates all rabies certificates for the 1,500 dogs in Town. We couldn’t do our job without her.
- **Theresa Parker** would arrive 3 days a week with Dunkin Donuts coffee orders in hand and start up bright and early in the vault sorting and meticulously labeling. As mentioned above, she helped me to achieve my five year goal to consolidate all ZBA, Planning and Conservation records and maps. Instead of an archaic numbering system, she alphabetized them by street. She came with the desire to complete a task and she got it done. She has been invaluable to us and deserves recognition for that monumental task.

Respectfully Submitted,

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

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

	2013	2014	2015
Population as of Dec 31	7925	7791	7536
Head of Household	3165	3140	3140

VOTERS	5723	5671	5621
Unenrolled	3648	3628	3558
Democrats	1043	1036	1027
Republicans	999	976	991
Libertarian	17	15	11
Green Rainbow	9	9	9
United Indepent Party	n/a	n/a	19
American Independent	2	1	0
We the People	0	0	0
Veteran Party America	1	1	1
Inter 3 rd Party	1	1	1
Natural Law Party	1	0	1
Socialist	1	1	1
MA Independent Party	1	1	1
America First Party	n/a	1	1
American Term Limits	n/a	1	1

VITALS			
Births	45	44	57
Marriages	27	25	34
Marriage Intentions	27	26	36
Deaths	95	130	103

FUEL STORAGE TANKS	n/a	n/a	38
BUSINESS CERTIFICATES	n/a	n/a	230
BOARDS & COMMITTEES terms, oaths of office, and ethics	n/a	n/a	120
DOG LICENSES / UNLICENSED	1449 / 69	1466 / 86	1461 / 50

**SPECIAL AND ANNUAL
TOWN MEETING MINUTES**

Monday, May 4, 2015

A true copy

Attest:

Dawn E. Michanowicz, Town Clerk

Special and Annual Town Meeting May 4, 2015

At 6:35pm on Monday, May 4, 2015, the Town Moderator, Richard Sheppard, opened the Special Town Meeting held in the Chocksett School on 40 Boutelle Road in said Town of Sterling by stating that the Town Clerk, Dawn Michanowicz, was not able to attend and therefore the Assistant Town Clerk, Jeanne Survell would need to be voted in as the Temporary Town Clerk for the Special and Annual Town Meetings.

The Moderator asked for a nomination from the Board of Selectmen. Jeanne Survell was nominated by Brian Patacchiola, Chairman. The Board of Selectmen unanimously voted Jeanne Survell as the Temporary Town Clerk for the Special and Annual Town Meeting.

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

Michael Rivers, 3 Fox Run Road
Amrith Kumar, 40 Sandy Ridge Road
Deborah Orr, 71 North Row Road
Robert Protano, 372 Redemption Rock Trail

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

Fred Aponte, Town Accountant
Mark Barbato, Sterling Meetinghouse News
Anne Cervantes, Town Treasurer/Collector
Tammy Crockett, Monty Tech Business Manager
Kerry Flynn, guest
Jan Gottisman, Clinton Item
Sean Hamilton, Superintendent Light Department
Donald Jacobs, Human Resource Director
Matthew Marro, Conservation Administrator
Michele Randazzo, Esq. Town Counsel, Kopelman and Paige
Joseph Scanlon, Superintendent of Schools
Christine Smith, Holden Landmark
Jeanne Survell, Assistant Town Clerk
Michael Szlosek, Town Administrator

Moderator, Richard Sheppard, noted the receipt of the posting of the Warrant for both the Special Town Meeting and the Annual Town Meeting by Constable, Mike Pineo.

MOTION MADE TO WAIVE THE READING OF THE WARRANT

MOTION PASSED UNANIMOUSLY

There was a quorum present; 163 voters attended the meeting. The following 4 articles were voted in a legal manner.

ARTICLE 1. Transfer Free Cash to Capital Fund

To see if the Town will vote to transfer a sum of \$165,000, or any other sum, from Free Cash to the Capital Investment Fund, as authorized by Chapter 6 of the Acts of 1998; or take any action relative thereto.

Submitted by: The Finance Committee

Recommendation: The Board of Selectmen recommends approval.

Recommendation: The Finance Committee recommends approval.

Summary: This article proposes a transfer of funds from an available fund, 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 Free Cash to Stabilization Fund

To see if the Town will vote to transfer the sum of \$416,241, or any other sum, from Free Cash to the Stabilization Fund, in accordance with the provisions of Chapter 40, Section 5B, of the Massachusetts General Laws, [MGL Ch40:5B] as amended; or take any action in relation thereto.

Submitted by: The Finance Committee

Recommendation: The Board of Selectmen recommends approval.

Recommendation: The Finance Committee recommends approval.

Summary: This article proposes a transfer of funds from an available fund, Free Cash, into the Stabilization Fund.

MOTION MADE to transfer \$416,241 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

ARTICLE 3. Fund Deficit due to Snow and Ice

To see if the Town will vote to transfer from the Stabilization Fund, or from any other available funds, the sum of \$105,000 to the Snow and Ice Account to cover the deficit in the snow and ice budget for the fiscal year 2015; or take any action in relation thereto.

Submitted by: DPW Board / Town Administrator

Recommendation: The Board of Selectmen recommends approval.

Recommendation: The Finance Committee recommends approval.

Summary: This article proposes a transfer of funds from an available fund, 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.

MOTION MADE to amend Article 3 Special Town Meeting to reflect the actual snow and ice deficit to be \$102,093 and to transfer \$102,093 from the Stabilization Fund to the Snow and Ice Account to cover the deficit in the snow and ice budget for the fiscal year 2015.

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

ARTICLE 4. 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 Board of Selectmen will report at Town Meeting on this article.

Recommendation: The Finance Committee will report at Town meeting on this article.

Summary: At the time this Warrant was published, there were no prior year bills outstanding.

MOTION MADE to postpone indefinitely (as there were no prior year bills).

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

AT 6:43pm Town Moderator declared the Special Town Meeting ended.

At 7:10pm the Town Moderator, Richard Sheppard, called the Annual Town Meeting to order and the following 40 articles were voted upon in a legal manner. There was a quorum present; 163 voters attended out of a potential 5,690 registered voters. The meeting was held in the Chocksett School gym at 40 Boutelle Road. The Moderator reminded the audience that Assistant Town Clerk, Jeanne Survell, was voted in as acting Temporary Town Clerk for the Annual Town Meeting.

Moderator, Richard Sheppard, noted the receipt of the posting of the Warrant for both the Special Town Meeting and the Annual Town Meeting by Constable, Mike Pineo.

MOTION MADE TO WAIVE THE READING OF THE WARRANT

MOTION PASSED UNANIMOUSLY

ARTICLE 1. FY16 Town Operating Budget

To see if the Town will vote to raise and appropriate the sum of \$9,900,674 or any other sum, and to further appropriate, from the Ambulance Receipts Account, the sum of \$325,000 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 \$10,230,674 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, 2015 and ending June 30, 2016, as shown in the operating budget attached to 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 \$9,900,674 and to further appropriate, from the Ambulance Receipts Account, the sum of \$325,000, and to further appropriate, from the Cemetery Perpetual Care Account, the sum of \$5,000, for a total appropriation of \$10,230,674 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, 2015 and ending June 30, 2016, as shown in the fourth column, FY16 FINCOM, in the operating budget attached to the Warrant at pages 30-34.

AMENDMENT: motion made that the Town vote to amend the motion on Article 1 of the May 4th Annual Town Meeting, by increasing the recommended operating budget for the Department of Public Works, Wages from \$583,168 to \$592,949, for a total net increase of \$9,781, to correct a clerical error at the Town Hall. I further move that this additional sum be raised and appropriated, increasing the total to be raised and appropriated to \$9,910,455, and the total appropriation to \$10,240,455.

AMENDMENT PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

2nd AMENDMENT: motion made to amend Article 1 by striking the words “Senior Center Operations” under “Council on Aging”, such matter to be addressed at a later Special Town Meeting.

2nd AMENDMENT PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

MOTION MADE WITH BOTH AMENDMENTS: to raise and appropriate the sum of \$9,891,455 and to further appropriate, from the Ambulance Receipts Account, the sum of \$325,000, and to further appropriate, from the Cemetery Perpetual Care Account, the sum of \$5,000, for a total appropriation of \$10,221,455 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, 2015 and ending June 30, 2016, as shown in the fourth column, FY16 FINCOM, in the operating budget attached to the Warrant pages 30-34.

MOTION PASSED BY MAJORITY VOTE 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, and as presented in Article 1 of this Warrant; or take any action in relation thereto.

Submitted by: Finance Committee

Recommendation: The Board of Selectmen recommends the passage of this article.

Recommendation: The Finance Committee recommends the passage of this article.

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

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: (none provided)

MOTION MADE to move that the Town vote to set the salaries of the Municipal Light Board as set forth in Article 3 of the Warrant.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

ARTICLE 4. Reserve Fund for FY16

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 2016 in accordance with the provisions of General Law Chapter 40, Section 6 [MGL Ch 40:6] 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 2016 [in accordance with the provisions of MGL Ch40:6].

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 \$9,153,088, 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 (\$8,105,813), as directed by the State, plus the costs for transportation (\$628,672), debt and interest for the high school (\$403,033), and debt and interest for oil spill remediation (\$15,571).

MOTION MADE to move that the Town vote to raise and appropriate the sum of \$9,055,323 for the Wachusett Regional School District, as set forth in Article 5 of the Warrant [in accordance with the provisions of MGL Ch71:16B].

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

ARTICLE 6. WRSD Above Net Minimum Contribution

To see if the Town will vote to raise and appropriate the sum of \$1,312,301, 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 \$84,159,399 for the fiscal year 2016; or take any action in relation thereto.

Submitted by: Wachusett Regional School Committee

Recommendation: The Board of Selectmen will report at Town Meeting.

Recommendation: The Finance Committee will report at Town Meeting.

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 2016.

MOTION MADE to raise and appropriate the sum of \$1,312,301 above Sterling's net minimum contribution for the Wachusett Regional School District, as Sterling's share of the WRSD annual budget, provided said budget does not exceed \$83,797,672 for the fiscal year 2016.

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 \$754,849, 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 \$13,227, 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 \$768,076; or take any action in relation thereto.

Submitted by: Montachusett Regional Vocational School Committee

Recommendation: The Finance Committee recommends the passage of this article.

Recommendation: The Capital Committee recommends the passage of this article.

Recommendation: The Board of Selectmen recommends the passage of this article.

Summary: This article proposes an appropriation to fund the Town's portion of the Montachusett Regional Vocational School District's annual budget and debt service.

REQUIRES 2/3 VOTE

MOTION MADE that the Town vote to raise and appropriate the sum of \$754,849 for the Town's share of operational and capital costs of the Montachusett Regional Vocational School District, and to transfer, from the Capital Fund, the sum of \$13,227 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 \$768,076 [in accordance with MGL Ch71:16B].

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

ARTICLE 8. Amend Personnel Classification and Compensation Plan

To see if the Town will vote to amend the Personnel Bylaw, by deleting the current "Attachment A" in its entirety, and replacing it with an amended "Attachment A, Classification Plan, Regular and Part-time Non-Union Positions", as printed below, with new additions shown in **bold**, or take any action in relation thereto:

Special and Annual Town Meeting May 4, 2015

Attachment A
 Classification Plan
 Regular and Part-time Non-Union Positions
 (Effective July 1, 2015)

Proposed Grade Level	Position Title
I	Clerk Typist
	Library Technician
	Laborer
	Custodian
	Van Driver
II	Admin Assistant (Bldg/ZBA, Assessor, Planning)
	Assistant Mechanic
	Library Associate I
	Outreach Aide (COA)
	Meal Site Coordinator (COA)
III	Assistant Town Collector
	Assistant Town Treasurer
	Associate Health Agent
	Program Assistant (Recreation)
	Executive Assistant (DPW)
	Assistant Town Clerk
	Water Technician
	Equipment Operator
	Animal Control Officer
	Library Associate II
IV	Asst Library Director (Children Service)
	Working Foreman
	Facilities Maintenance Technician
	Mechanic
	Conservation Agent
V	Senior Water Technician
	COA Director
	Human Resources Administrator
	Town Clerk
	Town Accountant
	Town Treasurer/Collector
	Assistant Highway Superintendent
	Assistant Water Superintendent
	Town Planner
	Recreation Director
VI	Library Director
	Health Agent
	Building Commissioner
	Fire Chief
	DPW Superintendent

Submitted by: Personnel Board
Recommendation: The Finance Committee will report at Town Meeting.
Recommendation: The Board of Selectmen will report at Town Meeting.
Summary: The bargaining unit at the Department of Public Works has recently voted to decertify. Because of this action, it is necessary to place these formerly unionized positions onto the non-union classification plan. This amended plan now includes these positions. The changes and added positions are printed in **bold** typeface.

MOTION MADE to vote to amend the Personnel Bylaw, Attachment A. Classification Plan, as set forth in Article 8 of the Warrant.

AMENDMENT: made to Amend Article 8 to amend the Personnel Bylaw by inserting the following words: “In accordance with a previous vote taken by the Board of Selectmen on Saturday, April 4, 2015, I move to include in the Personnel Bylaw all of the wage and benefit provisions that were previously contained in the collective bargaining agreement between the Town of Sterling and the DPW Truck Driver’s Union, Local #170.”

AMENDMENT PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 9. Water Dept. Operation Enterprise Fund

To see if the Town will vote to appropriate the sum of \$938,092, or 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 \$978,092 to operate the Water Department Enterprise Fund for Fiscal Year 2016 under the provisions of Chapter 44, Section 53F½ [MGL Ch 53F½], as follows:

Salaries/Wages	\$227,339	
Expenses	\$343,850	
Principal & Interest	\$263,610	
<u>Indirect Costs</u>	<u>\$103,293</u>	
Subtotal	\$938,092	from FY16 water charges and fees
Reserve Fund	<u>\$40,000</u>	from Retained Earnings
Total Approp.	\$978,092	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 \$103,293 from the ratepayers to reimburse the General Fund for indirect costs such as insurance. Total FY16 water revenue needed is \$938,092 plus \$40,000 from Retained Earnings, for a total of \$ 978,092.

MOTION MADE to move in the words of the article.

AMENDMENT TO THE MOTION move that the Town vote to amend the motion on Article 9 of the May 4th Annual Town Meeting, by increasing the recommended operating budget for the Water Department, Salaries/Wages from \$227,339 to \$229,101, for a total net increase of \$1,762, to correct a clerical error at the Town Hall. I further move that this additional sum be appropriated from water department revenue, increasing the total appropriation to \$979,854.

AMENDMENT PASSED BY MAJORITY VOTE

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 10. Transfer from Window to Painting for 1835 Town Hall

To see if the Town will vote to transfer from available funds, including the remaining balance of Article 32 of the May 14, 2012 Town Meeting, Restore and Preserve Windows in the 1835 Town Hall, the sum of \$8,293.00, or any other sum, to the 1835 Town Hall painting account 0100 194 9 01 5801 0000 to fund remaining painting of the 1835 Town Hall, including all work and supplies incidental or related thereto, said sum to be expended by the 1835 Town Hall Committee with the express approval of the Board of Selectmen; or take any action in relation thereto.

Submitted by: 1835 Town Hall Committee

Recommendation: The Board of Selectmen recommends the passage of this article.

Recommendation: The Finance Committee recommends the passage of this article.

Summary: (none provided)

MOTION MADE that the Town vote to transfer the sum of \$8,293.00 from the remaining balance of Article 32 of the May 14, 2012 Town Meeting, restore and preserve windows in 1835 Town Hall, to the 1835 Town Hall painting account 0100 194 9 01 5801 0000 to fund remaining painting of the 1835 Town Hall, including all work incidental or related thereto, said sum to be expended by the 1835 Town Hall Committee with the express approval of the Board of Selectmen.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

ARTICLE 11. New Vehicle for the Police Chief

To see if the Town will vote to raise and appropriate, transfer from available funds or borrow the sum of \$38,000, or any other sum, to purchase and fully equip a new vehicle for the police department, to replace the Police Chief's vehicle, and to authorize the Board of Selectmen to dispose of the existing vehicle to be replaced by the new vehicle by sale or trade and to take any other action as necessary to effectuate the purposes of this vote; or take any other action in relation thereto.

Submitted by: Police Chief

Recommendation: The Board of Selectmen recommends the passage of this article.

Recommendation: The Finance Committee recommends the passage of this article.

Summary: This article proposes funding to purchase a new vehicle to replace the police chief's vehicle, a 2007 Ford Explorer that needs replacement due to age and mileage.

MOTION MADE to raise and appropriate \$38,000 to purchase and fully equip a new vehicle for the police department and to approve Article 11 as set forth in the Warrant.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

ARTICLE 12. Fund Loader - DPW

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow, the sum of \$160,000, or any other sum, to purchase and equip a new loader with all other pertinent attachments and equipment and to authorize the Board of Selectmen to dispose of the existing vehicle by sale or trade and to take any other action necessary to effectuate the purposes of this vote; or take any action in relation thereto.

Submitted by: Department of Public Works

Recommendation: The Board of Selectmen will report at Town Meeting.

Recommendation: The Finance Committee does not recommend the passage of this article.

Summary: This article proposes funding to purchase a new loader to replace the existing loader, which has close to 10,000 hours on it.

MOTION MADE that the Town vote to raise and appropriate the sum of \$160,000 to purchase and equip a new loader with all other pertinent attachments and equipment and to approve Article 12 as set forth in the Warrant.

MOTION DEFEATED.

ARTICLE 13. Fund Landfill Monitoring

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$15,000, or any other sum, to cover the cost of the Landfill Monitoring Program and any costs incidental or related thereto for fiscal year 2016 as required by the Department of Environmental Protection, with 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 Board of Selectmen recommends the passage of this article.

Recommendation: The Finance Committee recommends the passage of this article.

Summary: This article proposes funding for another year of landfill test well monitoring and lab tests. The Town is required by the DEP to do this testing yearly as part of the landfill closure.

MOTION MADE to raise and appropriate the sum of \$15,000 to cover the cost of the Landfill Monitoring Program and to approve Article 13 as set forth in the Warrant

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 14. Water Tank Rehab: Osgood Road Tank

To see if the Town will vote to transfer from Water Enterprise Retained Earnings the sum of \$307,000, or any other sum, to rehabilitate the Osgood Road water tank, said sum to be expended by the Department of Public Works/Water Department; 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.

Recommendation: The Public Works Board recommends passage of this article.

Summary: This article proposes funding to rehabilitate the Osgood Road water tank, a 720,000 gallon water tank, which is 1 of 3 tanks that service the Water Department rate payers. The tank was cleaned and inspected last summer and the recommendation from inspectors is to rehabilitate at this time.

MOTION MADE to transfer from Water Enterprise Retained Earnings the sum of \$307,000 to rehabilitate the Osgood Road water tank, said sum to be expended by the Department of Public Works/Water Department.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 15. Solar Facility PILOT Agreement

To see if the Town will vote to authorize and approve an agreement for Payment-In-Lieu-Of-Taxes (PILOT) pursuant to the provisions of G.L. c.59, §38H(b) [MGL Ch 59:38H(b)], and/or any other enabling legislation, between the Town and E.H. Perkins Construction, Inc. (“Perkins”) for a solar facility installed, owned and operated by Perkins on land located off Jewett Road, as shown on a plan on file with the Town Clerk; and further to authorize the Board of Selectmen to take such action as may be necessary to carry out the vote taken hereunder; or take any action in relation thereto.

Submitted by: Board of Assessors

Recommendation: The Board of Selectmen recommends the passage of this article.

Recommendation: The Finance Committee makes no recommendation.

Summary: (none provided)

MOTION MADE in the words of the Article but deleting the words “as shown on a plan on file with the Town Clerk.”

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

ARTICLE 16. Chapter 90 Funding

To see if the Town will vote to accept Chapter 90 funds in the amount of \$627,181, or any other sum, as funded by the Commonwealth of Massachusetts for highway resurfacing and/or other related work or expenditures as allowed by the State Chapter 90 regulations, said sum to be expended by the Department of Public Works, with approval of the Board of Selectmen, and in accordance with the DPW’s 5-year Capital Plan reviewed annually by the Capital Plan Committee; or take any action in relation thereto.

Submitted by: Department of Public Works

Recommendation: The Board of Selectmen recommends the passage of this article.

Recommendation: The Finance Committee recommends the passage of this article.

Summary: This article allows the Town to expend money under the guidelines of Chapter 90 for road maintenance, equipment purchases, and other Public Works projects which are then reimbursed by the Commonwealth. The Governor has filed preliminary Chapter 90 numbers calling for Sterling to receive \$627,181 in this program during FY16.

MOTION MADE that the Town vote to accept Chapter 90 funds and to approve Article 16 as set forth in the Warrant.

MOTION PASSED BY MAJORITY VOTE AS DECLARED BY THE MODERATOR

ARTICLE 17. Fire Department 4x4 Utility Vehicle Replacement

To see if the Town will vote to raise and appropriate or transfer from available funds, including the Capital Fund, the sum of \$82,500, or any other sum, to purchase and equip a new 4x4 pick-

up style utility vehicle to replace Squad 1, and to authorize the Board of Selectmen to dispose of the existing vehicle by sale or trade and to take any other action necessary to effectuate the purposes of this vote; or take any action in relation thereto.

Submitted by: Fire Chief

Recommendation: The Board of Selectmen recommends the passage of this article.

Recommendation: The Finance Committee recommends the passage of this article.

Summary: This article proposes funding to purchase a new vehicle for the Fire Department to replace Squad 1 which has rotting issues and was involved in an accident in January 2013. There have been significant front end and mechanical issues since the accident and subsequent repairs. This new vehicle will be set up for forestry response taking over the work of the current 1999 pick-up. It will have a crew cab thus allowing for additional fire personnel to respond to brush and forestry incidents as well as serve as a service truck to aid in all aspects of firefighting and training.

MOTION MADE to raise and appropriate the sum of \$82,500 to purchase and equip a new 4x4 pick-up style utility vehicle and to approve Article 17 as set forth in the Warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 18. Federal Fire Act Grant 5% Match

To see if the Town will vote to raise and appropriate or transfer from available funds, including the Capital Fund, the sum of \$3,875.00, or any other sum, as a 5% of the cost of a new breathing air compressor and fill station for self-contained breathing apparatus (SCBA) and the replacement of large diameter hose appliances on the apparatus for the Fire Department, whose total cost is \$77,500, for which the remainder will be paid for by a Federal Fire Act Grant applied for by the Fire Department, and to authorize the Fire Chief to take any action necessary to effectuate the purposes of this vote; or take any other action in relation thereto

Submitted by: Fire Chief

Recommendation: The Board of Selectmen recommends the passage of this article.

Recommendation: The Finance Committee recommends the passage of this article.

Summary: This article proposes funding for a portion of the purchase price for SCBA apparatus for the Fire Department. The remainder of the cost will be funded through a Federal Fire Act Grant. The amount requested in this Article is the Town's share of the cost. The match for communities with populations less than 20,000 is 5% of the grant request.

MOTION MADE to raise and appropriate the sum of \$3,875 as a 5% of the cost of a new breathing air compressor and fill station for self-contained breathing apparatus (SCBA) and the replacement of large diameter hose appliances on the apparatus for the Fire Department and to approve Article 18 as set forth in the Warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 19. Jaws of Life Replacement

To see if the Town will vote to raise and appropriate or transfer from available funds, including the Capital Fund, the sum of \$35,000, or any other sum, for the purchase of a new set of Jaws of Life equipment; or take any action in relation thereto.

Submitted by: Fire Chief
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: This article proposes funding for a new set of Jaws of Life to replace an original set of Jaws of Life purchased in the 1970's. During the annual preventative maintenance in 2014 the current set was written up as no longer being supported and no replacement parts exist for the unit. In addition, a current set of O-Cutters are out of service because we are unable to obtain a new cutting blade due to the age of the unit. These tools are essential for the extrication of patients trapped in a vehicle or pinned by heavy equipment.

MOTION MADE that the Town vote to raise and appropriate \$35,000 for the purchase of a new set of Jaws of Life equipment.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 20. Firefighter Protective Clothing

To see if the Town will vote to raise and appropriate or transfer from available funds, including the Capital Fund, the sum of \$51,975, or any other sum, for the purpose of purchasing structural firefighting protective clothing for the Fire Department; or take any action in relation thereto.

Submitted by: Fire Chief
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: This article proposes funding for the purchase of structural firefighting protective clothing. This is the second year of two consecutive years of purchasing new and updated structural firefighting gear and equipment for firefighters. The last protective clothing purchase was in 2008 when all protective clothing was brought up to current National Fire Protection Association (NFPA) standards. Current standards require gear to be maintained and inspected annually. The average life of structural firefighting gear is 5 years based on use and we have averaged 5 to 10 years depending on the activity level and types of exposure to our firefighters.

MOTION MADE that the Town vote to raise and appropriate the sum of \$51,975 for the purpose of purchasing structural firefighting, protective clothing for the Fire Department.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 21. Fund Principal and Interest for Ambulance

To see if the Town will vote to raise and appropriate or transfer from the Capital Fund, or other available funds the sum of \$38,867.20, or any other sum, for the cost of Fiscal Year 2015 principal and interest payments due on the ambulance authorized for lease purchase at the 2013 Annual Town Meeting, or take any action in relation thereto.

Submitted by: Fire Chief
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Capital Committee recommends the passage of this article.

Recommendation: The Finance Committee recommends the passage of this article.

Summary: This article proposes a transfer from available funds to pay the FY16 lease payment for the lease-purchase of the new ambulance at approved the May 2013 Annual Town Meeting. This is the second payment of a five-year lease-purchase.

MOTION MADE to transfer from Free Cash the sum of \$38,867.20 for the cost of FY2016 principal and interest payments due on the ambulance authorized for lease purchase at the 2013 Annual Town Meeting.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 22. Fund Principal and Interest for Pumper-Tanker

To see if the Town will vote to raise and appropriate or transfer from the Capital Fund, or available funds the sum of \$62,148.05, or any other sum, for the cost of Fiscal Year 2015 principal and interest payments due on the Pumper-Tanker authorized for lease at the May 2011 Annual Town Meeting; or take any action in relation thereto.

Submitted by: Fire Chief

Recommendation: The Board of Selectmen recommends the passage of this article.

Recommendation: The Capital Committee recommends the passage of this article.

Recommendation: The Finance Committee recommends the passage of this article.

Summary: This article proposes a transfer from available funds to pay the FY16 lease payment for the lease purchase of a new Pumper Tanker approved at the May 2011 Town Meeting.

MOTION MADE to transfer from Free Cash the sum of \$62,148.05 for the cost of FY2016 principal and interest payments due on the Pumper-Tanker authorized for lease at the May 2011 Annual Town Meeting.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 23. Fulltime Firefighter Paramedic Positions

To see if the Town will vote to raise and appropriate, or transfer from available funds the sum of \$98,862.00, or any other sum, to fund the salary and benefits for (2) two additional fulltime Firefighter/Paramedic positions currently classified at Grade 7 – Step 2 in the FY2015 Personnel Compensation Schedule, and will be subject to collective bargaining agreements, said sum to be expended by the Fire Chief; or take any action in relation thereto.

Submitted by: Fire Chief

Recommendation: The Board of Selectmen does not support.

Recommendation: The Finance Committee recommends the passage of this article.

Summary: This proposes funding for salary and benefits for two additional fulltime Firefighter/Paramedic positions for the Fire Department allowing there to be fulltime dedicated advanced life support personnel on duty 24-hours per day / 365 days per year. Currently the fulltime Firefighter/Paramedic positions only provide coverage from 7:00AM – 6:00PM Monday through Friday and the town relies on the availability of on-call and per-diem Paramedics weeknights and weekends, which are not always available. It is essential that the same level of advanced life support services is

available to resident's 24-hours daily. Additional primary duties will include response to all emergency calls, emergency equipment preparedness and maintenance, assistance with fire prevention and code enforcement and any other fire department activities. Including the Fire Chief, this will bring the number of fulltime fire personnel to five.

MOTION MADE to raise and appropriate the sum of \$98,862.00 for (2) two additional full-time Firefighter/Paramedic positions and to approve Article 23 as set forth in the Warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

At 9:39pm the Moderator called a recess and at 9:45pm the Town Meeting reconvened.

ARTICLE 24. Adopt Minimum Valuation for Personal Property Tax Assessment

To see if the Town will vote to accept the provisions of G.L. Chapter 59, Section 5, Clause 54, [MGL Ch59:5 clause 54] exempting personal property from taxation if less than an amount, not in excess of \$10,000, as established by Town Meeting; and further, by establishing such minimum value of personal property subject to taxation as \$1,000, beginning in fiscal year 2016; or take any action in relation thereto.

Submitted by: Board of Assessors

Recommendation: The Board of Selectmen recommends the passage of this article.

Recommendation: The Finance Committee makes no recommendation.

Summary: This article would establish a minimum valuation, below which no personal property tax would be assessed. The amounts collected on such small amounts do not justify the time and expense for billing and administrative costs from the Town.

MOTION MADE to accept the provisions of G.L. Chapter 59, Section 5, Clause 54 [MGL Ch59:5 clause 54], to establish a minimum value of personal property subject to taxation of \$1,000, and to approve Article 24 as set forth in the Warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 25. Replace Water Truck #3

To see if the Town will vote to transfer from Water Enterprise Retained Earnings the sum of \$42,000, or any other sum, to purchase and equip a new 1 ton 4x4 cab and chassis with plow for the Department of Public Works, said sum to be expended by the Department of Public Works, and to authorize the Board of Selectmen to dispose of the existing vehicle by sale or trade and to take any other action necessary to effectuate the purposes of this vote; 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.

Recommendation: The Public Works Board recommends passage of this article.

Summary: This article proposes funding for a new truck for the water department to replace a 2005 F350 which is rotted with high mileage.

MOTION MADE to transfer from Water Enterprise Retained Earnings the sum of \$42,000 to purchase and equip a new 1 ton 4x4 cab and chassis with plow for the Department of Public Works, and to approve Article 25 as set forth in the Warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 26. New Server and Computers

To see if the Town will vote to raise and appropriate, or transfer from available funds, the sum of \$17,000, or any other sum, to purchase a new server, three desktop computers, more or less, and any costs incidental or related thereto; or take any action in relation thereto.

Submitted by: Board of Selectmen

Recommendation: The Board of Selectmen recommends the passage of this article.

Recommendation: The Finance Committee recommends the passage of this article.

Summary: This article proposes funding to replace a non-functioning server, as recommended by the external auditor, and to replace three obsolete desktop computers.

MOTION MADE that the Town vote to raise and appropriate the sum of \$17,000 to purchase a new server and three desktop computers, more or less, and any costs incidental or related thereto.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 27. East Lake Wauchacum Treatment

To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of \$10,000, or any other sum, for the purposes of funding analytical evaluations and for potential treatment of the Lake itself; or take any action in relation thereto.

Submitted by: Conservation Commission

Recommendation: The Board of Selectmen recommends the passage of this article.

Recommendation: The Finance Committee defers to the Board of Health.

Summary: The Conservation Commission and the East Lake Association have worked tirelessly 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 diligently performed. Also, EPA is forthcoming with updates to storm water regulations, and the monitoring of the streams in and around the Lake will likely become mandatory. Last year, monies were spent on herbicide treatment which helped to keep the town beach clear and open. The advantages gained are town wide and obvious.

MOTION MADE to raise and appropriate the sum of \$10,000 for the purposes of funding analytical evaluations and for potential treatment of the Lake itself.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 28. Veterans Services District

To see if the Town will vote to advise the Board of Selectmen as to whether it supports entering into an inter-municipal agreement with one or more other municipalities to form a district to jointly provide services to veterans of the Town of Sterling through a shared Veteran's Services Officer pursuant to Massachusetts General Laws, Chapter 115, Section 10 [MGL Ch115:10]; or take any other action in relation thereto.

Submitted by: Town Administrator
Recommendation: The Board of Selectmen recommends the passage of this article.
Recommendation: The Finance Committee recommends the passage of this article.
Summary: State Law requires that each Town have a veteran's agent to provide assistance to the Town's veterans and dependants. Sterling has relied on part-time employees serving for a small yearly stipend. The complexities of the job have increased in recent years as caseloads have increased following recent conflicts, and State reporting requirements have expanded. The State will soon be requiring VSOs to be certified. Massachusetts General Laws, Chapter 115, Section 10, [MGL Ch115:10] allows the Board of Selectmen to enter into an inter-municipal agreement with one or more municipalities for form a district to pool its resources for purposes of providing these services, including the authority to hire a director of veterans' services for the district. Although Town Meeting approval is not required to form such a district, the Board of Selectmen has presented this for consideration and action by this body. If Town Meeting supports the Board's efforts in this regard, the Board will be seeking an appropriation to fund its share of the costs associated with the district, including for the payment of salary and benefits for a regional veterans' services director.

MOTION MADE that the Town vote to advise the Board of Selectmen that it supports entering into an inter-municipal agreement with one or more other municipalities to form a district to jointly provide services to veterans of the Town of Sterling through a shared Veteran's Services Officer pursuant to Massachusetts General Laws, Chapter 115, section 10 [MGL Ch115:10].

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 29. Funding Veterans Services District

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$20,000, or any other sum, to fund the Town's share of a Veterans Services District that may be created by the Board of Selectmen in accordance with an inter-municipal agreement with other area municipalities, including but not limited-to funding salary and benefits of a regional veterans' services director; or take any other action in relation thereto.

Submitted by: Town Administrator
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 funding for the Veteran's Services described in the previous article.

MOTION MADE that the Town vote to raise and appropriate the sum of \$20,000 to fund the Town's share of a Veterans Services District as set forth in Article 29 of the Warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 30. Authorization to Enter Contract for Postal Equipment

To see if the Town will vote to authorize the Board of Selectmen to enter into a contract for a period of three years or more with a provider of postal equipment, and to raise and appropriate or

transfer from available funds a sum of money to implement the first year of said contract and to authorize the Board of Selectmen to take any action necessary to effectuate the purposes of this vote; 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: The Town's current agreement with Pitney Bowes for rental of postal equipment will expire on June 30, 2015. Massachusetts General Laws, Chapter 30B, Section 12 specifies that the Town may not enter into a contract exceeding three years without town meeting approval. Pitney Bowes and other providers of postal equipment offer five-year agreements with lower monthly payments than those offered with a three-year agreement, which would result in a cost savings for the Town.

MOTION MADE that the Town vote to authorize the Board of Selectmen to enter into a contract for a period of three years or more with a provider of postal equipment, and to authorize the Board of Selectmen to take any action necessary to effectuate the purposes of this vote.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 31. 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, 2015, in accordance with the provisions of Massachusetts General Laws, Chapter 44, Section 4, [MGL Ch44:4], 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 Ch44:17]; 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 to approve Article 31 as set forth in the Warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 32. Compensating Balance Agreements

To see if the Town will vote pursuant to Massachusetts General Laws, Chapter 44, Section 53F [MGL Ch44:53F], to authorize the Town Treasurer to enter into compensating balance agreements, for fiscal year 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

Special and Annual Town Meeting May 4, 2015

services the bank provides by maintaining a specified, minimum balance in a non-interest or low interest bearing account.

MOTION MADE to approve Article 32 as set forth in the Warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 33. 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 Ch44:53E½] for the fiscal year beginning July 1, 2015, 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; or take any action in relation thereto.

Revolving Fund	Authorized To Spend from Fund	Revenue Source	Use of Fund	FY2016 Spending Limit	Disposition of FY2016 Fund Balance	Spending Restrictions Or Comments
Recycling	DPW	Fees	Expenses, supplies and contracted services to run the recycling center	\$80,000	Balance available for expenditure	
Fuel	DPW	Fuel charges	Fuel charges for the Light Dept and Water Enterprise Fund	\$60,000	Balance available for expenditure	
Deputy Collector	Treasurer	Fees	Fees collected by the Deputy Collector	\$18,000	Balance available for expenditure	
Planning Board	Planning Board	Fees	Expenses, supplies and contracted services for the Planning Board	\$25,000	Balance available for expenditure	
Council On aging	Council on Aging	Fees	Expenses, supplies and contracted services for the Senior Center	\$50,000	Balance available for expenditure	
Fair Committee	Fair Committee	Fees	Expenses, supplies and contracted services to run the Sterling Fair	\$135,000	Balance available for expenditure	
Hazardous Materials	Fire Chief	Fees	Costs associated with hazardous material incidents	\$55,000	Balance available for expenditure	
Radio Master Box fees	Fire Chief	Fees	Expenses, supplies and maintenance of Radio Master Box system	\$ 3,000	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	

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 \$586,000.

MOTION MADE to move that the Town vote to re-authorize revolving funds for certain Town departments as set forth in Article 33 of the Warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 34. Fund Post-Employment Benefits

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$10,000, or any other sum, to fund the Other Post Employment Benefits Trust Fund as recommended under GASB 45; or take any action relative 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 to move that the Town vote to raise and appropriate the sum of \$10,000 to fund the Other Post Employment Benefits Trust Fund, as recommended under GASB 45.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 35. Fund Wachusett Earthday (Wachusett Watershed Regional Recycling Center)

To see if the Town will vote to raise and appropriate, or transfer from available funds, the sum of \$2898, or any other sum, to satisfy the Town's financial obligation under the contract with Wachusett Earthday, Inc. for the fiscal year 2016; or take any other 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: Sterling residents have the opportunity to bring recycling and household hazardous materials to a permanent year round collection center for proper disposal. In 2008, Town Meeting voted to authorize the Board of Selectmen to enter into a contract with Wachusett Earthday, Inc., pursuant to Mass. Gen. Laws Chapter 40, Section 4, and with the towns of Boylston, Holden, Paxton, Princeton, Rutland, West Boylston and any other municipality who joins said contract. The term of the contract is for an initial period of five years, renewable every five years for a maximum term of twenty-five years. Sterling's share is 15% of the annual operating cost of \$19,230, which is \$2898. The Regional Recycling Center is open

for recycling and reuse/swap collection every Wednesday from 2:30 to 4:30 p.m. and the third Saturday of each month from 8 to 11 a.m. Household Hazardous Products Collections are held four times each year. The schedule for 2015 is May 19, June 16, September 15 and November 17. Wachusett Earthday volunteers staff the Recycling Center. Seven Wachusett Towns fund utilities, office expenses, printing and set-up fee for the hazardous products collection. The MA Department of Conservation and Recreation provides snow removal and mowing services and oversight of the operation.

MOTION MADE that the Town vote to raise and appropriate the sum of \$2,898 to satisfy the Town's financial obligation under the contract with Wachusett Earthday, Inc. for the fiscal year 2016.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 36. 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 fund Wachusett Greenways Expenses as set forth in Article 36 of the Warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 37. Fund Sterling Land Trust Expenses

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

Submitted by: Board of Selectmen

Recommendation: The Board of Selectmen recommends the passage of this article.

Recommendation: The Finance Committee recommends the passage of this article.

Summary: This article would provide financial assistance to the Sterling Land Trust which maintains various parcels of preserved open space land within the Town for passive recreational use and enjoyment by residents.

MOTION MADE to move that the Town vote to raise and appropriate the sum of \$1,300 to fund Sterling Land Trust expenses as set forth in Article 37 of the Warrant.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 38. Fund Central Massachusetts Regional Stormwater Coalition

To see if the Town will vote to raise and appropriate, transfer from available funds or borrow the sum of \$5,000 or any other sum, to fund the Town's participation in the Massachusetts Regional Stormwater Coalition; 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: The Central Massachusetts Regional Stormwater Coalition was originally formed by a group of 13 communities working together to address municipal stormwater management. The initial group included the communities of Auburn, Charlton, Dudley, Holden, Leicester, Millbury, Oxford, Paxton, Shrewsbury, Spencer, Sturbridge, Webster, and West Boylston. During the second year of the project the group added 17 new communities including Boylston, Grafton, Hardwick, Hopkinton, Monson, Northbridge, Northborough, North Brookfield, Palmer, Rutland, Southbridge, Sterling, Upton, Uxbridge, Ware, Westborough, and Wilbraham. This appropriation funds Sterling's membership in the coalition.

MOTION MADE to move that the Town vote to raise and appropriate the sum of \$5,000 to fund the Town's participation in the Massachusetts Regional Stormwater Coalition.

MOTION PASSED AS DECLARED BY THE MODERATOR

ARTICLE 39. Apply Stabilization Fund to Reduce 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 will report at Town Meeting.

Recommendation: The Finance Committee will report at Town Meeting.

Summary: This article appropriates stabilization funds to reduce the FY16 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 to move that the Town vote to transfer \$300,000 from the Stabilization Fund, to stabilize the tax rate.

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

ARTICLE 40. Annual Town Election

To elect by ballot on Monday, May 11, 2015 from 7:00am to 8:00pm at the Houghton Elementary School gym on 32 Boutelle Road, the following officers:

One (1) seat for Board of Assessors to serve for a 3 year term

One (1) seat for Board of Health to serve for a 3 year term

One (1) seat for Board of Selectmen to serve for a 3 year term

One (1) seat for Department of Public Works Board to serve for a 3 year term

Two (2) seats for Library Board of Trustees to each serve for a 3 year terms

Special and Annual Town Meeting May 4, 2015

One (1) seat for Planning Board to serve for a 5 year term

One (1) seat for Sterling Municipal Light Board to serve for a 3 year term

One (1) seat for Sterling Housing Authority to serve for a 5 year term

One (1) seat for Town Moderator to serve for a 3 year term

One (1) seat for Wachusett Regional School Committee to serve for a 3 year term

One (1) seat for Wachusett Regional School Committee to serve for a 2 year term

MOTION MADE to adjourn to Monday, May 11, 2015 for the purpose of conducting the Annual Town Election and to otherwise dissolve the Annual Town Meeting.

MOTION PASSED AS DECLARED BY THE MODERATOR.

Special and Annual Town Meeting May 4, 2015

Reserve Fund

<u>Reserve Fund</u>		<u>Balance</u>
	<u>Transfers</u>	
05/14/14	Town Meeting	\$100,000
11/18/14	Library Septic Pump	-\$7,334
		\$ 92,666
	<u>Encumbrances</u>	
11/18/14	Fire-Ladder Truck Brakes	-\$5,529
		\$ 87,137
<u>Stabilization Fund</u>		
06/31/14	Balance	\$673,740
09/30/14	Update	\$676,170
	Free Cash	\$1,092,411
	Snow & Ice	\$987,411
<u>Certified Free Cash</u>		
07/01/14	Balance	\$581,241
<u>Capital Fund</u>		
09/30/14	Balance	\$3,888,156
<u>New Growth</u>		
12/2014	Assessors Estimate	\$150,000
<u>Overlay Surplus</u>		
FY15	Assessors Estimate	

Special and Annual Town Meeting May 4, 2015

Reserve Fund

FY14 Reserve Fund

			BALANCE
	Article 17 May 2013 Meeting		\$100,000
09/09/13	Town Accountant – Training	\$1,800	\$ 98,200
09/09/13	Treasurer Vault Debt Interest	\$ 440	\$ 97,760
10/01/13	Town Clerk Mold Remediation	\$5,890	\$ 91,870
10/01/13	DPW Playground Insurance	\$1,000	\$ 90,870
01/24/14	DPW Playground Rescind Insurance	-\$1,000	\$ 91,870
01/24/14	DPW Playground to DPW	\$1,000	\$ 90,870
03/25/14	Police Computer Room Air Conditioner	\$4,875	\$ 85,995
05/20/14	Town Hall Fuel	\$2,500	\$ 83,495
05/20/14	Fire air compressor	\$8,000	\$ 75,495
05/20/14	Town Clerk December Town Meeting	\$ 812	\$ 74,683

Special and Annual Town Meeting May 4, 2015

Sources

ARTICLE	REQUEST	FINCOM	R&A	STABLE	TRANSFERS	CAPITAL	WATER	CH90
1 Compensation Elected Off								
2 Light Dept Salary								
3 Reserve Fund	\$100,000	\$100,000	\$100,000					
4 WRSD Net Minimum	\$9,153,088	\$9,153,088	\$9,153,088					
5 WRSD Above Net	\$1,312,301	\$1,312,301	\$1,312,201					
6 Montachusett	\$768,076	\$768,076	\$754,849			\$13,227		
7 Personnel Bylaw								
8 Compensation Plan								
9 Operating Budget								
10 Water Department	\$978,092	\$978,092					\$978,092	
11 Revolving Fund 1835								
13 1835 Painting	\$8,293	\$8,293			\$8,293			
14 Police Chief Car	\$38,000	\$38,000	\$38,000					
15 DPW Loader	\$160,000	\$0	\$0					
16 Land Fill Monitor	\$15,000	\$15,000	\$15,000					
17 Water Tank Rehab	\$307,000	\$307,000					\$307,000	
18 Solar Facility								
19 Chapter 90	\$627,181	\$627,181						\$627,181
20 Fire 4X4	\$82,500	\$82,500	\$82,500					
21 Fire Grant	\$3,875	\$3,875	\$3,875					
22 Jaws of Life	\$35,000	\$35,000	\$35,000					
23 Fire Clothing	\$51,975	\$51,975	\$51,975					
24 Ambulance Debt	\$38,867	\$38,867				\$38,867		
25 Pumper Debt	\$62,148	\$62,148				\$62,148		
26 Full Time Firefighter X2	\$98,862	\$98,862	\$98,862					
27 Minimum Valuation								
28 Water Truck	\$42,000	\$42,000					\$42,000	
29 Servers and Computers	\$17,000	\$17,000	\$17,000					
30 Additional Computers	\$5,000	\$5,000	\$5,000					
31 Office Upgrade	\$12,000	\$0	\$0					
32 East Lake Waushacum	\$10,000	\$10,000	\$10,000					
33 Veterans								
34 Fund Veterans	\$20,000	\$20,000	\$20,000					
35 Postal Equipment								
36 Borrow Money								
37 Compensating Balance								
38 Revolving Accounts								
39 OPEB	\$10,000	\$10,000	\$10,000					
40 Earth-day	\$2,898	\$2,898	\$2,898					
41 Green-ways	\$1,300	\$1,300	\$1,300					
42 Land Trust	\$1,300	\$1,300	\$1,300					

Special and Annual Town Meeting May 4, 2015

ARTICLE	REQUEST	FINCOM	R&A	STABILE	TRANSFERS	CAPITAL	WATER	CH90
43 Storm water Coalition	\$5,000	\$5,000	\$5,000					
44 Stabilization Tax	\$100,000	\$100,000		\$100,000				
TOTAL	\$14,066,756	\$13,894,756	\$11,717,948	\$100,000	\$8,293	\$114,242	\$1,327,092	\$627,181

Special and Annual Town Meeting May 4, 2015

FY16 Budget

EXPENSE	FY15	FY16 REQUEST	FINCOM	FINCOM-FY15	NOTES
Town Operating Budget	\$9,618,716	\$10,237,215	\$10,230,674	\$611,958	6.4% From Operating Budget worksheet
WRSD Net Minimum	\$8,838,175	\$9,153,088	\$9,153,088	\$314,913	3.6% \$10,485,389
WRSD Above Net Minimum	\$1,113,385	\$1,312,301	\$1,312,301	\$198,916	17.9%
24	\$677,868	\$768,076	\$768,076	\$90,208	13.3%
Chapter 90	\$420,000	\$420,000	\$420,000	\$0	Ch90 Expense=Ch90 Revenue
Water Enterprise	\$0	\$0	\$0	\$0	Water Expense=Water Revenue
Town Reserve Fund	\$100,000	\$100,000	\$100,000	\$0	0.0%
x					
1835 Town Hall Maintenance	\$5,000	\$5,000	\$5,000	\$0	0.0% FINCOM -> Tom
1835 Town Hall Windows		\$8,293	\$8,293	\$8,293	
Wachusett Recycle Center	\$2,985	\$2,898	\$2,898	-\$87	-2.9%
Sterling Land Trust	\$1,300	\$1,300	\$1,300	\$0	0.0%
Greenways	\$1,300	\$1,300	\$1,300	\$0	0.0%
OPEB	\$10,000	\$10,000	\$10,000	\$0	0.0%
Land Fill Monitoring	\$0	\$15,000	\$15,000	\$15,000	
Chocksett Oil Tank Monitoring		\$19,771	\$19,771		Gas conversion
Conservation – Lake Treatment	\$0	\$10,000	\$10,000	\$10,000	
2 Full Time Firefighters	\$0	\$98,862	\$98,862	\$98,862	
Capital Articles	\$293,700	\$630,375	\$630,375	\$336,675	114.6% From Capital Worksheet
Overlay	\$106,119	\$106,119	\$106,119	\$0	Assume FY16=F15
Snow and Ice Deficit	\$34,866	\$96,266	\$96,266	\$61,400	176.1% Request as of Apr 6
2004 Fire Truck Debt Payment	\$62,400	\$0	\$0	-\$62,400	-100.0% Last Payment in FY15
2010 Pumper Lease Payment	\$62,149	\$62,149	\$62,149	\$0	0.0%
2015 Ambulance Lease Payment	\$38,867	\$38,867	\$38,867	\$0	0.0%
					Increase the capital fund
Capital Fund Deposit	\$50,000	\$0	\$165,000	\$115,000	230.0% (FY16 Distributions +50K)
Cherry Sheet Expenses	\$59,468	\$59,990	\$59,990	\$522	0.9%
TOTAL EXPENSE	\$21,496,298	\$23,156,870	\$23,315,329	\$1,799,260	8.5%

Special and Annual Town Meeting May 4, 2015

FY16 Budget

EXPENSE	FY15	FY16 REQUEST	FINCOM	FINCOM-FY15	NOTES
REVENUE					
STATE REVENUE					
Cherry Sheet Receipts	\$690,453	\$724,300	\$724,300	\$33,847	4.9% From Cherry Sheet (worksheet)
Chapter 90	\$420,000	\$420,000	\$420,000	\$0	0.0%
SBA Reimbursement	\$1,034,230	\$1,034,230	\$1,034,230	\$0	0.0% Chocksett Renovation Reimbursement
TOTAL STATE REVENUE	\$2,144,683	\$2,178,530	\$2,178,530	\$33,847	1.6%
LOCAL REVENUE					
Local Receipts	\$3,596,273	\$3,596,273	\$3,596,273		0.0% Estimate level w/ FY15
Overlay Surplus	\$0	\$0	\$0		
Capital Fund Distribution					
Pumper Lease Payment	\$62,149	\$62,149	\$62,149	\$0	0.0%
Ambulance Lease Payment	\$38,867	\$38,867	\$38,867	\$0	0.0%
Monti-tech Debt	\$12,987	\$13,227	\$13,227	\$240	1.8%
Stabilization Fund	\$0	\$0	\$100,000		\$676,170 Available
Old Article Transfers					
1835 Painting Account		\$8,293	\$8,293		
Wachusett FY15 Return		\$112,008	\$112,008		Wachusett return minus treasurer software (\$202,008-\$90,00) \$416,241
Certified Free Cash	\$0	\$581,241	\$581,241		\$581,241 Available
Water Enterprise	\$0	\$0	\$0	\$0	Water Expense=Water Revenue
Water Enterprise Reimbursement	\$161,937	\$161,937	\$161,937	\$0	0.0% Reimburse town for water dept. employee benefits (ASSUME LEVEL)
Wachusett Fund	\$0	\$0	\$0		For emergency care improvements.
Cemetery	\$0	\$12,000	\$12,000		
Ambulance Receipts	\$0	\$0	\$0		
Bonds	\$0	\$0	\$0		New Bonds
TOTAL LOCAL REVENUE	\$3,872,213	\$4,585,995	\$4,685,995		21.0%

Special and Annual Town Meeting May 4, 2015

FY16 Budget

EXPENSE	FY15	FY16 REQUEST	FINCOM	FINCOM-FY15	NOTES
REQUIRED TAX LEVY	\$15,479,402	\$16,392,345	\$16,450,804	\$971,402	FY15 actual, FY16 calculated 6.3% to balance budget
Tax Rate	\$17.29				
Evaluation	\$942,550,134				
Levy Revenue	\$16,296,692				
TAX LEVY	FY15	FY16			
Prior Year Levy		\$15,479,402		#DIV/0!	
Plus 2-1/2		\$386,985		#DIV/0!	
New Growth		\$150,000	\$150,000	#DIV/0!	
New General Overrides		\$0		#DIV/0!	
Debt Exclusions		\$0		#DIV/0!	
TOTAL LEVY	\$0	\$16,016,387	\$150,000	#DIV/0!	
TOTAL REVENUE	\$6,016,896	\$22,780,912	\$7,014,525		16.6%

Special and Annual Town Meeting May 4, 2015

FY16 Budget

Notes

From Operating Budget worksheet

\$10,465,389

Ch90 Expense = Ch90 Revenue

Water Expense = Water Revenue

X

FINCOM->Tom

Gas conversion

From Capital worksheet

Assume FY16 = F15

Request as of Apr 6

Last payment in FY15

Increase the capital fund (FY16 distributions +\$50K)

Special and Annual Town Meeting May 4, 2015

FY16 Budget

From Cherry Sheet (worksheet)

Chocksett renovation reimbursement

Estimate Level with FY15



\$676,170 Available



Wachusett return minus treasurer software (\$202,008-\$90,000)	\$416,241
\$581,241 Available	
Water Expense = Water Revenue	
Reimburse town for water department	
Employee benefits (ASSUME LEVEL)	
For emergency care improvements.	

New Bonds

FY15 actual, FY 16 calculated to balance budget

Special and Annual Town Meeting May 4, 2015

Operating Budget FY16

Town Operating Budget	FY14 Approved	FY15 Approved	FY16 Request	FY16 FINCOM	FY16/15	FY16/FY15
Moderator						
Salary	\$500	\$500	\$500	\$500	\$0	0.0%
Expense	\$150	\$150	\$150	\$150	\$0	0.0%
TOTAL	\$650	\$650	\$650	\$650	\$0	0.0%
Selectmen						
Salary	\$4,500	\$4,500	\$4,500	\$4,500	\$0	0.0%
Expense	\$2,500	\$2,500	\$2,500	\$2,500	\$0	0.0%
TOTAL	\$7,000	\$7,000	\$7,000	\$7,000	\$0	0.0%
Town Administrator						
Salary	\$95,504	\$87,472	\$90,000	\$90,000	\$2,528	2.9%
Wages	\$73,562	\$74,978	\$74,290	\$73,919	-\$1,059	-1.4%
Expense	\$67,000	\$70,000	\$72,000	\$72,000	\$2,000	2.9%
TOTAL	\$236,066	\$232,450	\$236,290	\$235,919	\$3,469	1.5%
Accountant						
Salary and Wages	\$42,911	\$43,689	\$32,697	\$32,534	-\$11,155	-25.5%
Expense	\$2,900	\$4,700	\$2,000	\$2,000	-\$2,700	-57.4%
TOTAL	\$45,811	\$48,389	\$34,697	\$34,534	-\$13,855	-28.6%
Financial Audit						
Expense	\$19,500	\$19,500	\$20,500	\$20,500	\$1,000	5.1%
TOTAL	\$19,500	\$19,500	\$20,500	\$20,500	\$1,000	5.1%
Treasurer/Collector						
Salary	\$56,587	\$57,699	\$59,117	\$58,821	\$1,122	1.9%
Wages	\$84,832	\$86,521	\$90,886	\$90,432	\$3,911	4.5%
Tax Title	\$1,500	\$5,000	\$5,000	\$5,000	\$0	0.0%
Expense	\$37,705	\$38,691	\$31,922	\$31,922	-\$6,769	-17.5%
TOTAL	\$180,624	\$187,911	\$186,925	\$186,175	-\$1,736	-0.9%
Assessors						
Salary	\$4,500	\$4,500	\$4,500	\$4,500	\$0	0.0%
Wages	\$45,048	\$42,841	\$43,362	\$43,145	\$304	0.7%
Expenses	\$51,250	\$51,500	\$53,600	\$53,600	\$2,100	4.1%
TOTAL	\$100,798	\$98,841	\$101,462	\$101,245	\$2,404	2.4%

Special and Annual Town Meeting May 4, 2015

Operating Budget FY16

	FY14 Approved	FY15 Approved	FY16 Request	FY16 FINCOM	FY16/15	FY16/FY15
Town Clerk						
Salary	\$61,741	\$61,956	\$64,495	\$63,195	\$1,239	2.0%
Wages	\$38,878	\$40,886	\$41,907	\$41,697	\$811	2.0%
Training	\$2,500	\$3,500	\$3,500	\$3,500	\$0	0.0%
Expense	\$10,020	\$10,795	\$11,440	\$11,440	\$645	6.0%
TOTAL	\$113,139	\$117,137	\$121,342	\$119,833	\$2,696	2.3%
Elections and Registrations						
Wages	\$7,834	\$10,874	\$9,973	\$9,973	-\$901	-8.3%
Expense	\$9,600	\$16,100	\$17,800	\$17,800	\$1,700	10.6%
TOTAL	\$17,434	\$26,974	\$27,773	\$27,773	\$799	3.0%
Information and Technology						
Professional Services	\$39,360	\$39,360	\$40,541	\$40,541	\$1,181	3.0%
Expense	\$9,925	\$15,300	\$14,800	\$14,800	-\$500	-3.3%
WWW Hosting Service	\$2,700	\$5,400	\$5,400	\$5,400	\$0	0.0%
GIS Hosting Service	\$1,800	\$0	\$0	\$0	\$0	#DIV/0!
TOTAL	\$53,785	\$60,060	\$60,741	\$60,741	\$681	1.1%
Legal Services						
Expense	\$60,000	\$60,000	\$60,000	\$60,000	\$0	0.0%
TOTAL	\$60,000	\$60,000	\$60,000	\$60,000	\$0	0.0%
Finance Committee						
Expense	\$200	\$200	\$280	\$280	\$80	40.0%
TOTAL	\$200	\$200	\$280	\$280	\$80	40.0%
Human Resources						
Salary	\$28,998	\$27,880	\$0	\$0	-\$27,880	-100.0%
Expense	\$500	\$500	\$500	\$500	\$0	0.0%
Training	\$0	\$0	\$5,000	\$2,500	\$2,500	#DIV/0!
TOTAL	\$29,498	\$28,380	\$5,500	\$3,000	-\$25,380	-89.4%
Personnel Board						
Expense	\$500	\$500	\$500	\$500	\$0	0.0%
Merit Recognition	\$0	\$4,000	\$5,000	\$0	-\$4,000	-88.9%
TOTAL	\$500	\$4,500	\$5,500	\$500	-\$4,000	-88.9%
ADA Committee						
Expense	\$1,500	\$1,500	\$1,500	\$1,500	\$0	0.0%
TOTAL	\$1,500	\$1,500	\$1,500	\$1,500	\$0	0.0%

Special and Annual Town Meeting May 4, 2015

Operating Budget FY16

	FY14 Approved	FY15 Approved	FY16 Request	FY16 FINCOM	FY16/15	FY16/FY15
Facilities Management						
Wages	\$25,553	\$26,784	\$28,877	\$28,733	\$1,949	7.3%
Expense	\$60,226	\$61,576	\$71,576	\$71,576	\$10,000	16.2%
TOTAL	\$85,779	\$88,360	\$100,453	\$100,309	\$11,949	13.5%
Planning Board						
Salary	\$500	\$500	\$500	\$500	\$0	0.0%
Expense	\$17,801	\$18,157	\$18,611	\$18,518	\$361	2.0%
MRPC Expense	\$2,314	\$2,515	\$2,515	\$2,515	\$0	0.0%
TOTAL	\$20,615	\$21,172	\$21,626	\$21,533	\$361	1.7%
Board of Appeals						
Wages	\$14,685	\$0	\$14,000	\$10,000	\$10,000	
Expense	\$6,000	\$7,900	\$8,932	\$8,887	\$987	12.5%
TOTAL	\$20,685	\$7,900	\$22,932	\$18,887	\$10,987	139.1%
Conservation Commission						
Wages	\$22,341	\$22,787	\$23,357	\$23,240	\$453	2.0%
Expense	\$734	\$734	\$1,000	\$1,000	\$266	36.2%
TOTAL	\$23,075	\$23,521	\$24,357	\$24,240	\$719	3.1%
Economic Development Committee						
Expenses	\$0	\$0	\$13,500	\$13,500	\$13,500	#DIV/0!
TOTAL	\$0	\$0	\$13,500	\$13,500	\$13,500	#DIV/0!
Agricultural Commission						
Expense	\$750	\$750	\$750	\$750	\$0	0.0%
TOTAL	\$750	\$750	\$750	\$750	\$0	0.0%
Open Space Committee						
Expense	\$1,000	\$1,000	\$1,000	\$1,000	\$0	0.0%
TOTAL	\$1,000	\$1,000	\$1,000	\$1,000	\$0	0.0%
Police Department						
Salary	\$118,914	\$122,481	\$126,156	\$126,156	\$3,675	3.0%
Wages	\$1,124,895	\$1,120,459	\$1,167,083	\$1,167,083	\$46,624	4.2%
Cruiser	\$38,000	\$39,000	\$39,000	\$39,000	\$0	0.0%
Expense	\$96,780	\$107,700	\$105,200	\$105,200	-\$2,500	-2.3%
TOTAL	\$1,378,589	\$1,389,640	\$1,437,439	\$1,437,439	\$47,799	3.4%

Special and Annual Town Meeting May 4, 2015

Operating Budget FY16

	FY14 Approved	FY15 Approved	FY16 Request	FY16 FINCOM	FY16/15	FY16/FY15
Dispatch						
Wages	\$236,201	\$241,059	\$252,840	\$252,840	\$11,781	4.9%
Expense	\$81,650	\$86,445	\$86,685	\$86,685	\$240	0.3%
TOTAL	\$317,851	\$327,504	\$339,525	\$339,525	\$12,021	3.7%
Fire/Ambulance Department						
Chief Salary – Fire	\$89,697	\$91,735	\$94,028	\$93,558	\$1,823	2.0%
Chief Salary – Ambulance	\$12,200	\$12,200	\$12,200	\$12,200	\$0	0.0%
Wages – Fire	\$307,978	\$316,041	\$322,541	\$322,541	\$6,501	2.1%
Wages – Ambulance	\$251,736	\$263,179	\$288,928	\$288,928	\$25,750	9.8%
Expense – Fire	\$83,120	\$116,000	\$118,200	\$118,200	\$2,200	1.9%
Expense – Ambulance	\$76,268	\$69,518	\$67,600	\$67,600	-\$1,918	-2.8%
Emergency Management Expense	\$1,500	\$1,500	\$1,500	\$1,500	\$0	0.0%
Emergency Management Stipend	\$10,000	\$10,000	\$10,000	\$10,000	\$0	0.0%
TOTAL	\$832,499	\$880,172	\$914,997	\$914,527	\$34,355	3.9%
Animal Control						
Wages	\$16,054	\$16,380	\$20,444	\$20,342	\$3,962	24.2%
Expense	\$4,000	\$4,000	\$4,000	\$4,000	\$0	0.0%
TOTAL	\$20,054	\$20,380	\$24,444	\$24,444	\$4,064	19.9%
Inspection Services						
Contracted Services	\$51,130	\$52,560	\$0	\$0	-\$52,560	-100.0%
Building Inspector Salary	\$0	\$0	\$39,150	\$38,954	\$38,954	#DIV/0!
Building Inspector Wages	\$17,012	\$32,364	\$19,178	\$19,082	-\$13,282	-41.0%
Wire Inspector	\$11,750	\$12,750	\$12,750	\$12,750	\$0	0.0%
Plumbing Inspector	\$10,000	\$10,000	\$10,000	\$10,000	\$0	0.0%
Gas Inspector	\$5,500	\$5,500	\$5,500	\$5,500	\$0	0.0%
Sealer of Weights and Measures	\$1,200	\$1,200	\$1,200	\$1,200	\$0	0.0%
Expense	\$5,550	\$5,550	\$5,550	\$5,500	\$0	0.0%
TOTAL	\$102,142	\$119,924	\$93,328	\$93,036	-\$26,888	-22.4%
Board of Health						
Salary	\$309	\$309	\$309	\$309	\$0	0.0%
Inspectors	\$75,769	\$75,963	\$77,849	\$77,460	\$1,497	2.0%
Expense	\$4,530	\$4,530	\$4,530	\$4,530	\$0	0.0%
Wachusett Home Health Care	\$1,500	\$1,500	\$1,500	\$1,500	\$0	0.0%
Montachusett Public Health		\$2,500	\$4,500	\$4,500	\$2,000	80.0%
TOTAL	\$82,108	\$84,802	\$88,688	\$88,688	\$3,886	4.6%

Special and Annual Town Meeting May 4, 2015

Operating Budget FY16

	FY14 Approved	FY15 Approved	FY16 Request	FY16 FINCOM	FY16/15	FY16/FY15
Animal Inspector						
Salary	\$1,000	\$1,000	\$1,000	\$1,000	\$0	0.0%
Expense	\$900	\$900	\$900	\$900	\$0	0.0%
TOTAL	\$1,900	\$1,900	\$1,900	\$1,900	\$0	0.0%
Council on Aging						
Wages	\$96,987	\$115,349	\$122,734	\$122,120	\$6,771	5.9%
Home Care	\$400	\$400	\$400	\$400	\$0	0.0%
Title VII Nutrition and Wheat	\$4,500	\$4,500	\$4,500	\$4,500	\$0	0.0%
Senior Tax Work-off Program	\$15,000	\$15,000	\$15,217	\$15,217	\$217	1.4%
Senior Center Operations	\$0	\$0	\$19,000	-0-	-0-	
Expense	\$13,802	\$14,492	\$15,000	\$15,000	\$508	3.5%
TOTAL	\$130,689	\$149,741	\$176,851	\$176,237	\$26,496	17.7%
Veteran's Services						
Benefits	\$38,000	\$33,000	\$30,000	\$30,000	-\$3,000	-9.1%
Wages	\$4,200	\$4,284	\$5,000	\$20,000	\$15,716	366.9%
Expense	\$1,900	\$1,900	\$2,200	\$2,200	\$300	15.8%
TOTAL	\$44,100	\$39,184	\$37,200	\$52,200	\$13,016	33.2%
Cultural Council						
Expenses	\$0	\$0	\$50	\$50	\$50	#DIV/0!
TOTAL	\$0	\$0	\$50	\$50	\$50	#DIV/0!
Extension Service						
Expense	\$510	\$510	\$510	\$510	\$0	0.0%
TOTAL	\$510	\$510	\$510	\$510	\$0	0.0%
Conant Public Library						
Salary	\$70,070	\$72,738	\$73,832	\$73,463	\$725	1.0%
Wages	\$182,663	\$187,771	\$194,630	\$193,657	\$5,886	3.1%
Expense	\$95,017	\$101,714	\$112,588	\$112,588	\$10,874	10.7%
TOTAL	\$347,750	\$362,223	\$381,050	\$379,708	\$17,485	4.8%
Recreation						
Salary	\$57,096	\$58,270	\$48,432	\$48,190	-\$10,080	-17.3%
Wages			\$33,446	\$33,279		
Expense	\$6,120	\$6,300	\$6,500	\$6,500	\$200	3.2%
TOTAL	\$63,216	\$64,570	\$88,378	\$87,968	\$23,398	36.2%

Special and Annual Town Meeting May 4, 2015

Operating Budget FY16

	FY14 Approved	FY15 Approved	FY16 Request	FY16 FINCOM	FY16/15	FY16/FY15
Historical Commission						
Expense	\$1,000	\$1,000	\$1,000	\$1,000	\$0	0.0%
TOTAL	\$1,000	\$1,000	\$1,000	\$1,000	\$0	0.0%
Memorial and Veterans Day						
Expense	\$5,400	\$5,600	\$5,600	\$5,600	\$0	0.0%
TOTAL	\$5,400	\$5,600	\$5,600	\$5,600	\$0	0.0%
DPW						
Board Salary	\$1,800	\$1,800	\$1,800	\$1,800	\$0	\$0.0%
Salary	\$62,783	\$64,039	\$65,640	\$65,312	\$1,273	2.0%
Wages (Art.1)	\$569,928	\$581,323	\$586,098	\$592,949	\$9,781	2.0%
Expense	\$297,401	\$306,901	\$312,420	\$312,420	\$5,519	1.8%
Hydrant Rental	\$26,675	\$26,675	\$26,675	\$26,675	\$0	0.0%
Street Lights	\$31,090	\$30,613	\$30,613	\$30,613	\$0	0.0%
Trash Pickup	\$525,845	\$541,621	\$557,868	\$557,868	\$16,247	3.0%
TOTAL	\$1,515,522	\$1,552,972	\$1,581,114	\$1,577,855	\$24,883	1.6%
DPW Snow and Ice						
Wages	\$60,000	\$60,000	\$60,000	\$60,000	\$0	0.0%
Expense	\$116,000	\$116,000	\$116,000	\$116,000	\$0	0.0%
TOTAL	\$176,000	\$176,000	\$176,000	\$176,000	\$0	0.0%
Insurance and Benefits						
Health Insurance	\$971,360	\$1,068,311	\$1,111,043	\$1,111,043	\$42,732	4.0%
Medicare	\$50,254	\$53,884	\$55,232	\$55,232	\$1,348	2.5%
Unemployment	\$20,000	\$20,000	\$20,000	\$20,000	\$0	0.0%
Liability Insurance	\$115,355	\$115,355	\$130,000	\$130,000	\$14,645	12.7%
TOTAL	\$1,156,969	\$1,257,550	\$1,316,275	\$1,316,275	\$58,725	4.7%
Worcester County Retirement						
Assessment	\$475,704	\$515,291	\$570,020	\$570,020	\$54,729	10.6%
TOTAL	\$475,704	\$515,291	\$570,020	\$570,020	\$54,729	10.6%
Debt Service						
Principle	\$1,314,500	\$1,300,000	\$1,565,000	\$1,565,000	\$265,000	20.4%
Interest	\$381,023	\$333,558	\$383,068	\$383,068	\$49,510	14.8%
TOTAL	\$1,695,523	\$1,633,558	\$1,948,068	\$1,948,068	\$314,510	19.3%
TOTAL						
TOWN OPERATING BUDGET	\$9,365,935	\$9,618,716	\$10,237,215	\$10,221,455	\$611,958	6.4%

Special and Annual Town Meeting May 4, 2015

FY 16 – Capital

Dept	<u>FY16-23 CAPITAL DESCRIPTION</u>	<u>FY15</u>	<u>FY16</u>	<u>FY16 FINCOM</u>	<u>FY17</u>	<u>FY18</u>	<u>FY19</u>	<u>FY20</u>	<u>FY21</u>	<u>FY22</u>	<u>FY23</u>	<u>FY24</u>
DPW	6 Wheel Dump Truck #6	\$148,000										
DPW	1-1/2 ton cab / chassis						\$65,000					
DPW	42,000 lb wheel cab / chassis					\$170,000						
DPW	Loader #11 2001 \$160K		\$160,000	\$0								
DPW	Pickup with Plow and Sander				\$50,000							
DPW	Rehab 1984 Motor Grader	\$19,700										
DPW	Sidewalk Tractor				\$125,000							
DPW	Sweeper							\$200,000				
FAC	1835 Paint /De-Lead \$25k		\$25,000	\$0								
FAC	1835 Roof - \$200K		\$200,000	\$0								
FAC	Library Chimney Liner	\$3,500										
FAC	Library exhaust controls	\$7,000										
FAC	Library Windows	\$10,000										
FAC	Town Hall Carpeting	\$7,000										
FAC	Town Hall Telephone Switch	\$19,000										
FIRE	4x4 Utility Vehicle		\$82,500	\$82,500								
FIRE	Jaws of Life Replacement		\$35,000	\$35,000								
FIRE	Matching Grant Air Compressor	\$2,600	\$3,875	\$3,875								
FIRE	Protective Clothing 52K	\$36,900	\$52,000	\$52,000								
FIRE	Rescue 1 Replacement (2018) \$550K						\$127,325	\$123,475	\$119,625	\$115,775	\$111,925	
FIRE	Roof Repair	\$25,000										
FIRE	SUV Fire Chief				\$50,000							
IT	1 Server, 3 Notebooks, 5 Workstations				\$23,500							
IT	1 Server, 3 Workstations		\$17,000	\$17,000								
IT	3 Workstations, 1 Notebook		\$5,000	\$5,000								
IT	5 Workstations, 1 Notebook, 1 Server					\$11,500						
IT	7 Workstations						\$7,200					
IT	Upgrade Ofc. fr. 2007 40 licenses \$12K		\$12,000	\$0								
POL	Key Card System	\$5,000										
POL	Replace Chief's 2007 Car		\$38,000	\$38,000								
POL	Replace Detective's 2006 Car				\$38,000							
POL	Roof Repair	\$10,000										
	TOTAL	\$293,700	\$630,375	\$233,375	\$286,500	\$181,500	\$199,525	\$323,475	\$119,625	\$115,775	\$111,925	\$0
					\$397,000							

Special and Annual Town Meeting May 4, 2015

Cherry Sheet

STATE CHERRY SHEET SUMMARY

	FY14	FY15	FY16	
REVENUE				
Unrestricted		\$616,904	\$639,113	
Veterans		\$10,386	\$17,775	
Exemptions		\$31,727	\$36,229	
State Owned Land		\$21,477	\$21,477	
Public Libraries		\$9,959	\$9,706	
TOTAL	\$685,435	\$690,453	\$724,300	4.9%
EXPENSE				
Air Pollution		\$2,320	\$2,340	
RMV Non-Renewal		\$5,900	\$5,900	
MBTA		\$39,833	\$37,496	
Regional Transportation		\$11,415	\$14,254	
TOTAL	\$59,696	\$59,468	\$59,990	0.9%
GRAND TOTAL	\$625,739	\$630,985	\$664,310	5.3%

Source: DOR FY2016 Cherry Sheets – Municipal Data Bank WWW

Special and Annual Town Meeting May 4, 2015

Water Enterprise

WATER ENTERPRISE	FY15	FY16	DIFF	DIFF%	NOTES
EXPENSE					
Salaries & Wages (Art.9)	\$224,609	\$229,101	\$4,492	1.2%	
Expense	\$343,850	\$343,850	\$0	0.0%	
Debt	\$275,414	\$263,612	-\$11,802	-4.3%	
Retained Earnings (Reserve Fund)	\$40,000	\$40,000	\$0	0.0%	
Town Reimbursement	\$161,937	\$161,937	\$0	0.0%	Reimburse town for water department employee benefits
Art 21 UV Ugrade	\$110,000				
Art 22 Water Meters	\$40,000				
TOTAL	\$1,195,810	\$1,038,500	-\$9,072	-0.8%	
REVENUE SOURCES					
Retained Earning (Reserve Fund)	\$150,000				
Water Articles					

**SPECIAL
TOWN MEETING MINUTES**

Monday, October 19, 2015

A true copy

Attest:

Dawn E. Michanowicz, Town Clerk

At 6:38pm on Monday, October 19, 2015, 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; 92 voters attended the meeting.

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

Karen Chick, Town Accountant from 2011-2014

Thomas Lanciani

Rosemarie (Santos) MacPherson, artist for the Town Reports from 1970-2013

John R. Woodsmall, Sterling's first full time Fire Chief hired in the mid 1980's

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

Matthew Marro, Conservation Administrator

Dawn Michanowicz, Town Clerk

Karen Phillips, COA Director

Michele Randazzo, Esq. Town Counsel, Kopelman and Paige

Tom Rutherford, Facilities Manager

Christine Smith, Holden Landmark

Jeanne Survell, Assistant Town Clerk

Michael Szlosek, Town Administrator

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

MOTION MADE TO WAIVE THE READING OF THE WARRANT

MOTION PASSED AS DECLARED BY THE MODERATOR

The following 9 articles were voted in a legal manner.

ARTICLE 1. Appropriate Bond Premium to Reduce Borrowing for Senior Center Project

To see if the Town will vote to appropriate net premium paid to the Town by the purchaser of bonds or notes issued for the construction of the Town's Senior Center (the "Senior Center Project") authorized under a vote of the Town passed May 3, 2014 (Article 5), excluded from Proposition 2 ½, so called, on May 20, 2014 (Question No. 1), and to use such premium to pay costs of the Senior Center Project, and to reduce by such premium the remaining amount authorized to be borrowed for the Senior Center Project, or to take any action relative thereto.

Submitted by: Town Treasurer

Recommendation: The Board of Selectmen recommends approval.

Recommendation: The Finance Committee recommends approval.

Summary:

At the May 3, 2014 Annual Town Meeting the Town authorized borrowing in the amount of \$2,710,000 to fund the construction of a new Senior Center. When the bonds for this project were issued, market conditions resulted in the Town realizing a premium on the sale of \$180,000. Consequently, the Town elected to reduce the principal amount issued by that amount. This reduction in principal, together with the \$30,000 reduction in borrowing for the Fire Engine, will save the Town approximately \$54,000 in interest costs over the life of the bonds. This article appropriates the \$180,000 bond premium to fully fund the project at the amount of \$2,710,000, as authorized by the 2014 Annual Town Meeting and rescinds a like amount of borrowing authority. It is necessary to appropriate these funds before the building is completed, so that the final payment(s) can be made on the construction contract using the bond premium to avoid having to issue the balance of the debt authorized by the 2014 Annual Town Meeting to meet such payments. This appropriation does not require any additional funds from the Town's General Fund.

REQUIRES 2/3 VOTE

MOTION MADE that the Town vote to appropriate \$180,000, which sum represents the net premium paid to the Town by the purchaser of bonds or notes issued for the construction of the Town's Senior Center (the "Senior Center Project") authorized under a vote of the Town passed May 3, 2014 (Article 5), excluded from Proposition 2 ½, so called, on May 20, 2014 (Question No. 1), and to use such premium to pay costs of the Senior Center Project, and to reduce by such premium the remaining amount authorized to be borrowed for the Senior Center Project.

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

ARTICLE 2. Appropriate Bond Premium to Reduce Borrowing for new Fire Engine

To see if the Town will vote to appropriate net premium paid to the Town by the purchaser of bonds or notes issued for the cost of acquiring a fire engine for the Town (the "Fire Engine Project") authorized under a vote of the Town passed May 3, 2014 (Article 28), excluded from Proposition 2 ½, so called, on May 20, 2014 (Question No. 2), and to use such premium to pay costs of the Fire Engine Project, and to reduce by such premium the remaining amount authorized to be borrowed for the Fire Engine Project, or to take any action relative thereto.

Submitted by: Town Treasurer

Recommendation: The Board of Selectmen recommends approval.

Recommendation: The Finance Committee recommends approval.

Summary:

At the May 3, 2014 Annual Town Meeting the Town authorized borrowing in the amount of \$590,000 to fund the purchase of a new Fire Engine. When the bonds for this project were issued, market conditions resulted in the Town realizing a premium on the sale of \$30,000. Consequently, the Town elected to reduce the principal amount issued by that amount. This reduction in principal, together with the \$180,000 reduction in borrowing for the Senior Center, will save the Town approximately \$54,000 in interest costs over the life of the bonds.

Special Town Meeting October 19, 2015

This article appropriates the \$30,000 bond premium to fully fund the project at the amount of \$590,000, as authorized by the 2014 Annual Town Meeting and rescinds a like amount of borrowing authority. It is necessary to appropriate these funds before the Town takes delivery, so that the final payment(s) can be made on the contract using the bond premium to avoid having to issue the balance of the debt authorized by the 2014 Annual Town Meeting to meet such payments. This appropriation does not require any additional funds from the Town's General Fund.

REQUIRES 2/3 VOTE

MOTION MADE that the Town vote to appropriate \$30,000, which sum represents the net premium paid to the Town by the purchaser of bonds or notes issued for the cost of acquiring a fire engine for the Town (the "Fire Engine Project") authorized under a vote of the Town passed May 3, 2014 (Article 28), excluded from Proposition 2 ½, so called, on May 20, 2014 (Question No. 2), and to use such premium to pay costs of the Fire Engine Project, and to reduce by such premium the remaining amount authorized to be borrowed for the Fire Engine Project.

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

ARTICLE 3. Senior Center Operating Expenses

To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of \$16,500, or some other sum, to Council on Aging Account#01541-57003, Senior Center Operating Expense for Fiscal Year 2016, said sum to support the operating expenses of the new Senior Center under construction at 36 Muddy Pond Road following its anticipated opening in the Spring of 2016, or take any action relative thereto.

Submitted by: The Council on Aging

Recommendation: The Board of Selectmen recommends approval.

Recommendation: The Finance Committee recommends approval.

Summary: The new Senior Center at 36 Muddy Pond Road is currently expected to open in the Spring of 2016. During the development of the FY2016 budget it was not anticipated that the building would open until after the beginning of FY2017. Consequently, no operating funds were appropriated for the current Fiscal Year. This article appropriates \$16,500 to fund operating expenses during the final three months of Fiscal Year 2016.

REQUIRES 2/3 VOTE

MOTION MADE that the Town vote to raise and appropriate \$16,500, and to add this sum to Council on Aging Account #01541-57003, Senior Center Operating Expense for Fiscal Year 2016, and that said sum be expended to support the operating expenses of the new Senior Center under construction at 36 Muddy Pond Road following its anticipated opening in the Spring of 2016.

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

ARTICLE 4. Senior Center Custodial Expenses

To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of \$1,850, or some other sum, to the Custodial Services Account #01129-51200, for Fiscal Year

2016, said sum to provide for Custodial Services at the new Senior Center under construction at 36 Muddy Pond Road following its anticipated opening in the Spring of 2016, or take any action relative thereto.

Submitted by: The Council on Aging

Recommendation: The Board of Selectmen recommends approval.

Recommendation: The Finance Committee recommends approval.

Summary: The new Senior Center at 36 Muddy Pond Road is currently expected to open in the Spring of 2016. During the development of the FY2016 budget it was not anticipated that the building would open until after the beginning of FY2017. Consequently, no operating funds were appropriated for the current Fiscal Year. This article appropriates \$1,850 to fund custodial expenses during the final three months of Fiscal Year 2016.

REQUIRES 2/3 VOTE

MOTION MADE that the Town vote to raise and appropriate the sum of \$1,850, and to add this sum to the Custodial Services Account #01129-51200, for Fiscal Year 2016, and that said sum be expended to provide for Custodial Services at the new Senior Center under construction at 36 Muddy Pond Road following its anticipated opening in the Spring of 2016.

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

ARTICLE 5. AMI Water meter upgrades

To see if the Town will vote to transfer from the Water Enterprise Retained Earnings, the sum of \$100,000, said sum to be used to further convert the water meter system over to an automatic read AMI (Advanced Metering Infrastructure) system, and to authorize the Water Department, acting through the Department of Public Works Board, to enter into such agreements and take other action as necessary to effectuate the purposes of this vote, or take any action relative thereto.

Submitted by: Department of Public Works

Recommendation: The Board of Selectmen recommends approval.

Recommendation: The Finance Committee recommends approval.

Summary: The Water Department, in conjunction with SMLD, has successfully replaced 500 meters to date which are read remotely by SMLD software. This \$100,000 will purchase another 500 meters bringing the total to 1000 meters on the AMI system.

MOTION MADE to postpone indefinitely.

MOTION PASSED

ARTICLE 6. Fund DPW Loader

To see if the Town will vote to authorize the Department of Public Works (DPW) Board to enter into an agreement to lease-purchase a new loader at a total cost not to exceed \$154,000, and further to raise and appropriate, or transfer from available funds the sum of \$30,736.69 in order to fund the first year's payment, said sum to be expended by the DPW Board, or take any action relative thereto.

Submitted by: Department of Public Works

Recommendation: The Board of Selectmen recommends approval.

Recommendation: The Finance Committee recommends approval.

Summary: This article proposes the Town enter into a lease-purchase agreement for a new loader and to trade an existing loader with 10,000 hours on it.

REQUIRES 2/3 VOTE

MOTION MADE that the Town vote to authorize the Department of Public Works (DPW) Board to enter into an agreement to lease-purchase a new loader at a total cost not to exceed \$148,460, and further to raise and appropriate the sum of \$29,692.00 in order to fund the first year's payment, said sum to be expended by the DPW Board.

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

ARTICLE 7. Conservation Commission Trust Fund Reimbursement

To see if the Town will vote to transfer the sum of \$14,100 from account #01999-58006 (Fiscal Year 2012 Annual Town Meeting Warrant, Article #51, Purchase of 19 Hardscrabble Road) to the Conservation Commission Trust Fund, to reimburse the Trust Fund for a \$10,000 loan made to the Town in 2008 to purchase land at 73 Chace Hill Road, and to further reimburse the fund the sum of \$4,100 for expenditures related to the purchase of 19 Hardscrabble Road by the Town of Sterling, or take any action relative thereto.

Submitted by: The Conservation Commission

Recommendation: The Board of Selectmen recommends approval.

Recommendation: The Finance Committee recommends approval.

Summary: This article proposes that the Town reimburse the Conservation Commission Trust Fund for certain expenditures using excess funds from the FY12 Town Meeting article for the acquisition of 19 Hardscrabble Road. The Conservation Commission advanced \$10,000 for the purchase of 73 Chace Hill Road, which is not under the control of the Commission. The Commission also provided \$1,200 for an initial environmental hazard survey and \$2,900 for survey work completed at 19 Hardscrabble Road. The Article for acquisition of 19 Hardscrabble Road still has a remaining balance of \$31,212.21

REQUIRES 2/3 VOTE

MOTION MADE that the Town vote to transfer the sum of \$14,100 from account #01999-58006 (Fiscal Year 2012 Annual Town Meeting Warrant, Article #51, Purchase of 19 Hardscrabble Road) to the Conservation Commission Trust Fund, to reimburse the Trust Fund for a \$10,000 loan made to the Town in 2008 to purchase land at 73 Chace Hill Road, and to further reimburse the fund the sum of \$4,100 for expenditures related to the purchase of 19 Hardscrabble Road by the Town of Sterling.

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

ARTICLE 8. Closeout of 19 Hardscrabble Road Article

To see if the Town will vote to transfer the remaining sum of \$17,112.21 from account #01999-58006 (Fiscal Year 2012 Annual Town Meeting Warrant, Article #51, Purchase of 19 Hardscrabble Road) to the Conservation Commission Trust Fund. Said sum is to be used to maintain trails in the Town, or take any action relative thereto.

Special Town Meeting October 19, 2015

Submitted by: The Conservation Commission
Recommendation: The Board of Selectmen recommends disapproval.
Recommendation: The Finance Committee recommends disapproval. The Finance Committee recommends that funds remaining in FY 2012 Annual Town Meeting Warrant, Article #51 be returned to the Stabilization Fund.
Summary: This Article transfers funds remaining in Article 51 of the Fiscal Year 2012 Town Meeting Warrant to the Conservation Commission Trust Fund to be used for maintenance of trails. The amount in the Article represents the balance remaining in Fiscal Year 2012 Annual Town Meeting Warrant Article #51, (Purchase of 19 Hardscrabble Road) if Article 7 is adopted.

MOTION MADE that the Town vote to transfer the sum of \$17,112.21 from account #01999-58006 (Fiscal Year 2012 Annual Town Meeting Warrant, Article #51, Purchase of 19 Hardscrabble Road) to the Conservation Commission Trust Fund, said sum to be used to maintain trails in the Town.

AMENDMENT TO MOTION: that the Town vote to transfer the sum of \$17,112.21 from account #01999-58006 (Fiscal Year 2012 Annual Town Meeting Warrant, Article #51, Purchase of 19 Hardscrabble Road) to the Town Stabilization Fund.

AMENDMENT: PASSED BY MAJORITY VOTE

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

ARTICLE 9. Board of Health Administrative Assistant

To see if the Town will vote to amend the Classification Plan, Regular Non-Union Positions, to add an Administrative Assistant position for the Board of Health, at Grade Level II, and further, to vote to raise and appropriate or transfer from available funds the sum of \$1,500.00, said sum to be added to Board of Health account number 01510-51100, for administrative services, to fund the hiring of a part-time Administrative Assistant for the Board of Health in FY2016, or take any action relative thereto.

Submitted by: The Board of Health
Recommendation: The Board of Selectmen recommends approval.
Recommendation: The Finance Committee recommends approval.
Recommendation: The Personnel Board will provide a recommendation at Town Meeting.
Summary: This article proposes that the Town permit the Board of Health to hire a part time administrative support position. This position would address the need to provide administrative support during BOH meetings by taking meeting minutes. Additionally, this position would be cross trained in office coverage to fulfill BOH administrative duties as necessary.

MOTION MADE that the Town vote to amend the Classification Plan, Regular Non-Union Positions, to add an Administrative Assistant position for the Board of Health, at Grade Level II, and further, to raise and appropriate funds the sum of \$1,500.00 to be added to Board of Health account number 01510-51100, for administrative services, to fund the hiring of a part-time Administrative Assistant for the Board of Health in FY 2016.

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

At 7:17pm motion made and passed to dissolve Special Town Meeting

Special Town Meeting October 19, 2015

NOTES:

ELECTION RESULTS

2015

**ANNUAL TOWN ELECTION
MAY 11, 2015**

	Precinct 1	Precinct 2	Total
BOARD OF ASSESSORS (3 year term)			
Donlin K. Murray (candidate for re-election)	400	336	736
Write-ins	1	1	2
Blanks	90	71	161
TOTAL	491	408	899
BOARD OF HEALTH (3 year term)			
Gary C. Menin (candidate for re-election)	269	175	444
Sue Valentine	213	221	434
Write-ins	0	0	0
Blanks	9	12	21
TOTAL	491	408	899
BOARD OF LIBRARY TRUSTEES			
(2 seats; 3 year terms)			
Alicia L. Emsley	347	280	627
Edward R. Tatten	294	254	548
Write-ins	0	1	1
Blanks	341	281	622
TOTAL	982	816	1,798
BOARD OF SELECTMEN (3 year term)			
Maureen M. Cranson	308	279	587
Michael L. Padula	177	116	293
Write-ins	1	1	2
Blanks	5	12	17
TOTAL	491	408	899
DEPARTMENT OF PUBLIC WORKS			
BOARD (3 year term)			
Greg W. Aubin (candidate for re-election)	408	334	742
Write-ins	0	1	1
Blanks	83	73	156
TOTAL	491	408	899
MODERATOR (3 year term)			
Mrithyunjaya K. Annapragada (Amrith Kumar)	349	286	635
Write-ins	2	7	9
Blanks	140	115	255
TOTAL	491	408	899
PLANNING BOARD (5 year term)			
Russell R. Philpot (write-in candidate)	4	2	6
Total Write-ins	13	13	26
Blanks	474	393	867
TOTAL	491	408	899

**ANNUAL TOWN ELECTION, cont.
MAY 11, 2015**

	Precinct 1	Precinct 2	Total
STERLING HOUSING AUTHORITY			
(5 year term)			
Karen C. Leclerc (candidate for re-election)	376	313	689
Write-ins	0	0	0
Blanks	115	95	210
TOTAL	491	408	899

STERLING MUNICIPAL LIGHT BOARD			
(3 year term)			
Matthew V. Stelmach (candidate for re-election)	384	297	681
Write-ins	0	0	0
Blanks	107	111	218
TOTAL	491	408	899

WACHUSETT REGIONAL SCHOOL DISTRICT COMMITTEE			
(2 year term)			
Susan T. Hitchcock	374	311	685
Write-ins	0	3	3
Blanks	117	94	211
TOTAL	491	408	899

WACHUSETT REGIONAL SCHOOL DISTRICT COMMITTEE			
(3 year term)			
Sarah LaMountain (write-in candidate)	5	5	10
Total Write-ins	9	10	19
Blanks	477	393	870
TOTAL	491	408	899

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	Precinct 1	Precinct 2	Total
Total Registered Voters by Precinct	2,806	2,884	5,690
Total Votes Cast by Precinct	491	408	899
% Voter Turnout	15.80%		

FINANCIAL REPORTS

2015

TOWN OF STERLING

COMBINED BALANCE SHEET - ALL FUND TYPES AND ACCOUNT GROUP

For the Year Ended June 30, 2015

		General	Special	Water	Electric	Capital	Stabilization &	Agency &	Long Term	Combined
		Fund	Revenue	Enterprise	Enterprise	Projects	Capital Funds	Trust	Obligations	Total
ASSETS:	Cash	1,815,891	1,058,530	869,173	2,195,127	2,881,284	5,030,090	783,785		14,633,879
	Receivables:									0
	Property Taxes	221,064								221,064
	Excise Taxes	121,799								121,799
	Tax Liens	308,643								308,643
	Other	90,804		21,739	449,611					562,154
	Bonds/BANS Authorized									0
	Amt to be provided long-term debt								12,091,079	12,091,079
	Amt to be provided Com Absences									0
	Total Assets	2,558,201	1,058,530	890,912	2,644,739	2,881,284	5,030,090	783,785	12,091,079	27,938,618
LIABILITIES & FUND EQUITY										
Liabilities	Accrued Payroll	0								0
	Accrued P/R Withholdings	78,928								78,928
	Deferred Revenue	532,017		21,739	449,611					1,003,368
	Reserved for Abated Taxes	210,292								210,292
	BANS Payable									0
	Warrants Payable	0								0
	AccComp Absences									0
	Long Term Debt								12,091,079	12,091,079
	Other liabilities	478								478
	Total Liabilities	821,715	0	21,739	449,611	0	0	0	12,091,079	13,384,145
FUND EQUITY	Reserved for Various Purp	699,145	1,058,530	494,500	0	2,881,284		783,785		5,917,243
	Reserved for Deficit									0
	Encumbrances	7,968								
	Unreserved	1,029,372		374,673	2,195,127		5,030,090			8,629,262
	Total Fund Equity	1,736,485	1,058,530	869,173	2,195,127	2,881,284	5,030,090	783,785	0	14,554,473
	Total liabilities & Fund Equity	2,558,201	1,058,530	890,912	2,644,739	2,881,284	5,030,090	783,785	12,091,079	27,938,618

BOARD OF ASSESSORS

Fiscal Year 2015 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	86.1003	811,538,775	17.29	14,031,505.42
Open Space	0.0000	0	17.29	0.00
Commercial	4.0897	38,547,125	17.29	666,479.79
Industrial	5.3830	50,737,700	17.29	877,254.83
Personal Property	4.4270	41,726,534	17.29	721,451.77
TOTALS	100.0000	942,550,134		16,296,691.81

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>
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
2011	14.90	980,949,938	3,752	14,616,154	0.549

Abstract of Assessments

<u>Property Class Code & Description</u>	<u>Accts</u>	<u>Class Valuation</u>	<u>Avg. Value</u>
101 Residential Single Family	2,530	726,708,900	287,238
102 Residential Condominiums	133	24,244,800	182,292
Miscellaneous Residential	19	5,550,600	292,137
104 Residential Two Family	98	25,373,400	258,912
105 Residential Three Family	6	1,840,400	306,733
111-125 Apartments	9	2,731,600	303,511
130-132, 106 Vacant Land	399	22,615,700	56,680
200-231 Open Space	0	-0-	-0-
300-393 Commercial	74	32,318,200	432,732
400-452 Industrial	117	50,657,500	432,970
501-506 Personal Property	235	41,726,534	177,558
600-821 Chapter 61, 61A, 61B	144	3,051,300	21,190
012-043 Mixed Use Properties	16	5,731,200	358,200
TOTALS	3,780	942,550,134	
Exempt		131,338,500	

Assessors' Account for Exemptions and Abatements

<u>Description</u>	<u>FY 2014</u>	<u>FY2013</u>	<u>FY2012</u>
Assessors' Overlay	\$98,077.62	\$103,503.63	\$77,985.89
Charges through 6/30	59,971.18	62,980.37	66,194.30
Amounts Transferred	-0-	-0-	-0-
Potential ATB Liability	-0-	-0-	-0-
Balance	\$38,106.44	\$40,523.26	\$11,791.59

New Growth Revenues

<u>Fiscal Year</u>	<u>Added Valuation</u>	<u>Tax Rate</u>	<u>New Revenue</u>
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
2011	11,160,253	14.29	159,480

FINANCE COMMITTEE

SUBMITTED APRIL 10, 2015 FOR FY'16

Your Finance Committee respectfully submits its report, the department's requests and the town budget recommendations for the fiscal year 2016, beginning July 1, 2015 and ending June 30, 2016.

The Finance Committee recommendations minimize year to year tax bill increases while maintaining services, protecting town assets, supporting new projects and strengthening the town's financial position. This year's challenge is significantly increased spending pressure.

Debt

Next year's debt payments increase by 19%, or \$314,510 higher than the current year. This increase includes the first bond payment on the senior center and a fire pumper truck.

Capital Requests

Capital requests increased sharply by 115%, or \$336,675 higher than the current year.

School Assessments

The Wachusett Regional School District increased their assessment by 5.2%, or \$513,829 higher than the current year. Montachusett Regional Vocational Technical increased their assessment by 13.2%, or \$90,208.

Capital Fund

Several years of funding capital purchases with the Capital Fund depleted the fund by over 20%. The Finance Committee and the Capital Fund Committee both recommend funding new capital requests from "raise and appropriate" instead of the capital fund. Prior town meetings authorized annual payments for an ambulance, fire truck and Montachusett Vocational debt from the Capital Fund.

The committees recommend growing the Capital Fund by \$50,000.

Overall

The town's finances are strong. The Capital fund remains strong but is smaller. The Stabilization fund is strong. We are using Free Cash to reduce the tax rate.

The Massachusetts Department of Revenue listed Sterling as one of only eleven towns (under 10,000 population) with Excess Levy Capacity over \$1M.

Moody rated Sterling's bonds at Aa2.

The Finance Committee and the Capital Fund Committee are recommending three strategic changes to protect our financial position:

- 1) Reduce our financial reliance on reserves and re-grow our reserves.
- 2) "Tap" the breaks on spending. Protect our assets, support existing services and minimize new services.
- 3) Continue to plan for the long multi-year term.

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

Respectfully Submitted by,

The Town of Sterling Finance Committee

Robert Brown, Chairman
Joseph Sova, Vice Chairman
Gerald Kokernak
Cynthia Secord

Barbara Bartlett
Mary Cliett
Edward Sweet

**TOWN OF STERLING
REPORT OF THE TREASURER/COLLECTOR
TAX COLLECTIONS - 12/31/15**

	TAXES COMMITTED	ABATEMENTS EXEMPTIONS	TRANSFER to TAX TITLE	COLLECTIONS less Refunds	BALANCE OUTSTANDING
Real Estate Taxes					
Levy of 2016	\$16,726,905.11	\$ 16,513.00	\$ -	\$ 7,676,118.76	\$ 9,034,273.35
Levy of 2015	\$15,578,573.64	\$ 54,131.80	\$ 54,720.74	\$ 15,400,202.97	\$ 69,518.13
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
					<u>\$ 9,106,419.53</u>
Personal Property Taxes					
Levy of 2016	\$ 799,941.37	\$ -	\$ -	\$ 23.55	\$ 799,917.82
Levy of 2015	\$ 727,451.88	\$ -	\$ -	\$ 695,139.63	\$ 32,312.25
Levy of 2014	\$ 722,268.09	\$ 1,501.59	\$ -	\$ 717,168.58	\$ 3,597.92
Levy of 2013	\$ 604,838.65	\$ 7,473.56	\$ -	\$ 591,019.11	\$ 6,345.98
Levy of 2012	\$ 592,766.33	\$ 7,402.20	\$ -	\$ 581,894.43	\$ 3,469.70
Levy of 2011	\$ 538,892.36	\$ 2,916.26	\$ -	\$ 533,735.96	\$ 2,240.14

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
					\$ 855,306.26

Motor Vehicle Excise

Levy of 2015	\$1,275,482.19	\$ 23,159.99	\$ -	\$ 1,211,989.16	\$ 40,333.04
Levy of 2014	\$1,252,073.05	\$ 27,216.06	\$ -	\$ 1,218,104.55	\$ 6,752.44
Levy of 2013	\$1,160,670.44	\$ 27,474.41	\$ -	\$ 1,130,380.08	\$ 2,815.95
Levy of 2012	\$1,100,575.28	\$ 24,761.61	\$ -	\$ 1,073,177.93	\$ 2,635.74
Levy of 2011	\$1,062,844.18	\$ 25,947.54	\$ -	\$ 1,033,540.91	\$ 3,355.73
Levy of 2010	\$1,028,148.30	\$ 25,451.88	\$ -	\$ 1,000,763.71	\$ 1,932.71
Levy of 2009	\$1,052,796.65	\$ 26,091.88	\$ -	\$ 1,023,890.29	\$ 2,814.48
Levy of 2008	\$1,096,483.60	\$ 27,230.14	\$ -	\$ 1,066,967.31	\$ 2,286.15
Levy of 2007	\$1,126,533.83	\$ 31,007.97	\$ -	\$ 1,092,813.88	\$ 2,711.98
Levy of 2006	\$1,157,273.74	\$ 28,087.25	\$ -	\$ 1,126,382.73	\$ 2,803.76
Levy of 2005	\$1,154,167.25	\$ 31,563.01	\$ -	\$ 1,119,407.03	\$ 3,197.21
Levy of 2004	\$1,151,250.39	\$ 34,035.76	\$ -	\$ 1,114,266.82	\$ 2,947.81
					\$ 74,587.00

Taxes Liens/Tax Title

\$ 260,632.75

Tax Foreclosure/Tax Possessions

\$ 90,803.71

Anne M. Cervantes
Treasurer/Collector

**TOWN OF STERLING
REPORT OF THE TREASURER/COLLECTOR
TRUST FUNDS - DECEMBER 31, 2015**

ACCOUNT	PRINCIPAL	AVAILABLE
	Non-expendable Funds	Expendable Funds
Jacob Conant - Fuel Fund	2,200.00	3,681.10
Emily Wilder - Fuel Fund	1,500.00	2,546.60
Clarissa A. Freeman Fund	5,000.00	2,336.87
Martha Roper Fund	500.00	1,118.57
Albert Farwell Fund	1,000.00	769.15
Henry Stephenson Fund	2,000.00	3,838.32
Alba Coffin Fund	1,000.00	1,533.79
TPA Trust for the Needy	0.00	1,762.47
John Houghton Needy Women	52,664.36	4,655.17
Neighbor to Neighbor	1,000.00	17,347.76
Butterick Library	11,000.00	181.07
Eli Kilburn Library	3,250.00	53.48
Conant Library	500.00	(20.72)
Waite Library	3,000.00	52.71
Putnam Library	2,000.00	33.28
W C Kendall Library	500.00	46.48
Charles Place Library	2,450.00	50.48
Edward Conant Library	1,200.00	48.81
Madaline Miller Library	1,000.00	18.94
Helen Houghton Library	5,726.87	94.25
June Williams Library	76,198.95	1,261.67
Allen Library	0.00	404,121.60
Flower Fund	4,530.00	5,764.97
Eli Kilburn Park Fund	1,300.00	1,679.09
Fannie Stevenson Park Fund	1,000.00	1,582.99
Perpetual Care	239,231.58	32,423.76
Florence Houghton Tree	3,434.46	4,506.53
Rosamond D. Fanning		
Scholarship	1,000.00	1,319.27
Butterick School Fund	10,000.00	820.54
Conant High School		
Scholarship	15,000.00	210.27
Iacobucci Scholarship	5,300.00	976.61
Maria Houghton Scholarship	52,664.36	1,726.85
Wachusett Area EMS	0.00	143,911.77

Cultural Council	0.00	2,586.49
Title 5 Septic Loans	0.00	136,171.44
George & Mary Gibbs		
Recreation	5,000.00	3,940.40
Conservation	0.00	33,794.01
Chocksett Crossing	0.00	39,062.64
OPEB	0.00	27,048.57
Total	<hr/> 512,150.58	<hr/> 883,058.05

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**TOWN OF STERLING
REPORT OF THE TREASURER/COLLECTOR
CAPITAL & STABILIZATION FUNDS - June 30, 2015**

STABILIZATION FUND	\$ 993,338.14
CAPITAL FUND	\$ 3,971,133.98
TOTAL	\$ 4,964,472.12

**TOWN OF STERLING
REPORT OF THE TREASURER/COLLECTOR
DEBT - JUNE 30, 2015**

PROJECT	BOND ISSUED	BOND MATURES	INTEREST RATE	ORIGINAL BOND	FY15 INTEREST	FY15 PRINCIPAL	BALANCE
School Renovation	2006	2/15/2020	4.00%	\$ 9,365,000.00	\$ 238,200.00	\$ 955,000.00	\$ 5,000,000.00
Griffin Road Land	2011	6/15/2019	3.00%	\$ 82,000.00	\$ 1,500.00	\$ 10,000.00	\$ 40,000.00
Library Renovation	2011	6/15/2021	3.00%	\$ 455,000.00	\$ 10,350.00	\$ 45,000.00	\$ 270,000.00
Police & Fire Stations	2011	6/15/2021	3.00%	\$ 1,580,500.00	\$ 35,610.00	\$ 160,000.00	\$ 927,000.00
Fire Truck	2005	5/15/2015	4.00%	\$ 645,000.00	\$ 2,400.00	\$ 60,000.00	\$ -
Fire Station	2005	5/15/2025	4.00%	\$ 1,950,000.00	\$ 42,997.50	\$ 100,000.00	\$ 950,000.00
Water Tank Land	2011	6/15/2020	3.00%	\$ 44,000.00	\$ 890.00	\$ 5,000.00	\$ 23,000.00
Water Tank	2011	6/15/2021	3.00%	\$ 798,500.00	\$ 18,400.00	\$ 80,000.00	\$ 480,000.00
Water Disinfecting Plant	2004	2/1/2021	5.25%	\$ 451,269.00	\$ 3,061.64	\$ 22,717.77	\$ 190,000.00
Water Mains	2005	5/15/2025	4.00%	\$ 660,000.00	\$ 14,115.00	\$ 35,000.00	\$ 310,000.00
Water Well and UV Project #1	2007	7/15/2027	2.00%	\$ 806,740.00	\$ 11,595.74	\$ 37,416.00	\$ 561,079.00
Water Well and UV Project #2	2008	1/15/2018	4.15%	\$ 388,000.00	\$ 6,017.50	\$ 40,000.00	\$ 105,000.00
Vault	2013	6/15/2020	2.80%	\$ 205,000.00	\$ 4,900.00	\$ 30,000.00	\$ 145,000.00
Fire Truck	2015	4/15/2020	3.00%	\$ 560,000.00	\$ -	\$ -	\$ 560,000.00
Senior Center	2015	4/15/2035	3.00%	\$ 2,530,000.00	\$ -	\$ -	\$ 2,530,000.00
TOTAL					\$ 390,037.38	\$ 1,580,133.77	\$ 12,091,079.00

Anne M. Cervantes
Treasurer/Collector

**TOWN OF STERLING
EMPLOYEE GROSS PAY
CALENDAR YEAR 2015**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>JOB/TITLE</u>	<u>GROSS PAY, \$*</u>
ALLEN, CHAD	LIGHT	LINEMAN	90,105.66
ANDERSON, LAUREN	RECREATION	PART-TIME SEASONAL	1,801.12
APONTE, ALFREDO	ACCOUNTANT	ACCOUNTANT	26,379.00
ARES, ERIK	FIRE	FIRE FIGHTER/PARAMEDIC FULL-TIME	70,377.56
ARSENAULT, CHRISTINE	LIGHT	STAFF ACCOUNTANT/REGISTRAR	56,901.57
ASH, BENJAMIN	FIRE	FIRE FIGHTER/EMT PART-TIME	1,665.30
AUBIN, GREGG	DPW BOARD	BOARD MEMBER	600.00
BACKSTROM, ROY	FIRE	FIRE FIGHTER PART-TIME	416.00
BAKER, CHARLES	FIRE	FIRE FIGHTER/EMT PART-TIME	1,681.56
BAKER, CHRISTOPHER	FIRE	DISPATCHER PART-TIME/FIRE FIGHTER PART-TIME	4,584.66
BARRIERE, RICHARD	ELECTION/REG	REGISTRAR OF VOTERS	188.00
BARTLETT, BARBARA	ELECTION/REG	ELECTION OFFICER	41.25
BICCHIERI, CLIFFORD	DPW - HIGHWAY	SKILLED LABORER	15,163.25
BLOOM, ROBERT	ELECTION/REG	ELECTION OFFICER	66.00
BOARDMAN, NICKOLE	COA	OUTREACH AIDE	14,579.85
BONNELL, EDWARD	ASSESSORS	PROPERTY LISTER	1,115.75
BOQUIST, JANE	ELECTION/REG	ELECTION OFFICER	74.25
BORGE, DARREN	LIGHT	OPERATIONS SUPERVISOR	75,866.90
BOURQUE, BRIAN	POLICE	POLICE OFFICER	77,584.08
BOURQUE, GERARD	VETERANS AGENT	VETERANS AGENT	975.00
BRACONNIER, MICHELLE	DISPATCH	DISPATCHER	48,460.93
BREAGY, RICHARD	BUILDING	ALTERNATE BUILDING INSPECTOR	525.00
BRISTOL, LISA	FIRE	ADMINISTRATIVE SECRETARY	41,275.68
BRISTOL, MARK	RECREATION	PART-TIME SEASONAL	1,415.75
BRODEUR, MARK	BUILDING	BUILDING INSPECTOR	15,275.32
BRODRICK, IAN	LIBRARY	LIBRARY ASSOCIATE II	19,700.98
BROWN, CHARLES	DPW - WATER DEPT	WATER TECHNICIAN	48,943.65

BRUNETTA, JANE	ELECTION/REG	SENIOR TAX WORKOFF VOLUNTEER	57.75
CAMERANO, IRENE	ELECTION/REG	ELECTION OFFICER	2,839.62
CAMPBELL, PATRICIA	LIBRARY	DIRECTOR	72,420.19
CARROLL, VIRGINIA	SENIOR TAX WORKOFF	SENIOR TAX WORKOFF VOLUNTEER	1,544.50
CASEY, CONNOR	RECREATION	PART-TIME SEASONAL	4,549.20
CAWLEY, PAUL	TOWN ADMINISTRATOR	CUSTODIAN	15,260.66
CERVANTES, ANNE	TREASURER/COLLECTOR	TREASURER/COLLECTOR	58,016.75
CHALMERS, MELISSA	ELECTION/REG	ASST. REGISTRAR/SENIOR TAX WORKOFF VOLUNTEER	2,550.87
CHAMBERLAND, GARY	POLICE	POLICE CHIEF	127,693.27
CHRISTENSON, PATRICIA	ELECTION/REG	ELECTION OFFICER	116.25
CLARK, DONNA	BOARD OF HEALTH	BOARD MEMBER	103.00
COLBURN, SARAH	FIRE	FIRE FIGHTER/EMT PART-TIME	3,513.00
CONLEY, BRIAN	FIRE	FIRE FIGHTER PART-TIME	1,167.25
CONSTANTINO, CHRISTOPHER	POLICE	CELL MONITOR	150.00
CONSTANTINO, PAUL	POLICE	POLICE SERGEANT	142,980.57
COTE, ANGELA	LIBRARY	LIBRARY ASSOCIATE I	20,488.75
COUGHLIN, FLORENCE	ELECTION/REG	ELECTION OFFICER	41.25
COURVILLE, LOIS	ELECTION/REG	ELECTION OFFICER	57.75
CRANSON, MAUREEN	SELECTMEN	BOARD MEMBER	750.00
CULGIN, SARAH	BUILDING	BUILDING INSPECTOR	23,778.41
CUMMINGS, JO-ANN	ELECTION/REG	ELECTION OFFICER	82.50
CUTLER, ROBERT	SELECTMEN/ASSESSORS	BOARD MEMBER	3,000.00
CZAJKOWSKI, DORIS	DPW - HIGHWAY	ADMINISTRATIVE CLERK	39,969.05
DAY, DEANE	FIRE	FIRE FIGHTER PART-TIME	3,289.02
DAY, W. DAVID	FIRE	FIRE DEPUTY CHIEF/EMT PART-TIME	14,642.25
DECIERO, LISA	DPW - WATER DEPT	ADMINISTRATIVE CLERK	48,075.82
DELL, PAMELA	COA	VAN DRIVER	21,099.21
DIVIRGILIO, JAMES	FIRE	FIRE FIGHTER/EMT PART-TIME	20,791.24
DIETEL, JULIE	RECREATION	PART-TIME SEASONAL	2,404.11
DIETEL, KRISTEN	RECREATION	DIRECTOR	44,282.90
DONOHUE, GEOFFREY	DPW - HIGHWAY	MECHANIC	44,476.88
DOWNEY, PETER	RECREATION	PART-TIME SEASONAL	4,858.49
DREYER, DEOBRAH	ASSESSORS	ASSISTANT TO ASSESSOR	41,149.68

DUNN, JAMES	ELECTRICAL	ELECTRICAL INSPECTOR	12,775.00
D'ENTREMONT, PHIL	FIRE	FIRE FIGHTER/PARAMEDIC	16,237.63
EMERTON, JAMES	FIRE	PARAMEDIC/ASSISTANT EMD PART-TIME	52,990.09
FAVREAU, DAVID	BOARD OF HEALTH	HEALTH AGENT	57,045.00
FAVREAU, LAWRENCE	DPW BOARD	BOARD MEMBER	600.00
FERGUSON, RYAN	POLICE	POLICE OFFICER	92,172.07
FINIZIO, NICHOLAS	FIRE	FIRE FIGHTER/EMT PART-TIME	6,259.20
FISHER, CLARE	SENIOR TAX WORKOFF	SENIOR TAX WORKOFF VOLUNTEER	1,258.25
FLYNN, HEIDI	LIBRARY	LIBRARY ASSOCIATE I	5,713.11
FOLEY, BRIAN	LIGHT	FIRST LINEMAN	98,111.43
FORGIONE, NANCY	LIGHT	OFFICE MANAGER	55,707.26
FUGERE, STEVEN	POLICE	POLICE OFFICER	83,667.79
GALOTTA, CHRISTOPHER	DPW - PARKS DEPT	SEASONAL SUMMER HELP	3,580.00
GAUDETTE, SEAN	POLICE	POLICE SERGEANT	96,685.92
GERARDI, PAUL	DPW - HIGHWAY	TRUCK DRIVER	52,940.62
GLOW, MADELINE	RECREATION	PART-TIME SEASONAL	2,919.44
GOLD, MARJORIE	LIBRARY	LIBRARY ASSOCIATE I	14,962.46
GOLD, PHILIP	LIBRARY	LIBRARY TECHNICIAN	10,828.58
GRAY, TIMOTHY	LIGHT	LINEMAN	91,291.59
GREBINAR, ALEXANDRA	LIBRARY	LIBRARY ASSOCIATE II	33,981.16
GREBINAR, KEVIN	FIRE	FIRE LIEUTENANT/PARAMEDIC PART-TIME	19,947.29
GREENWOOD, DAVID	FIRE	FIRE FIGHTER/PARAMEDIC PER DIEM	13,654.56
HALLET, UTAHNA	ELECTION/REG	ELECTION OFFICER	140.25
HALLET, STEVEN	ELECTION/REG	ELECTION OFFICER	20.63
HAMILTON, SEAN	LIGHT	GENERAL MANAGER	140,633.08
HAMILTON, BRANDON	FIRE	FIRE FIGHTER PART-TIME	5,607.72
HARDING, DONALD	DPW BOARD	BOARD MEMBER	600.00
HARRINGTON, JOHN	ELECTRICAL	ALTERNATE ELECTRICAL INSPECTOR	105.00
HARVEY, MARY	RECREATION	PART-TIME SEASONAL	2,007.89
HAYES III, EVERARD	FIRE	PARAMEDIC PART-TIME	840.70
HEALEY, JOHNATHAN	FIRE	FIRE FIGHTER PART-TIME	213.75
HEHIR, DANIEL	FIRE	FIRE LIEUTENANT/PARAMEDIC PART-TIME	3,906.65
HELLER, ELAINE	ELECTION/REG	ELECTION OFFICER	2,041.24

HENDLEY, MEGGIN	LIGHT	BILLING COORDINATOR	48,085.94
HERNANDEZ, JUAN	FIRE	FIRE FIGHTER/EMT PART-TIME	3,940.30
HOFFMAN, ALLEN	BOARD OF HEALTH	BOARD MEMBER	103.00
HOLMQUIST, MARGARET	RECREATION	PART-TIME SEASONAL	2,113.76
HUDSON, SHEILA	ELECTION/REG	REGISTRAR OF VOTERS	3,473.98
HUNTOON, CARMEN	ELECTION/REG	REGISTRAR OF VOTERS	132.00
HURLBUT, FLORINE	SENIOR TAX WORKOFF	SENIOR TAX WORKOFF VOLUNTEER	1,879.99
HURLBUT, KELLY	FIRE	EMT PART-TIME	5,518.25
HURLBUT JR, DAVID	FIRE	FIRE CHIEF/EMT/EMD FULL-TIME	122,496.06
JACALA, SANDRA	COA	MEAL SITE COORDINATOR	11,075.56
JACOBS, DONALD	TOWN ADMINISTRATOR	HUMAN RESOURCES ADMINISTRATOR	11,185.59
JANDA, JUDITH	RECREATION	ASSISTANT	6,765.89
JANDA, ROBERT	GAS/PLUMB	INSPECTOR	15,591.50
JAYNE, KAMA	TOWN ADMINISTRATOR	ADMINISTRATIVE SECRETARY	44,023.45
JOHNDROW, MICHELLE	POLICE	ADMINISTRATIVE SECRETARY	41,960.61
JOHNSON, DAVID R	POLICE	POLICE OFFICER	91,468.35
JOHNSON, SCOTT	POLICE	POLICE OFFICER	91,948.77
JOHNSON, DAVID	FIRE	FIRE LIEUTENANT PART-TIME	10,553.43
KALINOWSKI, DIANE	DPW - SANITATION	RECYCLING	4,240.50
KAZAN, BETTY	PLANNING BOARD	ADMINISTRATIVE ASSISTANT	9,796.30
KELLEY, MAXWELL	RECREATION	PART-TIME SEASONAL	544.50
KELLY, DEBORAH	LIGHT	DATA COLLECTOR	9,546.00
KILCOYNE, JOHN	SELECTMEN	BOARD MEMBER	1,500.00
KIMBALL, LINDA	FIRE	PARAMEDIC PART-TIME	4,641.78
KINAHAN, GEORGE	FIRE	FIREFIGHTER/PARAMEDIC PART-TIME	11,218.90
KIRKPATRICK, ROBERT	FIRE	FIRE LIEUTENANT/EMT PART-TIME	15,588.90
KNEELAND, ROBERT	DPW - HIGHWAY	PART-TIME SEASONAL	444.15
KOKERNAK, ANN	BUILDING	ADMINISTRATIVE CLERK	12,894.84
KOKERNAK, THOMAS	FIRE	FIRE LIEUTENANT/FIRE INSPECTOR/EMT FULL-TIME	84,100.80
LAITALA, JOHN	FIRE	FIRE FIGHTER/EMT PART-TIME	8,197.60
LANZA, CODY	RECREATION	PART-TIME SEASONAL	780.23
LECLERC, KAREN	TREASURER/COLLECTOR	ASSISTANT TREASURER	37,675.01
LEIN, BARRY	SENIOR TAX WORKOFF	SENIOR TAX WORKOFF VOLUNTEER	955.50

LONG, MARJORIE	ELECTION/REG	ELECTION OFFICER	57.75
LYONS, DAVID	DPW - HIGHWAY	HIGHWAY FOREMAN	58,960.34
LYONS, PAUL	DPW - WATER DEPT	OPERATIONS SUPERVISOR	64,034.18
MACADAMS, PRISCILLA	SENIOR TAX WORKOFF	SENIOR TAX WORKOFF VOLUNTEER	64.00
MACARTHUR, GARRETT	DISPATCH	DISPATCHER	51,974.32
MACARTHUR, DEBRA	DISPATCH	DISPATCH SUPERVISOR	67,296.48
MALLETTE, DANIELLE	POLICE	CELL MONITOR	1,087.50
MALONEY, WILLIAM	FIRE	FIRE FIGHTER PART-TIME	2,245.74
MAMMONE, EVAN	DPW - PARKS DEPT	SEASONAL	2,820.00
MARRO, MATTHEW	CONSERVATION	FIELD AGENT	24,408.42
MARTIN, CRAIG	FIRE	FIRE LIEUTENANT/EMT PART-TIME	2,993.00
MASON, CHRISTINE	SENIOR TAX WORKOFF	SENIOR TAX WORKOFF VOLUNTEER	429.75
MASSA, LOUIS	ANIMAL CONTROL/COA	ANIMAL CONTROL OFFICER/VAN DRIVER	33,541.12
MATTEI, DANIELLE	LIBRARY	ASSISTANT DIRECTOR/HEAD OF CHILDREN'S SERVICES	30,922.10
MAYPOTTER, MATTHEW	RECREATION	PART-TIME SEASONAL	624.00
MCAULIFFE, JOHN	FIRE	FIRE LIEUTENANT/EMT PART-TIME	3,102.44
MCAULIFFE, MATTHEW	FIRE	FIRE FIGHTER PART-TIME	565.50
MCCARTHY, JOHANNA	RECREATION	PART-TIME SEASONAL	2,201.88
MCGRATH, EMMA	RECREATION	PART-TIME SEASONAL	3,913.80
MCGUIRK, ARLENE	ELECTION/REG	ELECTION OFFICER	74.25
MCKENNEY, ANITA	ELECTION/REG	ELECTION OFFICER	116.25
MCNAMARA, EDWARD	FIRE	DEPUTY CHIEF/PARAMEDIC PART-TIME	5,601.55
MENIN, GARY	BOARD OF HEALTH	BOARD MEMBER	103.00
MERCIER, LINDA	ELECTION/REG	ELECTION OFFICER	74.25
METCALF, DAWN	BUILDING	ADMINISTRATIVE CLERK	6,632.69
MICHANOWICZ, DAWN	TOWN CLERK	TOWN CLERK	63,289.50
MILLER, STEPHEN	COA	VAN DRIVER	125.21
MONAGLE, THOMAS	FIRE	FIRE FIGHTER/PARAMEDIC	224.48
MUCCI, STEVEN	POLICE	POLICE OFFICER	71,412.10
MUCKENSTROM, JUDITH	ELECTION/REG	ELECTION OFFICER	115.50
MURRAY, DONLIN	ASSESSORS	BOARD MEMBER	1,500.00
MURRAY, THERESA	TREASURER/COLLECTOR	ASSISTANT COLLECTOR	50,003.54
NICKERSON, KATHLEEN	BOARD OF HEALTH	ASSOCIATE HEALTH AGENT	17,698.49

NICKERSON, ROBERT	FIRE	FIRE FIGHTER/PARAMEDIC PART-TIME	7,398.63
NORBERG, MICHAEL	POLICE	POLICE OFFICER	77,567.44
NORDQUIST, JOHN	LIGHT	FIRST CLASS LINEMAN	101,580.78
NUTTER, ALIVIA	LIGHT	CO-OP STUDENT	7,026.38
O'CONNOR, MICHAEL	RECREATION	PART-TIME SEASONAL	1,408.25
OATES, LUCINDA	PLANNING BOARD	ADMINISTRATIVE ASSISTANT	6,471.16
ORR, DEBORAH	LIBRARY	LIBRARY ASSOCIATE II	42,341.60
PARKER, JASON	DPW - HIGHWAY	TRUCK DRIVER	56,549.75
PARKER, NICHOLAS	FIRE	FIRE FIGHTER PART-TIME	1,324.65
PARKER, TERESA	ELECTION/REG	ELECTION OFFICER	2,057.74
PARKINSON, ABBI	DISPATCH	DISPATCHER PART-TIME	3,308.95
PATACCHIOLA, BRIAN	SELECTMEN	BOARD MEMBER	750.00
PATTERSON, JASON	FIRE	FIRE FIGHTER PART-TIME	3,863.36
PERRY, LISA	LIBRARY	LIBRARY ASSOCIATE I	9,049.34
PHILLIPS, KAREN	COA	DIRECTOR	47,088.22
PICHIERRI, RONALD	PLANNING BOARD	BOARD MEMBER	100.00
PIERCE, BRIAN	LIGHT	BOARD MEMBER	2,250.00
PIERCE, JEREMY	GAS/PLUMB	ALTERNATE INSPECTOR	175.00
PINEO, JOAN	ELECTION/REG	CONSTABLE	222.00
PINEO, MICHAEL	ELECTION/REG	CONSTABLE	347.00
PITMAN, MARILYN	ELECTION/REG	ELECTION OFFICER	74.25
PLOUFFE, TIMOTHY	POLICE	POLICE OFFICER	88,258.46
POMEROY, CRAIG	POLICE	POLICE SERGEANT	100,083.26
POMEROY, LANE	POLICE	POLICE OFFICER	64,308.77
PROVONSIL, BRIAN	LIGHT	APPRENTICE LINEMAN	52,861.14
RACCA, LINDA	ELECTION/REG	ELECTION OFFICER	57.75
RIPA, CHARLES	DPW - HIGHWAY	MECHANIC/FOREMAN	83,129.66
RIVERS, MICHAEL	LIGHT/ASSESSORS	BOARD MEMBER	3,000.00
ROGOWSKI, ROBERT	FIRE	FIRE FIGHTER/EMT PER DIEM	2,153.52
RUGG, CARRIE	ELECTION/REG	ELECTION OFFICER	49.50
RUGG, GLORIA	COA	SPARE VAN DRIVER	182.13
RUGG JR, RAYMOND	DPW - CEMETERY	SKILLED LABORER	41,689.54
RUGG SR, RAYMOND	DPW - HIGHWAY	TRUCK DRIVER	47,947.51

RUSSELL, NICHOLAS	RECREATION	PART-TIME SEASONAL	2,116.39
RUSSELL, HOPE	RECREATION	PART-TIME SEASONAL	1,266.76
RUSSELL, JOHATHAN	RECREATION	PART-TIME SEASONAL	1,653.98
RUTHERFORD, CHARLES	TOWN HALL	TECHNICIAN	27,025.62
RUZIAK, CAMERON	DPW - PARKS DEPT	SKILLED LABORER	2,556.00
RYDER, BRIAN	DISPATCH	DISPATCHER PART-TIME	1,416.00
SABOURIN, ROGER	DPW - HIGHWAY	SKILLED LABORER	41,207.45
SALLUCE, DONNA	ELECTION/REG	ELECTION OFFICER	90.75
SANTOS, FELIPE	FIRE	FIRE FIGHTER/EMT PART-TIME	8,201.34
SECORD, CYNTHIA	SENIOR TAX WORKOFF	SENIOR TAX WORKOFF VOLUNTEER	1,999.99
SEREWICZ, BEATRICE	DISPATCH	DISPATCHER PART-TIME	10,761.21
SEYMOUR, JOAN	COA	FRIDAY VAN DRIVER	8,652.71
SHEA, TIMOTHY	FIRE	FIRE FIGHTER/PARAMEDIC PER DIEM	3,476.80
SHEA, JAMIESON	FIRE	FIRE FIGHTER/PARAMEDIC FULL-TIME	61,837.93
SHEPARD, WALTER	DPW - PARKS DEPT	TRUCK DRIVER	52,349.68
SHEPPARD, RICHARD	VETERANS AGENT	VETERANS AGENT	500.00
SHOSEY, COREY	FIRE	FIRE FIGHTER PART-TIME	674.14
SMITH, DANIEL	FIRE	FIRE FIGHTEREMT PART-TIME	12,422.37
SMITH, BRENDAN	FIRE	FIRE FIGHTER PART-TIME	696.85
SOMMA, ENID	SENIOR TAX WORKOFF	SENIOR TAX WORKOFF VOLUNTEER	1,502.75
SPARKS, THOMAS	LIGHT	LINE SUPERINTENDENT	102,030.99
STARR, TYLER	DPW - PARKS DEPT	SEASONAL SUMMER HELP	4,880.00
STELMACH, MATTHEW	LIGHT	BOARD MEMBER	1,500.00
SURVELL, JEANNE	TOWN CLERK	ASSISTANT TOWN CLERK	42,955.54
SZLOSEK, MICHAEL	TOWN ADMINISTRATOR	TOWN ADMINISTRATOR	104,067.20
TADRY, KAREN	FIRE	EMT PART-TIME	1,497.05
TAMULEN, JOSHUA	FIRE	FIRE FIGHTER/EMT PART-TIME	16,249.85
TATA, ERIC	DPW - WATER DEPT	WATER TECHNICIAN	51,982.48
TETU, JUDITH	ELECTION/REG	ELECTION OFFICER	66.00
THEBEAU, KIM	DISPATCH	DISPATCHER PART-TIME	11,751.17
TODOROV, SHAWN	FIRE	FIRE FIGHTER/EMT PART-TIME	8,256.30
TREMBLAY, JOSEPH	LIGHT	CO-OP STUDENT	6,963.00
TRYCHON, STEPHEN	DPW - PARKS DEPT	SEASONAL SUMMER HELP	4,525.00

TURNER, JAMES	FIRE	FIRE FIGHTER/EMT PART-TIME	1,064.70
TUTTLE, WILLIAM	DPW SUPERINTENDENT	SUPERINTENDENT	88,841.13
VALENTINO, PAUL	TOWN ADMINISTRATOR	CUSTODIAN	15,502.05
WALLACE, KATHRYN	FIRE	EMT PART-TIME	2,750.95
WELSH, BRENDAN	RECREATION	PART-TIME SEASONAL	1,488.35
WHITE, BRIANNA	LIGHT	CO-OP STUDENT	2,413.13
WILDER, CHRISTOPHER	DISPATCH	DISPATCHER	54,666.98
WITTS, JEREMY	RECREATION	PART-TIME SEASONAL	346.50
WOOD, LEO	DPW - HIGHWAY	LABORER	23,314.20
YOUNG, STACEY	FIRE	FIRE FIGHTER/PARAMEDIC	226.25
ZICHELE, SAVANNA	RECREATION	PART-TIME SEASONAL	3,407.86

*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 and retroactive pay.

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

**BOARD, COMMITTEE &
DEPARTMENT REPORTS**

2015

THE 1835 TOWN HALL COMMITTEE

2015 ANNUAL REPORT

It was a year of transition for the 1835 Town Hall Committee. Vern Gaw resigned from the Committee mid-year and was succeeded by Robert McKay Jones as Chair. The Committee is extremely indebted to Vern for his persistence and dedication for more than a dozen years helping nurture the Town Hall back to life with purpose and beauty insuring it will continue to stand proudly at the center of our common and community for many years to come. Vern was instrumental in accomplishing great things and will continue to be a valued resource as we continue to maintain and care for the building.

This has also been a year of progress. David Gibbs and Rob Barwise have joined the committee providing a high level of expertise on historical, architectural and structural aspects of the Town Hall. The Committee now has an enviable base of knowledge and experience providing insight and guidance.

A three-member Building Sub-Committee and a two-member Historical Review Sub-Committee were established to foster productive working sessions to research, evaluate and discuss restoration alternatives and provide the Committee with considered recommendations. Number one on the list of projects to be undertaken is the restoration of the roof structure and sheathing and opening up of the great hall.

The Committee is working very closely with the Town Facilities Maintenance Technician, Tom Rutherford, for the general care and maintenance of the Town Hall. The Committee thanks Tom for his enthusiasm and interest in keeping the Town Hall safe and in good condition. We have had several productive meetings and have agreed on specific actions.

Sean Hamilton and the Sterling Municipal Light Department removed the unsightly telephone pole that has been at the side of the Town Hall for many years. Sean was able to organize a team of people including Town employees and outside companies to finally rid us of this eye-sore. The Light Department is also working to replace the old florescent lighting with new efficient and attractive LED lighting on the first floor of the Town Hall. The Committee is very grateful for their support.

The Town Hall painting project was completed with the south side exterior wall scraped and painted. The Committee wishes to thanks the Sheriff's Department for their assistance. We continue to have the exterior in our sites and have made plans to repair, clean and paint the Doric columns and entry portico. The Sterling Historical Commission and the 1835 Town Hall Committee procured and proudly mounted a beautiful plaque for the Town Hall commemorating:

**This property has been placed on the
National Register of Historic Places by the United States Department of the Interior
Site of the First Town House in Worcester County 1800
The Original Town House was moved and this building erected in 1835**

The Committee is grateful to Kristin Dietel and the Recreation Department for being great day-to-day stewards of the Town Hall. They schedule all meetings, events and reservations and organize all of the varied building uses. This past holiday season, the Town Hall was adorned with charming decorations and holiday music welcoming all visitors and passersby's from the portico of the Town Hall.

The Committee is excited about the prospects for progress in the coming year and thank the people of the Town of Sterling and the Board of Selectmen for their ongoing support of this beautiful and historic landmark.

Respectfully submitted,

Robert McKay Jones, Chair

STERLING AGRICULTURAL COMMISSION

2015 ANNUAL REPORT

The Sterling Agricultural Commission is comprised of seven (7) regular members and three (3) numbered alternates all of whom are appointed by the Selectmen to serve for a term of three years. A majority of the membership must be substantially engaged in the pursuit of agriculture. The purpose of the Commission is to conserve, protect and encourage the development and improvement of the town's agricultural land for the production of food and other agricultural products. Meetings are held on the first Monday of each month at 7:30 PM in the Town Hall. Agendas are posted in the Town Hall.

The Agricultural Commission leadership by vote of the commission in the June meeting elected Bob Nickerson as Chairman, Jennifer Janowicz as Vice-Chair and Susan Phinney as the Clerk.

In October the Agricultural Commission voted to support Central Mass Grown, an organization promoting agriculture in Worcester County. The Agricultural Commission also participates quarterly with the Worcester County Regional Working Group.

The Agricultural Commission continues to support the Farmers Market that is held in front of the Sterling Town Hall. This market operates on Fridays during the growing season and provides town residents with locally grown fresh farm products. A winter Farmer's Market was established again this year with the venue in the Sterling First Church.

The Agricultural Commission sponsored an information session in April which concentrated on MGL Chapter 61 lands with a discussion on requirements and benefits to the farming community in town. The speaker also addressed pending agricultural legislation in the Commonwealth. The session was attended by about 60 townspeople.

The Agricultural Commission hosted a booth at the Sterling Fair which featured a historical map showing the location and a short history of vintage farms in the town, a profile of current farms in the town and a section on the Farmer's Market and its participating farms. The booth was manned through the weekend by commission members who answered a number of questions from Fair attendees.

ANIMAL CONTROL ADVISORY BOARD (ACAB)

2015 ANNUAL REPORT

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 the community 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 eight 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.

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.

In 2015, the ACAB reviewed the town's Animal Control bylaw for inconsistencies. The ACAB reviewed the Town's Kennel Licensing provisions and is seeking solutions to inconsistencies between zoning bylaws and state statutes.

The ACAB explored the town's needs for emergency sheltering of animals. This was launched by several board members attending CMDART (Central Massachusetts Disaster Animal Response Team) training. It was followed up by a meeting with the town's police chief, fire chief and emergency planning coordinator to discuss the town's sheltering plan and a presentation by the state's Department of Agriculture MEMA liaison. ACAB member Anne Marie Catalano is coordinating with the Sterling's emergency planning coordinator to formalize the Town's plan.

Together with the ACO and CMDART, the ACAB hosted a booth at the 2014 Sterling Fair which promoted animal control awareness, the rabies clinics and disaster emergency animal preparedness.

Over the course of the year, the ACAB reviewed pet access to town public areas. With the support of the Sterling Department of Recreation and Massachusetts Division of Conservation and Recreation, ACAB member Scott Crossman erected clean-up stations at Sholan Park, Memorial Park and the athletic fields. ACAB is working with the Recreation Director to consider guidelines for off-season pet access at Sholan Park.

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

2015 ANNUAL REPORT

In 2015, 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 calls to residents for unlicensed dog/dogs and court cases.

The following statistics represent the incidents that I as Animal Control Officer was involved with in 2015:

Dogs at Large.....	145	(13 less than 2014)
Nuisance	27	(6 more than 2014)
Hit Dogs/Cats by Vehicles.....	6	(2 less than 2014)
Feral/Stray Cats.....	39	(6 more than 2014)
Dog/Cat Bites Sterling Residents	17	(4 less than 2014)
Farm Animal Calls.....	40	(16 more than 2014)
Wildlife Calls.....	90	(same as 2014)
Dead Animals Picked Up.....	6	(same as 2014)
General questions	26	(11 more than 2014)
Court Cases	7	(3 More than 2014)

All court cases are still pending.

I had some different types of calls occur than in previous years. These calls included needing assistance in catching a salamander, Hedge Hog and a dog in a well. In addition, the dog stuck in a well was successfully caught with the Fire Department's assistance.

The Town of Sterling licensed 1,435 dogs in 2015, which is about the same as in 2014. In 2015, I issued fines totaling \$1,000 for animal control violations. This total does not include the late fees from town clerk's office of \$25.00 per dog for not being licensed after April 15th of each calendar year. That total came to \$8,175 which was caused by 327 unlicensed dogs.

The Municipal Impound (holding facility) that was implemented in 2010 is still a great asset for the Town of Sterling. In 2015, I will continue to assist the residents of Sterling in any way I can by getting them to 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 2016 before the April 15th deadline by doing even more advertising than I usually do, so residents will not have to pay the late fee of \$25.00 per dog.

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 by 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, Police Department, Fire Department, 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 number as in 2014, which is a good thing that shows that the residents do understand what they shouldn't be doing so wildlife remains

in the woods where they belong. My constant interaction with Mass Wildlife has also been a contributing factor in controlling wildlife issues. State laws are very strict on dealing with wildlife.

In 2013, I started doing segments on different topics which have been aired through the town's local cable station. The first segment covered the topic of the dangers of rabies being transmitted to domesticated animals, which 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 2015 I hope to do more segments to air on the public cable channel. I was re-certified as a level one Animal Control Officer through the National Animal Control Association (NACA) April 11, 2008. My original certification was in May, 2005 through the Animal Control Officers Association of Massachusetts (ACOAM). These two separate courses gave me different ranges of skills and knowledge. 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. In 2015, the state is requiring all ACOS to get recertified through ACOAM or NACA. The reasoning is the state laws keep changing so ACOS need to be updated on techniques which keep changing. In state law in 2012 they took out the word Dog Officer and put in Animal Control Officer. As ACO of Sterling it is not just dogs any more as you can see in my Annual report. The animal control officer position is a lot more complex and dangerous than it ever was. In 2015, I have taken several courses for animal control on different topics. These topics included Wildlife, which was taken in September in Westborough at the fisheries and wildlife building. Another course topic was Large Animal Training, which was a course that I took on November 7th in Shirley.

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 the dog licenses for Sterling residents only. I do want to thank Patricia Dettlinger, D.V.M and the Staff at VCA Sterling Animal Hospital for all their support and help every year 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, Light Department, DPW, and the Fire Department. I look forward to being your Animal Control Officer for 2016, making positive changes to the town of Sterling's animal community.

Respectfully submitted,

Louis Massa
Town of Sterling Animal Control Officer

BOARD OF HEALTH
2015 ANNUAL REPORT

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 2015, all operations of the Sterling Board of Health were carried out as required. Results from all permits and licenses issued include the witnessing of 86 percolation tests, 172 deep hole tests (soil testing), 98 Title 5 inspections, 70 food establishment inspections performed twice annually, 48 stable inspections, 3 pool inspections, 2 camp inspections, 10 samples taken from the public beach for water testing and inspections, etc. Animal inspections in 2015 associated to rabies consisted of 21 dog quarantines, 24 cat quarantines and 1 state lab testing for possible rabies. In addition, the BOH is also responsible for responding to nuisance complaints and housing complaints which in 2015 included 18 complaints.

Actual Permits/Licenses issued by the Board of Health for 2015 were: Beaver Permits 2; Camp Permits 2; Septic Construction Permits 68; Food Establishment Permits 78; Funeral Home Permit 1; Septic Hauler Licenses 15; Septic Installer Licenses 34; Pool Permits 3; Stable Permits 48; Pasteurization Permit 1; and Private Well Permits 4.

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 2015:

- 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 is used to transmit emergency or advisory information to the public during emergency or public safety incidents. It broadcasts on AM radio channel 1670 (MHz). The station was used to broadcast 2015 Sterling Fair information as well as continuously broadcasting fire prevention information.
 - Our cache of 2-way, handheld radios were loaned to the Sterling CERT for 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 and the Public Safety Open House.
- Some staff, board members, and volunteers participated in the following trainings and exercises: “Medical Counter Measures Workshop”, “Region 2 Public Health Asset Overview”, “Communications and Social Media Workshop”, “Emergency Preparedness in Mass. ”, “Environmental Health/Disease Surveillance in Shelters”, “Psychological First Aid”, “Central Mass Regional Evacuation Planning Tabletop Exercise”, “Emerging Infectious Disease”, “Update: The Nebraska Experience with Ebola”, “Addiction, To Understand, To Help”, “Narcan Administration”, WebEOC (Mass DPH version) drill and HHAN (Health and Homeland Alert Network) drill, MEMA Leadership conference, “Interacting with People with Dementia during a Disaster” Code Red Training in April 2015.
- Flu shots were provided for 79 seniors/employees and 23 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 has formally revised our fee structure to be more in line with an 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.

Sterling Board of Health

Allen Hoffman, Chairman

Gary Menin

Donna Clark

BUILDING, ELECTRICAL, GAS, AND PLUMBING INSPECTORS

2015 ANNUAL REPORTS

Report of the Building Inspector

During the year of 2015, the Building Department issued 270 building permits for various projects. The Department received a sum \$120,446.64 for building permits and annual inspections, which was deposited into the Town Treasury.

Sarah Culgin
Building Commissioner

Report of the Electrical Inspector

During the year of 2015, the Electrical Inspector issued 157 electrical wiring permits and received a sum of \$18,268.00 for the electrical permits, which was deposited into the Town Treasury.

J. Bruce Dunn
Electrical Inspector

Report of the Gas Inspector

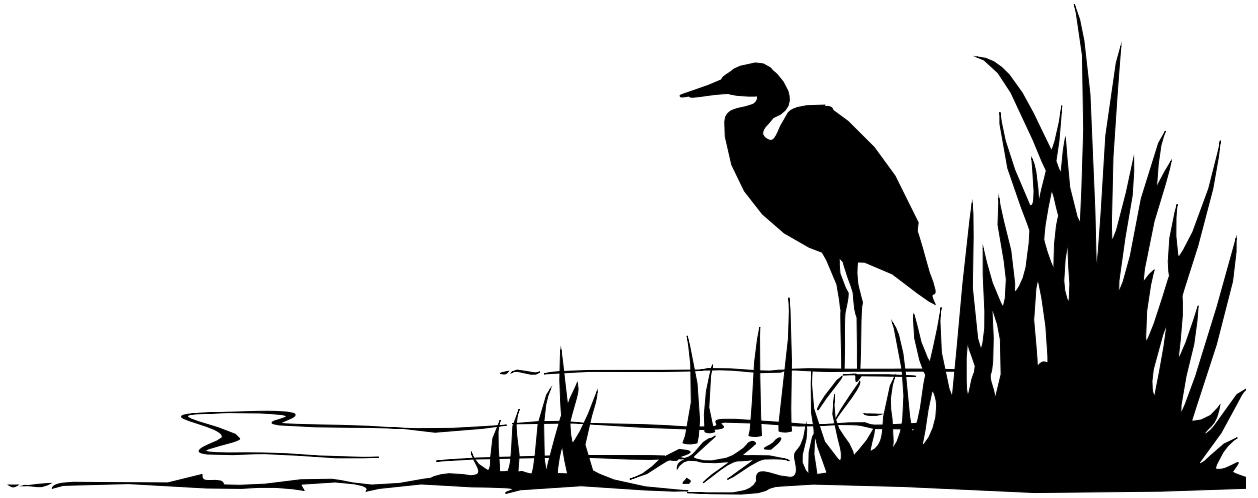
During the year of 2015, the Gas Inspector issued 80 gas permits and received a sum of \$7,475.00 for the gas permits, which was deposited into the Town Treasury.

Robert Janda
Gas Inspector

Report of the Plumbing Inspector

During the year of 2015, the Plumbing Inspector issued 89 plumbing permits and received a sum of \$9,875.00 for the plumbing permits, which was deposited into the Town Treasury.

Robert Janda
Plumbing Inspector



STERLING CONSERVATION COMMISSION

2015 ANNUAL REPORT

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. In the pursuit of meeting this goal the Commission processed 11 Notices of Intent and 15 Requests for Determinations of Applicability. The Commission also performed 4 enforcement actions with the issuance of enforcement orders. The Commission also issued 2 new storm water permits in addition to existing permits under construction.

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 obtained 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. 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 examining further funding for a second phase of trails work in the Swett Hill/Hall Ave area.

The Commission also continues to prepare in working with the Central Mass Storm Water Coalition for the upcoming revised EPA regulations and continues to enforce the local stormwater by-law.

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,

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

COUNCIL ON AGING
2015 ANNUAL REPORT

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. For elders, quality of life is often related to the quality and continuity of relationships. The Senior Center provides a “welcoming destination” that accepts you regardless of financial status, race, creed, medical condition, or mobility. Many seniors see the Senior Center as a “home away from home”. This is where they see old friends or meet new ones. The National Council on Aging states that “senior centers serve as a gateway to the nation’s aging network – connecting older adults to vital community services that can help them stay healthy and independent.” Senior Centers are more than bingo. Senior Centers help to reduce the main causes of frailty in seniors by providing nutritional opportunities, socialization opportunities, and exercise opportunities, both physical and mental. From 2000 to 2010, the US Census showed that Sterling increased its number of seniors by 76.8%. Every year 100-200 more residents are turning 60. At the end of 2015, Sterling had 2104 residents over 60. The US Census is predicting that the number of seniors will continue to grow until 2030 and will not decrease until 2050. The Senior Center offers a variety of programs, services, and activities that provide opportunities and support for elders to remain active and independent for as long as possible. Many studies have shown that being lonely takes a toll on the health of older people. In addition to the social impact, the Senior Center is a resource center. This is the only social service agency in town where seniors can find nutritional, physical, and educational activities created to assist a diverse demand of elderly needs and interests while attempting to foster independence and community interaction. This is also where younger residents and non-residents look for information on fuel assistance, food stamps and nutritional assistance, housing assistance, as well as services for seniors. We are celebrating our 19th year in the Senior Center.

The Town of Sterling, at an Annual Town Meeting, voted to build a new Senior Center on the corner of Boutelle and Muddy Pond Roads. The money was voted and approved at the 2014 Annual Town Meeting. The Senior Center Building Committee was given the charge to build a 6450 sq ft building for \$2.71 million. The SCBC has been meeting almost weekly to fulfill their charge. The construction began in June 2015. We are anticipating moving into the building in early Spring of 2016. The new Senior Center will be a great addition to the town.

The Outreach Aide has been immensely helpful, working with elders helping with health insurance, fuel assistance, food stamps, legal issues, tax abatement questions, home health aides, paperwork, or any other issue that may come up. She has been focusing on making contact with our seniors over 80. She is very busy during her 18 hours a week. The seniors have been very accepting to the visits. No one has refused her help. Nickole has delivered food, library books, and sand to seniors in need. She is always on the move and looking for ways to help out the seniors in town. Nickole goes above and beyond to get service to seniors in town. This position is partially funded by a grant from the Executive Office of Elder Affairs.

The Nutrition Program, under contract with Montachusett Opportunity Council (MOC), serves meals daily, Monday through Friday, in the Senior Center at 11:30 AM. The meal site is open to anyone over 60 years old by making a reservation by noon the day before you want to come in. There is a \$3.00 suggested voluntary contribution for each meal. This congregate meal gives seniors a chance to socialize, get information, and interact with others. This is an opportunity to get out of your house and eat with others. Sandra, the Meal Site Coordinator, has maintained the number of people eating at the center, filled out all the needed paperwork, and has gotten all the necessary certifications. Home delivered meals are also available for homebound seniors. This service helps some of the frailest elders, as someone checks in on them every day.

The Council on Aging publishes an eight-page newsletter 10 times a year under a grant from the Executive Office of Elder Affairs. This newsletter is mailed to every senior household in Sterling. It is also mailed out to the Selectmen, the State Senator, and the State Representatives. The newsletter provides information on the Senior Center itself, as well as SHINE information, legal information, and other topics of interest.

The grant also subsidizes a weekly yoga class on Thursday mornings. Katie Cohen, a certified instructor, teaches the class. The yoga class works on toning the body and mind. The class was moved to the 1835 Town Hall due to a lack of space in the Senior Center. Katie also teaches a Chair Yoga class on Wednesday mornings to involve those with some mobility issues in an exercise program. This class is held in the Selectmen's Room at the Butterick Building. It is a great way to learn yoga while remaining seated. Both of these classes cost \$5.00 a class. This is a pay as you go program.

Oriol healthcare stepped up and offered to sponsor a free Senior Fitness class, run by senior fitness instructor Marty French, once a week on Monday mornings. The class combines cardiovascular and strength training. The class meets in the main room of the Senior Center. We move tables and chairs, and the space is a little tight, but the class is well attended and well liked. We have lost some people due to the lack of space, but we are doing our best to give as much room as possible.

We also offer a Senior Pilates class, run by Jennifer Davidson. Pilates is a body conditioning routine that helps build flexibility, muscle strength, and endurance in the legs, abdominals, arms, hips, and back. The class meets on Friday mornings. The class has a dedicated group of seniors who attend regularly. It costs \$5.00 a class. This is a pay as you go program.

In addition to the weekly exercise classes, the Senior Center has many ongoing activities. We offer coffee and toast, etc every morning to anyone who wants to come in and see old friends or make new ones. We have Internet access in the Senior Center, which has allowed us to assist seniors with getting information on-line. Many seniors check their emails or Facebook accounts while visiting the Senior Center. We also have a pool table for impromptu games.

We now have a Wii Bowling team – Wii Bowl, Wii Sterling. They have joined the senior league with Rutland, West Boylston, and Hubbardston. The bowlers practice on Wednesday afternoon and join monthly tournaments.

On Tuesdays, we offer Game Day, where people play dominoes, bridge and pool. We currently have a table of bridge every week and usually 10 - 12 people playing dominoes. There is a new addition of Scrabble players. This continues to be an active afternoon.

On Wednesday afternoons, the van takes a busload of up to 9 people on shopping trips every week to various places such as Wal-Mart, K-Mart, The Mall at Whitney Field, and Target. This service helps seniors get medicine, groceries, supplies, and other items on a regular basis without worrying about the ability to get out.

The Senior Center has an active book club, which generally meets on the fourth Thursday of the month. Conant Public Library works with us through the interlibrary loan program to supply the books. This is a lively discussion group that averages 8 people attending.

The VNA Care Network holds an "Elder Keep Well Clinic" on the third Thursday of every month from 12 – 2 PM. An RN is available to meet with any seniors to check blood pressures and glucose levels, to discuss disease management, for medication counseling, or other medical needs. The same nurse comes

each month, which also helps in forming relationships and noticing changes early on. The VNA also runs a yearly flu clinic for seniors in town.

A SHINE (Serving the Health Information Needs of Elders) volunteer is available for private appointments regarding health insurance questions. She comes to the senior center on a monthly basis and sees up to 3 people each time and comes more often during the open enrollment period in order to help as many seniors as possible. SHINE also provides an article for the newsletter every month, so that everyone is up to date on any insurance information.

The senior center operates a “Lender’s Closet”, which provides durable medical equipment, such as walkers, canes, and bath chairs, for seniors to borrow. Donations of medical equipment in good, usable condition are also accepted and gratefully appreciated.

The “Off the Rack Boutique” provides new and “gently used” clothing for seniors. The Senior Center gladly accepts donations of clothing. They are hung neatly where seniors can access them free of charge.

Throughout the year, there are several special performances offered to the seniors. They are made possible through the generosity of the Sterling Cultural Council. The students and staff at Chocksett School ran another well visited Holiday breakfast for seniors. The Chocksett teachers, along with students, ran a few intergenerational classes at the school for seniors.

The Senior Center is also the designated sign up center for the Sterling YAHOO program, both in the spring and the fall. These students do an amazing job of helping those seniors who cannot do their yard work anymore.

The Senior Center has also hosted special dinners, brunches, and other meals thanks to the generosity of volunteers. The volunteers also run a yearly yard sale, to help raise funds for the Senior Center.

The Wachusett Area Rotary host a Senior Breakfast in December for the Wachusett Area seniors at the Manor, which is well attended.

Hope Chapel has been very generous in donating gift cards for us to give to the neediest seniors in town.

A group of dedicated people have started FOSS: Friends of the Sterling Seniors. Similar to the Friends of the Library, they are an independent group whose mission is to raise funds to assist the Senior Center. FOSS is a 501c3, nonprofit organization. They control their own money and assist the Senior Center as needed. FOSS started a “Taste of Sterling” fundraising event where local eateries provide samples of their goods. This was very well attended and will probably be an annual event. FOSS also continues to run a monthly pancake breakfast. They serve pancakes, sausage patties, tea breads, fruit cups, coffee and juice on the last Friday of the month for \$2.00 a plate. This has been a huge success and a great fundraiser for FOSS.

The Town of Sterling also has established a property tax work-off program for taxpayers over 60 years old, managed by the Council on Aging. Under this program, participating taxpayers work in various town departments and receive an abatement on their taxes. The maximum amount of the tax reduction is \$1000.00. The town of Sterling voted to fund this program with \$15,000, which allows 15 people to earn the maximum amount. This program is very successful as it helps out seniors with their taxes, it helps out the town with various projects, and it builds community.

Police Chief Chamberland appointed Detective Dave Johnson as our Senior Liaison. Det. Johnson stops by regularly to say hello to the seniors and occasionally can have a cup of coffee or lunch. Det. Johnson

has been a great asset to the Senior Center. His presence helps to acclimate seniors to an officer in uniform, thus reducing their anxiety if they ever have to call the police.

Senior Center activities are published in the Sterling Meetinghouse News, the Clinton Item, and the Landmark, as well as on the Sterling-Lancaster Cable Television station. The Senior Center also has a page on the town's new web-site. Our page is updated regularly with a calendar and the newsletter. There are also links to important services for seniors.

Transportation is not an issue, as we provide van service for all seniors who wish to attend these activities. We now have 2 vans in Sterling. One van provides transportation to the Senior Center in the morning and transportation for appointments in the afternoon. The other van provides transportation for appointments in the morning. The addition of the second van has really assisted in getting more seniors to their destinations. We transport from Worcester to Fitchburg and all points in between. The van now charges \$1.00 round trip in town and \$2.00 round trip out of town – there is no charge to come to the Senior Center. Van trips are scheduled by calling the Senior Center, at least 48 hours in advance.

The Senior Center is able to do so much with so little thanks to the wonderful network of volunteers who assist on a daily basis. Their help is vital to our continued progress. Last year we honored 60 people at our annual volunteer appreciation day.

Council on Aging Telephone Numbers:

Office, Van, Clinics: 978-422-3032

Lunch: 978-422-8022

Respectfully submitted,

Karen L. Phillips
Director, COA/Senior Center

DEPARTMENT OF PUBLIC WORKS

2015 ANNUAL REPORT

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

CEMETERIES - There were 52 new lots sold and 48 burials in 2015. 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 Republic Services at 1-800-467-2801.

RECYCLING - The drop-off recycling center at The Department of Public Works closed permanently July 1st. Residents are encouraged to utilize the Wachusett Watershed Regional Recycle Center listed below.

Wachusett Watershed Regional Recycle Center – Hours for the drop-off center are Mondays 5 - 7 p.m., Tuesday 9 – 11 a.m., Wednesday 2:30 – 4:30 p.m. 3rd Saturday of each month 8 – 11 a.m. Open till noon on 3rd Saturday of April, June, September and November. Location is 131 Raymond Huntington Highway, West Boylston, MA (Wachusettearthday.org) 978-464-2854 P.O. Box 593, Holden, MA 01520

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.

<u>WATER:</u>	Total Water Sales:	\$ 1,062,546.00
	Hydrant Rental:	\$ 26,675.00

There were 29 new services added this year making a total of 2359 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.

Donald Harding, Chairman

Lawrence Favreau, Vice Chairman

Gregg Aubin, Clerk

William P. Tuttle, Superintendent

EARTH REMOVAL BOARD

2015 ANNUAL REPORT

Reconstituted this past Spring with new members, the Board held its first meeting in early June 2015 and continues to work together for the benefit of the Town. There has been little activity for the Board primarily because of the Permit Extension Act of 2102 which was passed by the State Legislature and automatically extended for 4 years permits related to earth removal activities. We have received one application for a new earth removal permit which is pending, subject to the granting of the necessary Variance from our Zoning Board of Appeals.

In June the Board met to hear numerous complaints and responding comments from a property owner engaged in removal activities. After deliberating the matter, an Order to Cease and Desist Removal Operations was issued for the property. With the assistance of Town Legal Counsel, the Order was successfully defended in Worcester Superior Court with a final decision handed down this past fall. Notwithstanding further appeals from the property owner we consider the matter closed. For all who might be interested in this matter, the property owner is allowed to move materials on & within any given lot but, they are not allowed to REMOVE materials from any lot – we do appreciate the numerous phone calls expressing your concerns and provide this final comment with the hope you may save time in the future.

Looking forward, the Board anticipates more activity in the coming year with the expiration of the Permit Extension Act and, what we hope, will be an increase in overall building & development in our Town. The Board will also investigate opportunities to streamline the Earth Removal Permitting process and make it more customer-friendly. While easily said, this effort will involve many Town Boards, much consideration, and potential adjustments to our General By-Laws. As such, we can make no promises on our success or completion date for this effort.

Finally, we would be remiss if we did not recognize the past members of the Earth Removal Board for their tremendous time and effort given to our Town and in particular Mr. Scott Michalak and Ms. Barbara Roberti who “stayed with it to the end” and provided invaluable help to us new members. Thank you both!...And if you see them around town please be sure to give them your thanks too!

Revenues (as of this writing 12/9/15) ----- \$250

Sincerely,

The Board

Mr. Michael E. Pineo-Vice Chair
Mr. David Mosley (Alt.)

Mr. Robert F. Cutler - Secretary
Ms. Maureen Cranson (Alt.)

Mr. Russell R. Philpot – Chair
Mr. Ken Williams (Alt.)

STERLING FAIR COMMITTEE

2015 ANNUAL REPORT

The 2015 Sterling Fair, now in its 34th year, attracted in excess of 30,000 enthusiastic fairgoers. The weather was good for Friday night and Saturday, but we had decent turn out on Sunday despite some light rain. The Fair continues to be a public relations success for our town.

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 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. To that end, the Sterling Fair Committee is sponsoring its own 4H Club.

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 to capacity 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 helicopter ride continues to be a very popular and unique attraction. 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. Major thank you's also go out to Jim Simpson and Henry Ciborowski, their very generous contribution 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 9th, 10th, & 11th, 2016 for our next fun filled weekend at the Sterling Fair. Hall entries will be accepted on Thursday, September 8th, from 5 pm to 8 pm.

Respectfully submitted,

Doug Downey
Sterling Fair Committee Chairperson

STERLING FIRE DEPARTMENT & FIRE DEPARTMENT AMBULANCE
STERLING EMERGENCY MANAGEMENT AGENCY

2015 Annual Report for

I am pleased to submit the annual report for the Sterling Fire Department and Sterling Emergency Management Agency for calendar year 2015.

The Department

The Sterling Fire Department continues to be a predominantly on-call department with seven fulltime personnel including the fire chief and administrative assistant. Thirty-six on-call and per-diem personnel provide response to the community throughout the year based on their availability with job, school and family commitments. Four fulltime firefighter paramedics that work twenty-four shifts and one fulltime fire prevention lieutenant supplement the on-call force staffing, particularly 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 8 Regional Dive Team and Technical Rescue Response Team. Sterling is a member of Mutual Aid Fire District 8 also known as Mid-State 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 1,220 total incidents (*calls for service*) in calendar year 2015, an increase of 32 incidents from 2014. 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 Sterling Fair.

Permits and Inspections

The Fire Department Inspection and Code Enforcement Bureau is headed by Lieutenant Thomas Kokernak. The Fire Department issued 702 permits in 2015 and performed numerous 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. 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 2015, 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.).

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. Many CO alarms installed after the state's CO Law ("Nicole's Law") was passed have now reached the end of their useful life and need to be replaced. No home appliance lasts forever. In 2015 the department responded to several incidences of CO alarms activating with an end of life message.

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 broadcasts informational messages 24/7 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 incredible support of the fire department and its mission. Because of this support, we are able to maintain the apparatus and equipment that is vital to our response, especially the safety equipment and gear worn by the firefighters and emergency medical technicians for their health and safety. As a result of your support, in 2015 we replaced Engine 2 with a new rescue pumper, Engine 5. We placed in-service a new set of Jaws of Life equipment and purchased 15 new sets of protective firefighter gear. In addition, we hired two additional full-time Firefighter / Paramedics so that we now provide advanced life support ambulance service 24 hours a day.

It has always been evident in my tenure as Chief as to the important role that public safety plays to all of the citizens of Sterling. We also remain diligent in applying and receiving grant money to help offset town operating expenses.

We continue to maintain a strong 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 2016!

Respectively submitted,

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



2015 ANNUAL REPORT

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 Monday of each month and welcome everyone to attend. This year Alicia Emsley, a local attorney, was appointed to fill the vacancy left by Jaap Vermeulen. Ray Tatten, a member of the library's Long Range Plan Steering Committee, was elected to the seat formerly filled by Erica Brennan. At the June meeting, Marion Mahar was elected chairman and John Dwyer was elected secretary.

Jaap began his volunteer support of the library as a member of the FY 2000 Long Range Planning Committee. He became a trustee shortly after and served on the Library Renovation Building Committee. He was secretary and then chairman of the trustees for several years. Erica served as secretary for three years and then as chairman. The trustees are grateful for all the contributions these two volunteers made to the library, working diligently to support and improve service to the public.

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 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, high-speed internet (direct and wireless) and scanning - all at no charge. The library also offers copy, fax, 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. Through the website cardholders can use extensive information databases, research ancestors, learn basic conversation in over 60 languages and select from over 1,000 classes in subjects ranging from job skills to digital photography, new software, blogging or web design, and much more.

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 residents 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, president of the Friends and a dynamic executive committee, with a committed corps of volunteers, present a juried Craft Fair every November and manage an ongoing book sale in the lower

level of the library. Their efforts support the Summer Reading Program and many other children's programs throughout the year. Most of the special databases, such as Ancestry.com and Mango Languages, are also supported by the Friends.

In addition, the Friends contributed \$4,000 to provide an eBook collection of bestsellers to Sterling residents to cut down on the wait time for popular items. The Friends also provide discounted passes to a large number of attractions and museums. The library website includes a list of all the passes available, including the Sterling Garden Club's donation of passes to Tower Hill and the addition of a second pass to Farmland from the Davis Family.

Annual Benchmarks

Library Cards

At year-end Sterling had 5,072 active library cardholders, 65% of the entire town.

Programs

The library held 136 programs for children and young adults with total attendance of 1,099. In addition to the annual Summer Reading Program, children's programming includes weekly story hours, music circles, and a new Lego club as well as monthly drop-in craft days, family movie nights, and half-day school and week-long vacation programs.

Adult programming increased dramatically in 2015. This past year the library ran 80 programs for adults, with attendance of 1,128. Adult programming includes a day and evening book club, knitting group, Cook Book Club and a new adult Coloring Club. In addition were speakers, instruction in Bird Photography and meditation, author talks and a concert featuring Scottish folk group North Sea Gas. Local residents, Kate Blehar and Meredith Tufts, managed the annual Project Linus blanket making event.

In July, Danielle Mattei, Assistant Director and Head of Youth Services, accepted a position as Head of Circulation Services for the Worcester Public Library. Miss Dan worked with a generation of Sterling's children and supported their literacy and love of reading through their school years. She is missed.

Alex Grebinar stepped into the position of Assistant Director and Angela Cote became Youth Services Librarian.

Circulation

A total of 87,942 items circulated to the public and library users downloaded 5,326 E-books and other E-materials. In 2015 the library was visited 51,927 times.

In the coming year, the library will be focusing on the goals of the Long Range Plan – working with a space planner to reimagine the building in order to increase space for programs, quiet study, and areas to gather. Also in line with the plan is to continue increasing programs, offering more materials delivered electronically, providing information on how to access all the services the library offers and, as always, the latest books, movies and TV shows.

Respectfully submitted,

The Board of Trustees of the Conant Free Public Library

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

Kelly Cullinane
Alicia Emsley
Ed Tatten

Patricia Campbell, Library Director
Alex Grebinar, Assistant Director

STERLING PERSONNEL BOARD

2015 ANNUAL REPORT

The Personnel Board went through a significant transition over the past year. In June 2015, the board lost funding of the part time HR Administrator (HRA), which supported the board’s direction and vision, data collection and reporting, and the Town’s weekly operational activities. Since the loss of the HRA role, the HR duties and responsibilities have dispersed to the Town Treasurer and Town Administrator (TA).

Over the past three and a half years, the board has been working to ensure the Town’s Personnel By-laws are clear and up-to-date, HR programs are competitive and well communicated, and all that the Town’s HR programs reflect a positive and health work environment. Toward these goals the following accomplishments have been achieve over the past year:

- Employee Handbook: Has been redesigned, approved by the BOS, and distributed to all town departments.
- Updated Market Data: The new TA collected current compensation data on comparable jobs from comparable towns. Analysis of current minimums, midpoints, and maximums support the current non-union open range structure. Results of the study support a 2% adjustment to the grade I range midpoint; 6% expansion of the grade IV maximum to create consistent 45% range spread, and a 5% adjustment to the grade VI range midpoint.
- Internal Compensation Review Process: Building from last year’s new adjustment process of ensuring employee’s with more than 3 years and were paid at 90% of the pay grade range, the board and TA developed a process to review all wages to ensure that internally equitable rates are being paid.

Since May 2012, this Board has been working to improve citizen understanding of Sterling’s work processes and our workforce profile. The new employee handbook is a step to clarify HR processes. Over the past four years the size of Sterling’s workforce has not changed.

Data collected from the Town’s payroll source shows the number of Full Time (benefit eligible employees) and Part Time employees have not changed (see table to the right).

Date	Full Time Employees	Part Time Employees
2/16/15	73	19
2/27/14	71	17
2/28/13	71	16
2/16/12	74	16

The counts don’t include seasonal, senior work-off, elections, inspectors, call fire, or board and committee members.

Despite this stable workforce size, over the past year, the changes in Sterling’s workforce are significant and includes the following:

- Custodial services were changed to contracted roles; now we have two part-time positions.
- Town accountant went from full-time to part-time.
- Building inspector was contracted; now is a full-time position.
- Building Dept. secretary/ZBA secretary was two part-time positions; now is one full-time position.
- Animal Control/COA van driver was two part-time positions; now is one full-time person.
- Planning Board clerk was full-time, now is part-time.
- Recycling attendant was laid off last year.
- Veteran’s agent was a part-time position; now is contracted.
- Human Resources position was eliminated.
- Two new full-time firefighters recently hired.
- DPW is down one or two employees and has not replaced them.

The Town of Sterling's workforce is much more complex than perceived by the Board of Selectmen and the Town Administrator. As I've said before, Sterling spends approximately 65 percent of its annual budget on human resources activities, and to not actively manage this area with a dedicated role is a mistake.

I have completed my term on the SPB. In order to improve the level of management of Sterling's HR I recommend the following:

1. Create a monthly HR reporting format from the TA that demonstrates active oversight of the Town's HR investment.
2. Address the non-existent workforce reporting database and establish a program of workforce metrics and HR goals.
3. Address training and development throughout all departments to ensure the workforce goes beyond compliance and toward performance improvement.
4. Create a process for establishing and using Customer/Citizen satisfaction feedback to assess employee performance.

Jed Lindholm
Chair, Personnel Board

PLANNING BOARD
2015 ANNUAL TOWN REPORT

The Planning Board endorsed twelve (12) ANR plans. (Plans for which Approval under the Subdivision Control Law is **Not Required**.)

The Planning Board reviewed and approved one site plan for Sean Kilcoyne, 116 Pratts Junction Road for two contractor storage units.

The Planning Board reviewed and approved two site plan modifications for Rock Breakers LLC, Chocksett Road. LKQ Corporation will have a warehouse and storage facility for distribution of primarily new automotive parts. The approved site plan modifications consist of 2,400 square feet of office space, 70,000 square feet of warehouse space, 46,656 square feet of distribution space and 5,000 square feet of outdoor storage, for a total of 119,056 square feet of building space.

Redstone Heights (Chad Lane), a six lot subdivision approved in 2005, continues with its development that began in 2010.

Russell Philpot was elected for a five year term to the Planning Board, and will serve as their ANR Agent.

The Board would like to extend their appreciation to Ron Picherri who stepped down from the Planning Board after serving for over twenty- five years.

Lucinda Oates, after serving as Administrative Assistant for the Planning Board since 2012, retired. In April, the Board hired Betty Kazan, with thirteen years of municipal experience for the Town of Westminster, to fill the Administrative Assistant position.

Several Board members have given their time to various endeavors; Ken Williams and Russell Philpot serve on the Earth Removal Board. Ken Williams and Michael Pineo serve on the Sterling Land Trust.

Ken Williams also serves on the Montachusett Regional Vocational Technical School Committee.

Michael Pineo serves in an elected position as Town Constable; and appointed positions as: Agricultural Commission, Conservation, 40B Review 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).

The Board continues to review proposed street names and issue street numbers.
The Board is investigating mechanisms to improve customer service.

Board members continue to keep abreast of changes and trends through participation in various endeavors, attendance of informational programs and educational opportunities, including the Annual Conference "Advanced Tools and Techniques for Planning and Zoning". They are also investigating mechanisms to improve customer service.

Respectfully submitted,

Kenneth I. H. Williams, Chairman, Clerk
Michael Pineo, M. J. T. C. Representative
Charles Hajdu, Member

John Santoro, Vice Chairman
Russell Philpot, ANR Agent
Betty Kazan, Administrative Assistant

THE RECREATION DEPARTMENT

2015 ANNUAL REPORT

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 individual volunteers. New programs & activities implemented in 2015 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, boating, swimming lessons, art, sewing, sports adventure, multi-sports, yoga, skiing/snowboarding, lacrosse, and Zumba. One of our longest running programs, Sterling Rec Basketball, had over two hundred players. 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, barre classes, basketball, and weight training. In May one of our long-time instructors expanded her fitness offerings, allowing teens and adults even more opportunities to stay fit. Those who like to travel took advantage of the trips we offered. They had the opportunity to choose from a variety of trips from admiring the foliage in New Hampshire to New York City shopping, to a beautiful day on Martha's Vineyard.

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: *4th Annual Scarecrow Contest*, *Holiday Tree Lighting*, *Holiday House Lighting*, *Annual Easter Egg Hunt*, and *Summer Concert Series 2015*. Many of these events would not be possible with the generosity of local businesses such as: Evergreen Farms, Clearview Farm, Charlie Madden, Village Pizza, DMH Electrical, Don-Jo Manufacturing, M.J. Flanagan Insurance Agency, Open Door Real Estate, Paula Meola Dance and Performing Arts, Inc, Leominster Credit Union, Kitchen Associates, Rota Springs, 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 \$1,500.00 from *The Sterling Cultural Council* for the Summer Concert Series 2015. 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.

This year the Recreation Department had the opportunity to partner with Coordinated Family and Community Engagement grant. Several free programs were offered to families and young children in the Sterling Community. One event sponsored was held at the Sterling Senior Center, *Bring your Grandchild to Lunch*. A healthy lunch was provided for the large number of attendees who enjoyed the activity and was followed by Music and Movement with Miss Renee.

The Recreation Department funded repairs for the Sterling Greenery Community Park, on equipment that was broken or missing. 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.

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. This year we had some truly wonderful staff return to us, Connor Casey. Connor is working towards his bachelor's degree in Journalism was hired for an

internship this summer, as well as, continuing his position as a super professional, fun, Summer Lake Director. He assisted the Recreation Director in overseeing other recreational programs and office responsibilities throughout the summer. He was an incredible help throughout the summer and we were so thankful to have him. We are always thankful for Scouts that wish to help us for their Eagle Scout Projects. This year we were fortunate to work with Connor Pauplis, who is making updates to Sholan Park over the next few months. We also worked with Connor Macone, who built benches at Griffin Road. We truly appreciate the time and effort that the Eagles Scouts put into their projects. 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 4382 individuals participated in the Recreation Department's events and programs in 2015. We thank all 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, or by e-mail at recreation@sterling-ma.gov, or stop in at our office in the 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, 1835 Town Hall.

Respectfully submitted,

Kristen Dietel - Recreation Director

Jo-Ann Cummings - Chairperson Recreation Committee

Bob Finizio

Heidi Grady

Mark Hryniewich

Kristen Nelson

Mike Regan

Sterling Municipal Light Department

50 Main Street

Sterling, Massachusetts 01564-2135

Tel: (978) 422-8267

Fax: (978) 422-8054

www.energysterling.com

2015 Annual Report

Respectfully submitted is the one hundred and fifth report of the Sterling Municipal Light Department (SMLD).

POWER

The SMLD's customer base has 3,775 accounts as of December 31, 2015 that include 3,406 Residential, 12 Large General Service (LGS), 52 Medium General Service (MGS), 303 Small General Service (SGS), 1 Wholesale and 1 Streetlight.

A total of 61,065,581 kilowatt hours (kwhrs) of electricity were sold during the calendar year 2015. This represents an increase of 1,528,676 kwhrs from calendar year 2014. Sterling's hourly peak demand was 11,796 kW set in September of 2015. That is an increase from the peak set in 2014.

The SMLD uses reliable indices to monitor how our distribution system is performing and to measure our response time to system interruptions. The 2015 *Average Service Availability Index (ASAI)* of electricity for Sterling residents was 99.9992 %. The 2015 *Customer Average Interruption Duration Index (CAIDI)* numbers represent the average time required to restore service to a customer per sustained outage. These numbers came in at 73.75 minutes. Overall, our system interruptions have been decreasing. This is a reflection of the continued system and substation upgrades being performed by our Operations Department.

Our transmission costs continue 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 Wiles Road facilities that have provided 14,554,312 kwhrs to date.

As our dependence on natural gas increases the constrictions remain a concern. In 2000 we produced 5% of power from natural gas and in 2015 that number was closer to 53%. Lower priced natural gas is available but the restrictions within the transmission pipelines are expected to continue until additional capacity is built or Liquefied Natural Gas (LNG) delivery increases. With the lower cost and increased dependence on natural gas (or LNG), many fossil fueled generators and large nuclear plants have shut down leaving fewer options during cold periods when natural gas is reserved for heating purposes first and then electric generators.

OPERATIONS

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

- John Dee Road - After completing the primary conversion in 2014 we completed the installation of a new secondary cable and 1/0 neutral for better system reliability and grounding.
- Moat Road - Replaced existing copper wire with new tree wire and neutral wire and installed new transformers and 1/0 secondary cable to improve system reliability.
- Kitchener Road - Replaced existing copper wire with new tree wire and installed new transformers and secondary wire to improve system reliability.

- Heather Lane - Replaced existing copper wire with new tree wire and neutral wire and installed new transformers and 1/0 secondary cable to improve system reliability.
- Oakwood Drive - Removed existing copper wire and installed new tree wire and transformers. The upgrade will provide better voltage and system reliability to the area.
- Walnut Road - Replaced the existing #4 copper primary and neutral wire with new 1/0 tree wire, providing better reliability to the area.
- Kilburn Rd - Removed old open copper wire and installed new tree wire and secondary cable to provide better system reliability.
- Old Princeton Road East and West - Completed the removal of #6 copper wire and replaced it with new tree wire and neutral wire. Installed new secondary cable to increase the reliability to an area that had been showing up too often on the trouble calls.
- Albright Road - Installed new tree wire to provide improved reliability.
- Clemence Ave. - Removed the open copper wire and installed new tree wire and new secondary cable to improve reliability.
- Installed 37 new house services and 15 new poles.

These 11 projects were performed as part of our continuing effort to upgrade our distribution system to minimize outages and improve our system reliability. In all, we installed over 9,115' of new 1/0 tree wire and removed 8,650' of old copper wire. We also installed 5,850' of new secondary cable while removing 4,935' of open wire copper secondaries. Our gratitude 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. These include 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.

Although fuel remained steady our transmission costs continued to rise. These costs have increased mainly since transmission owners receive 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 by 22% from \$605,664 in June 2011 to May 2012 to an expected cost of \$940,264 from June 2014 to May 2015 a 55% increase. This cost is expected to continue to rise to an estimated cost of \$1,166,155 in June 2017 an additional 25% increase. Along with other Municipal Light Plants and Associations we 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 supply consists of a mixed portfolio of power agreements that include E.H Perkins and Wiles Road solar projects that have produced 14,554,312 kwhrs to date, and also 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 2015 over 22-35% 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 we expect to be online in the 4th quarter of 2016. We also receive power from the Millstone III Nuclear Plant and the Seabrook Nuclear Power Plant in New Hampshire. Our power portfolio is 75% carbon free. 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 2015 we continued to replace Town Street Lights with new LED fixtures. We have completed 50% of the fixture replacements and this project is expected to take one more year and will provide a considerable savings to the Town of Sterling. 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
- In 2015 the Sterling Energy Committee (formed in 2014), began working with a commitment of \$200,000 (over two years) from the SMLD Board of Commissioners and \$110,000 from a Municipal Energy Efficiency Grant. They have used these funds to provide assistance with the LED streetlight change-out-program. They also provided funds for engineer reviews of the heating systems and HVAC contractors to make energy efficient improvements to both the Fire and Police Stations. The improvements were noted 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. The improvements included the upgrade/repair of the HVAC controls, outdoor sensors, programmable thermostats and new led lighting on the exterior and perimeter of both Police and Fire Stations. New LED lighting has been installed throughout the DPW building in the garage and administrative areas and the area around the outside perimeter. We have just begun to upgrade the lighting in the Butterick building to LED that will include the occupancy sensors and dimming switches.
- In December 2014, the SMLD (on behalf of the town) was awarded a \$1,463,194 Community Clean Energy Resiliency Grant. In October 2015 a contract was signed with the Massachusetts Department of Energy Resources (DOER) for the SMLD to administer the grant on behalf of the town. This grant will allow us to install a 1 mega-watt solar battery storage system that will

provide emergency back-up power to the Police and Dispatch Center for many hours should a catastrophic event occur. This project will also be used to provide system benefits to the SMLD on a daily basis. We expect to begin installation in the spring of 2016.

CHANGES AT SMLD

In May 2015 Matt Stelmach was elected to a three-year term on the Light Board Commission.

Natural Gas - As a result of the strong support from many businesses and residents and following two informational meetings that were held to discuss the economic benefits and cost associated with bringing natural gas into Sterling a special town meeting was held on November 14, 2014 for the sole purpose of this vote. Sterling residents voted 100 in favor and 29 against to authorize the creation and operation of a municipal gas plant as allowed by Massachusetts General Laws, Chapter 164, section 36, and place such municipal gas plant under the authority of the Sterling Municipal Light Department Board. Upon such authorization the municipal gas plant shall be combined with the Sterling Municipal Light Department to form the Sterling Municipal Light & Gas Department that shall do business as “Energy Sterling”. The certificate for this vote was submitted to the Department of Public Utilities for review. As a result it was reported to us that an order had been approved in September 1929 for Worcester Gas to acquire franchise rights in the town of Sterling. There was no work was performed for over 80 years and in 2013 a natural gas pipeline was installed to an industrial customer and a few homes along the route. We have begun to work with our local legislators to contest their franchise ownership.

Please see the SMLD February 2016 LightLines newsletter for a more detailed explanation.

Tree trimming services continued throughout 2015. 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 2015 the SMLD had no workers’ compensation claims or lost time. This is the fifth 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.

We continue to work with the Water Department on the installation of equipment and software for electronic readings and monitoring, thus utilizing our new Advanced Meter Infrastructure (AMI) for their water meter readings.

Structural Repairs/Renovations

In April of 2015 after a yearlong renovation project we finally re-opened the front doors at 50 Main Street Office Building. I invite everyone to please stop in and see the improvements. This renovation project involved removing everything to the outside walls and repairing the failed structural components. Next we installed new insulation, sheetrock, walls, trim, counters, ceilings, LED lighting, vestibule, HVAC system and carpeting. Much of the work was completed by the SMLD line crew and students from Montachusett Regional Vocational School (Monty Tech). Many thanks to the SMLD employees and the faculty and students from Monty Tech for your assistance with this project.

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 2015 Safety Award of Excellence. It is quite an honor to be recognized nationally and clearly demonstrates the commitment of the SMLD employees.

Once again, I would like to thank the SMLD employees for their collaboration during these transitional times. I recognize that they have made many adjustments and have been faced with many challenges during the yearlong renovations of our building. Their teamwork and skills that were utilized in this project will demonstrate a great savings to our ratepayers will offer many benefits well into the future.

Respectfully submitted,

Sean Hamilton
General Manager

Sterling Municipal Light Board Members:

Matthew Stelmach, Chairman
Michael Rivers, Vice Chairman
Brian Pierce, Clerk

STERLING POLICE

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

Chief of Police:
Gary M. Chamberland

2015 ANNUAL REPORT

Board of Selectmen, citizens of Sterling, as Chief of Police, I am pleased to share with you the Sterling Police Department's 2015 Annual Report. I'd like to express my profound gratitude to every one of our employees who made the past year safe and peaceful. The real essence of the success of our department can be found in their enthusiasm, ability and dedication. All of the members of the police department and communications center take seriously their responsibility to provide our community with professional and efficient police services. We continue to enjoy the support of the community, something we truly appreciate, especially in view of community and police relations taking place nationally.

Personnel: The staffing of the department remained stable throughout the year. Officer Steven Mucci who was hired at the end 2014 successfully completed his probationary period this year. He has become a valued and dedicated member of the department.

The police department is at full staffing levels of thirteen full-time officers including; one chief, three sergeants, one detective and eight patrol officers. We are on duty and available twenty-four hours a day, seven days a week and every holiday. We are here whenever you need us.

The backbone of our department is the communications center. The center is staffed by four full-time dispatchers and three part-time dispatchers. All the full time personnel have been here for at least nine years, making for a very stable work force. Having a stable team of dispatchers allows us to provide advanced training, allowing us to provide a high level of service to our citizens. We do have a turnover with the part time dispatchers. During the year, Kim Thebeau, and Brian Ryder joined our team as we said good-bye to Abbi Parkinson who accepted a full-time position at another department.

Training: We encourage our officers to take advantage of as much training as possible above and beyond the basic and mandatory law enforcement training. We invest significant time and resources in our individual officers, which in turn benefits the entire organization. We encourage officers to seek out training opportunities in areas that interest them and to pursue those interests.

One such area was the implementation of officers carrying Naloxone (Narcan). Officer Ferguson became a certified instructor in the administering of Naloxone. He trained and equipped the department with Narcan that is now carried by all officers on duty.

Some of the trainings that were completed during the year were:

Handling Domestic Violence Calls	Liability for 911
Dealing with Disasters	Emergency Shelter Operations
Human Trafficking	Wildlife Matters
Legal Updates	Detective Training
Critical Incident Response	

Legal Updates for Dispatchers
Emergency Vehicle Operations
Critical Incident Response
Communications Supervisor
Mental Health Investigations for Law Enforcement
Firearms, Taser, Use of Force

Operations: We enjoy our daily interaction with the community. Outside of our routine enforcement operations, we often interact in other ways. Officers are present every day at the schools, they are monitoring traffic matters and ensuring the safety of the children. Additionally, the five Wachusett Towns participate in monthly school safety meeting to discuss and improve safety. A district wide safety plan was implemented and scheduled lockdown drills are conducted at all the schools in the district.

We enjoy providing traffic control to ensure safety while everyone can enjoy the Veteran's and Memorial Day Parades as well as the opening Little League Day Parade and the Promenade Walk . Officers staff the annual Sterling Fair providing a safe and trouble free fair every year.

Additionally, the department holds an annual Toys for Tots campaign where hundreds of toys are donated and distributed to needy families.

The department hosts two collection boxes in the lobby to collect prescription medication and needles for disposal. The lobby is open twenty-four hours a day for your convenience.

We received over \$31,000 in grant funding to operate the communications center and train the dispatchers.

We responded to seven thousand seven hundred and thirty one (7,731) calls for service this year, approximately 11% less than 2014. Of those calls for service, eight hundred and seventy seven (877) were emergency 911 calls. Three hundred and seventy six (376) of those calls were burglar alarms.

In addition to receiving the above listed calls for police services, the dispatch center answers calls for the Department of Public Works and Sterling Municipal Light Department during non-business hours. They processed eight seven (87) SMLD calls and fifty seven (57) DPW calls.

We investigated one hundred and fifty three (153) motor vehicle crashes, an increase from 2014 of thirty-one (31) from 2014.

There were forty nine (49) arrests this year a decrease of fourteen (14) from 2014.

We processed one hundred and thirty two (132) firearms applications. A decrease of fifty-eight from 2014 when one hundred and ninety (190) applications were processed.

In closing, I would like to recognize the staff of the police department for their dedication to the community. I also want to thank the citizens of Sterling for their continued support they have provided to the department.

Sincerely,

Gary M. Chamberland
Chief of Police

WACHUSETT WATERSHED REGIONAL RECYCLE CENTER
WACHUSETT EARTHDAY

2015 ANNUAL REPORT

2015 was another year of growth for the Wachusett Watershed Regional Recycle Center, at 131 Raymond Huntington Highway in West Boylston. The center is a partnership of seven Wachusett Towns (Boylston, Holden, Paxton, Princeton, Rutland, Sterling and West Boylston), the MA Department of Conservation and Recreation (DCR), and the volunteer non-profit Wachusett Earthday, Incorporated.

Wachusett Earthday, a volunteer non-profit group operates the Wachusett Watershed Regional Recycling Center year-round on Monday from 5 to 7 P.M., Tuesday from 9 to 11 A.M., Wednesday from 2:30 to 4:30 P.M. and the third Saturday of each month from 8 to 11 A.M. to collect bulk, recycling and reuse items. Check www.wachusettearthday.org or Town websites for updates.

In 2015, the number of recycle center visits by residents from the seven town region increased by 43% to 22,113. During 2015 Wachusett Earthday held 155 collections.

Four special collections of household hazardous products with a disposal fee were held on the third Saturday of April, June, September and November from 8 A.M. to noon. Three free document shredding days were held at the Recycle Center on the third Saturdays of March, May and October.

Neighbors shared many thousands of household goods and furnishings, fabric arts, school supplies, sporting goods, cards and gift items. Seniors downsized and children shared favorite toys and games they had outgrown. Residents moving in or out of the region found a place to leave their extra household goods or handle their chemicals and paints. Students and young families found just the right item to help set up housekeeping. Teachers found a great place to share resources.

Increasing by 48%, more than 11,400 gallons of household hazardous products (chemicals and paints) were safely removed from the watershed. Collected items totaled more than 144 tons of appliances and metals, 1,106 tires, 635 propane cylinders, 59 fire extinguishers, 120 tons of cardboard, paper, plastic and mixed recycling, 401 tons of project debris and furniture, 2 tons of fluorescents, more than 2 tons of alkaline batteries, more than 2 tons of rechargeable and lead acid batteries, thousands of electronics including over 2,000 computer monitors and TVs, and several tons of clothing. Over 13,000 returnable bottles and cans were collected.

95 dedicated volunteers served at the Wachusett Watershed Regional Recycle Center. Additional volunteer groups who helped include Scout Troops and WPI Alpha Phi Omega volunteers. Earthday volunteers offered free sample items and reuse and recycling information at Wachusett Town celebrations.

For 2016 six Household Hazardous Products, i.e. Chemicals and Paints collections are planned from 8 A.M. to noon.

- Four Chemical and Paint collections are on third Saturdays (April 16, June 18, September 17 and November 19), and will also include bulk, recycling and reuse.
- Chemicals and paints **ONLY** will be collected on May 7 and October 1. The other areas of the Recycle Center will be closed on those two Saturdays.

In 2016 free document shredding will be held on March 19, May 21 and October 15 from 8 to 11 A.M.

The Center will be closed on May 30, July 4, September 5 and November 23 in 2016.

The Wachusett Watershed Regional Recycle Center Town Representative Team includes designated representatives of the seven Wachusett Towns, the MA Department of Conservation and Recreation and Wachusett Earthday, Incorporated. The Team meets periodically to review operations. The board of directors of Wachusett Earthday, Incorporated, a volunteer non-profit group, meets monthly to manage operations.

The Towns of Boylston, Holden, Princeton, Rutland and Sterling collect sharps. West Boylston has a program to mail in sharps without a fee. The Towns of Holden, Paxton, Princeton, Rutland, Sterling and West Boylston collect pharmaceuticals at their Public Safety buildings.

Contact Wachusett Earthday at www.wachusettearthday.org or 978-464-2854. Check for updates including weather closings.

2015 Members of the Wachusett Regional Recycle Center Town Representative Team:

Boylston—Martin McNamara	Rutland—Sheila Dibb
Holden—Dennis Lipka/Pam Harding	Sterling—William Tuttle
Paxton—Carol Riches	West Boylston—Leon Gaumond/Mike Kittredge/Nancy Lucier
Princeton—Arthur Allen	Wachusett Earthday—Colleen Abrams
MA Department of Conservation and Recreation—John Scannell	

2015 Directors of Wachusett Earthday:

Colleen Abrams, Norma Chanis, George Dvorak, Tim Harrington, Eric Johansen, Mark Koslowske, C. Mary McLoughlin (became emeritus 10/1/2015), Anna Perkins, Patt Poppo, Ben Ribeiro, Vanya Seiss, Helen Townsend and Robert Troy.

Retired in 2015: Andre Gaudet 6/30/15, Sandra Hakkarainen 3/8/15, Lydia Shewchuk 9/28/15

WACHUSETT GREENWAYS

2015 ANNUAL REPORT

Together with our partners, the Massachusetts Department of Conservation and Recreation (DCR), Wachusett Towns, local foundations and businesses, Wachusett Greenways (WG) has served central Massachusetts for 21 years and has completed nearly 20 miles of the planned central 30 miles of the Mass Central Rail Trail (MCRT) and the four mile Trout Brook/White Oak Trail.

Strong Support

Greenways membership remains strong with more than 800 members. WG welcomed 73 new members in 2015. Nearly 400 donors contributed to Wachusett Greenways' MCRT Construction Fund. This year more than 200 volunteers of all ages helped carry out Greenways' mission of connecting the Wachusett communities with trails and greenways.

State Trails Conference

Wachusett Greenways directors attended the annual State Trails conference which was led by Paul Jahnige and Amanda Lewis of DCR's Trails and Greenways Program and the Mass. Recreational Trails Advisory Board (MARTAB). Trail enthusiasts from across the Commonwealth serving with government agencies, town committees and nonprofit groups gathered to inspire and encourage one another.

Trail Stewardship

Wachusett Greenways continued to steward the MCRT and Trout Brook/White Oak Trail. Partners including the DCR and Wachusett Towns helped with mowing and machine maintenance. WG is planning MCRT upgrades in Rutland, Holden and Sterling with a DCR Recreational Trails grant and WG matching funds for 2016. WG also plans new MCRT signage for 2016.

Mass Central Rail Trail Connection Plans

Preparation is underway to complete the MCRT connection along the Route 140/Beaman St. causeway in West Boylston. Design and engineering grants from the DCR Recreational Trails Program and two Partnership Matching Programs have been awarded to Wachusett Greenways which is providing the match for these grants. Wachusett Greenways has also applied for a DCR Recreational Trails Grant to construct the first section of this connection from West Boylston trail terminus at the Thomas Street parking lot through the Route 140 crossing.

Teaming Up for Trail Maintenance and Upgrades

Wachusett Greenways trail patrollers and trail clearing volunteers continued to maintain the MCRT. The Wachusett Towns and the DCR also supported trail maintenance including mowing some rail trail shoulders and plowing parking lots.

The amenity of portable toilets is a service that trail users appreciate and is beneficial for the watershed. Wachusett Greenways funds three portable toilets year round in Sterling at the cider mill entrance, in West Boylston at the Thomas Street entrance and in Holden at River Street. The DCR provides portable toilets in West Boylston at Thomas Street and in Rutland at the MCRT/Midstate Trail parking lot.

Reaching Out

Greenways held several hospitality days and trail counts on the rail trail and welcomed visitors at Holden Days and UMass Med School's Earthday Celebration. At one trail count, several visitors stopped to express their appreciation to all who have helped build and care for this trail. Two young UMass doctors called out as they jogged past, "This stone dust surface is the only way to go for our knees and joints! Pass the word." The most common comments are: "Keep up the great work! Thank you! This trail is my special place."

Student teams bring fresh energy. Bancroft middle-school and 5th grade students returned for their annual series of volunteer days. WPI students from the Alpha Phi Omega coed service fraternity served for several trail days including at the Springdale Mill celebration. Rutland Girl Scouts, Sterling Girl Scouts, St. John's High School students and Westborough Synagogue Mitzvah families also volunteered.

Welcome Center

Planning for the accessible ramp and trail connection at the Welcome Center at 21 Miles Road in Rutland is still underway. WG expects that 2016 will be the landmark year when we begin to welcome regular visitors there. Most gracious and community minded landscaper Doug Hagman donated 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.

The Garden is Coming

Jeff Keay and his intrepid team built raised vegetable garden beds, and Christy Barnes selected the site for a rain garden. Greenways is looking forward to spring planting for vegetables to share with visitors. Greenways is seeking garden volunteers too!

New Benches

Greenways installed new granite benches at the Springdale Mill site just in time for the 10th annual Springdale Mill Celebration. At least three new engraved benches are planned for 2016 installation along the MCRT.

Outdoor Events

Wachusett Greenways offers a wide variety of free outdoor events year round from walks and bicycling to full-moon snowshoeing, cross-country skiing and canoeing. 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. Section maps of the Mass Central Rail Trail are available at <http://www.wachusettgreenways.org/wordpress/maps-and-trail-sites/mcrt-map/>. Wachusett Greenways, P.O. Box 121, Holden 01520.

Wachusett Greenways Board of Directors:

Colleen Abrams, Chair	Gordon Elliot (retired 9/2105)
Christy Barnes	Jeffrey Keay
Stephen Chanis	David Fitzpatrick, Treasurer
Michael Peckar, Secretary	



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

2015 ANNUAL REPORT

January 2016

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

The 2015-2016 school year in the Wachusett Regional School District has been productive and groundbreaking. Our year has been productive because with the passage of a school budget in late fall, the District had the ability to add several key positions to assist our students and teachers in the educational process. I want to thank all of our communities for making education a priority and supporting a budget that will help our children become well prepared to be successful in our globally competitive world. This year has also been groundbreaking because of the progress being made on the new Mountview Middle School, with construction moving along at a fast clip and completion of the new school on Shrewsbury Street anticipated to be sometime before this coming summer.

An item that will be at the forefront of our work this spring will be the development of the WRSD Strategic Plan. Our school district is well poised to provide a visionary strategic plan that will take us into the next five years of learning in all schools. We are committed to a collaborative, open planning process in which feedback and discussions are vital components of synthesizing our unified goals. A community-wide survey and a series of focus groups with all stakeholders will help to inform the strategic planning process. I am confident that this process will improve our district and strengthen our community while providing an outline for budget priorities over the next several years.

This year, as we begin to work on the FY17 WRSD budget, I have held two Budget Roundtables open to all Member Towns, in order to discuss budget issues for both FY16 and FY17. The conversations have been candid and worthwhile, with various town representatives sharing their own concerns about the upcoming budget process. The more conversations that we participate in as a whole school district, the more we all understand that many of the funding issues associated with the District are because of the funding formula at the state level. The issue still remains that the formula will not be fixed in the near future and we are still responsible for providing our children with a strong educational experience.

Each budget that we have presented over the past several years has been fiscally sound and educationally driven. In the past three years, our budget increases have all been under 2.5%. By remaining fiscally frugal, our per pupil expenditure remains a little over \$11,000 per student, which is well under all other school districts that border WRSD Member Towns. We must continue to work together to assess what our schools need to provide the children of the Wachusett Regional School District the necessary skills for success.

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

Sincerely,

Darryll McCall, Ed.D.
Superintendent of Schools

DM:rlp

ZONING BOARD OF APPEALS

2015 ANNUAL REPORT

Overview of 2015

In 2015, the Zoning Board of Appeals received 12 new cases.

The Board received the following:

- 8 Variances (7 granted, 1 Denied)
- 4 Special Permits (3 granted, 1 pending)

ZBA News

The ZBA has a new Administrative Assistant Dawn L. Metcalf

Town of Sterling
Incorporated in 1781

OFFICERS OF THE UNITED STATES OF AMERICA

PresidentBarack H. Obama
Vice PresidentJoseph R. Biden

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 2016 are as follows:
Annual Town Meeting - May 2 at the Chocksett School Auditorium
Annual Town Election - May 9. Polls are open from 7am – 8pm at the Houghton School
State Primary - Thursday, September 8
Presidential Election – Tuesday, November 8

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).